

Press Release

Standing Commission on Civil Service Salaries and Conditions of Service: Report No. 49: Civil Service Starting Salaries Survey 2012

The following is issued on behalf of the Standing Commission on Civil Service Salaries and Conditions of Service:

The Standing Commission on Civil Service Salaries and Conditions of Service has submitted its report on the Civil Service Starting Salaries Survey (SSS) 2012 to the Chief Executive today (December 18).

The Standing Commission conducted the SSS using April 1, 2012 as the reference date under the Improved Civil Service Pay Adjustment Mechanism (Improved Mechanism), at the invitation of the Administration. The report sets out the Standing Commission's findings and recommendations on the starting salaries of non-directorate civilian grades in the civil service.

“This is the second time the Standing Commission conducts an SSS under the Improved Mechanism. The Standing Commission has adopted a consistent approach both for the methodology of the pay comparison survey (Survey), and for the principles and considerations of the application of results of the Survey, as developed in the 2009 SSS,” Mr Wilfred Wong Ying-wai, Chairman of the Standing Commission, said.

In formulating the recommendations of the 2012 SSS, the Standing Commission has taken into account the Survey findings which covered private sector pay for entry-level jobs with employees recruited during the period of April 2, 2011 to April 1, 2012. “It is glad to note that the number of participating organisations and data points have increased significantly in the 2012 SSS. This has further improved the representativeness and credibility of the Survey,” Mr Wong said.

“Similar to the 2009 SSS, the Standing Commission has adopted a holistic approach taking into account all relevant factors in formulating its recommendations,” Mr Wong said. The principles and considerations which the Standing Commission has taken into account are similar to the 2009 SSS, namely, “broad comparability” with the private sector from a longer-term perspective, nature of the SSS, attractiveness and stability of civil service pay, inherent differences between the civil service and private sector, inherent discrepancies in statistical surveys and wider community interests.

The findings of the Survey showed that existing civil service benchmark pays closely reflected the market upper quartile (P75) pay levels for most of the Qualification Groups (QGs). There are slightly larger differences between the existing civil service benchmark pays and the market P75 pay levels for Degree and Related Grades (QG 9) and Model Scale 1 Grades (QG 10). “Nevertheless, the

Standing Commission considered, taking into account all relevant factors under the holistic approach, that a positive message should be sent to the community and the findings should not be simply applied in a mechanical manner. The Standing Commission therefore recommends that the civil service benchmark pays of QG 9 and QG 10 should not be reduced, and should remain unchanged. In respect of the benchmarks or starting salaries of other QGs, grades and ranks, as they closely reflect the market pay level, or through internal relativities, they should also remain unchanged,” Mr Wong said.

The Standing Commission would like to take the opportunity to express its gratitude to members of the staff sides and professional human resources organisations for their valuable views expressed during various stages of the 2012 SSS consultation. It would also like to thank all private sector organisations which have participated in the SSS.

The Standing Commission Report No. 49 and the consultant’s report on the pay comparison survey of the 2012 SSS have been uploaded onto the website of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service at <http://www.jssc.gov.hk/reports/en/49/sssindex.html>.

The Standing Commission is appointed by the Chief Executive to advise on the structure, salaries and conditions of service of the non-directorate civilian grades in the civil service. The Standing Commission is chaired by Mr Wilfred Wong Ying-wai. Its members are Mr Owen Chan Shui-shing, Miss Elaine Chan Wing-yi, Mr Barry Cheung Chun-yuen, Dr Miranda Chung Chan Lai-foon, Mr Jeffrey Lam Kin-fung, Mr Pang Yiu-kai, Professor Suen Wing-chuen, Dr Carrie Willis Yau Sheung-mui and Mr Wilfred Wong Kam-pui.

End/Tuesday, December 18, 2012