

**Standing Commission on Civil Service Salaries and Conditions of Service
Report No. 43: Grade Structure Review**

The following is issued on behalf of the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission).

The Standing Commission today (November 27) submitted a report to the Chief Executive on grade structure review (GSR).

At the invitation of the Secretary for the Civil Service, the Standing Commission has conducted two GSR: one on the Veterinary Officer grade, and one on the Government Counsel grade and the related Legal Aid Counsel and Solicitor grades. The GSR focuses on grades which have demonstrated recruitment and retention difficulties. The report sets out the Standing Commission’s findings and recommendations.

“In undertaking the GSR, we are mindful that pay and conditions of service could not, and should not, be the only solution to tackle recruitment and retention problems. We have therefore adopted a holistic approach with a view to enabling the relevant grades to recruit, retain and motivate talent,” Mr Nicky Lo Kar-chun, Chairman of the Standing Commission said.

For the Government Counsel and related legal grades, the Standing Commission has recommended the re-positioning of an existing omitted point and addition of one omitted point to address the recruitment and retention difficulties. For the Veterinary Officer grade, the Commission recommends a modest increase in the starting pay and the re-positioning of existing omitted points to address their unique recruitment and retention difficulties. The proposed new starting pay takes into account the relativity with other professional grades, having due regard to their training routes and post-qualification requirements.

The Standing Commission recognises that more recognition and appreciation of good performance, coupled with better prospect of professional development, would go a long way to enhancing a sense of achievement among the staff, motivating them to continue to render high standards of service to the society.

The Standing Commission conducted the GSR through a combination of Commission meetings, visits, invitation and examination of written submissions and discussion with stakeholders.

“We would like to express our sincere gratitude to both the management and the staff representatives of the grades concerned as well as all those who have contributed to the review,” Mr Lo said.

Standing Commission Report No. 43 can be viewed on the website of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service at http://www.jsscs.gov.hk/en/publications/reports_sccs.htm.

The Standing Commission advises the Chief Executive on the principles and practices governing pay and conditions of service of non-directorate civilian civil servants. The Standing Commission is chaired by Mr Nicky Lo Kar-chun, with Mr Owen Chan Shui-shing, Mr Barry Cheung Chun-yuen, Ms Virginia Choi Wai-kam, Dr Miranda Chung Chan Lai-foon, Professor Ho Lok-sang, the Honourable Jeffrey Lam Kin-fung, Mr Andy Lo Kwong-shing and Mr Pang Yiu-kai, as members.