

比較。不過，鑑於紀律部隊的性質特別，因此必須密切監察新方案的實施情況，留意是否對公務員的招聘和留任有任何負面影響。

(b) 假期及度假旅費

- (i) 有關建議已獲入職制度及服務條件工作小組的職方一致通過。不過，我們又知道，政府在一九九九年年底諮詢部門時，若干紀律部隊的管理層曾對某些項目，如積假限額，表示關注。
- (ii) 我們認為，若與劃一條款及私營機構的福利比較，有關建議並非不合理。

(c) 房屋福利

- (i) 在房屋福利建議方面，政府已與職方達成不少協議，但首期貸款問題則仍然懸而未決。
- (ii) 我們認為建議的非實報實銷現金津貼簡單靈活，有其可取之處。
- (iii) 保安局正為紀律部隊房屋福利另外擬訂建議；我們會予以討論。

6.36. 二零零零年四月，我們根據上述結論向政府提供意見。新的入職制度及附帶福利在二零零零年六月一日起生效。

benefits for new recruits to the Civil Service and those enjoyed in the private sector. However, given the special nature of the Disciplined Services, it would be important to monitor the implementation of the new package closely to detect any adverse impact on recruitment and retention.

(b) Leave and Leave Passages

- (i) We understood that the proposals had been unanimously agreed by the Staff Side of the Working Group on Entry System and Conditions of Service, although we were aware that, when the Administration consulted departments in late 1999, the management of a number of the Services had expressed some concern over issues such as leave accumulation.
- (ii) We believed that, when compared with the benefits available under Common Terms and those prevailing in the private sector, the proposals were not unreasonable.

(c) Housing

- (i) We noted that the Administration had reached a large measure of agreement with the Staff Side on the housing benefits proposals, but that the question of the Downpayment Loan remained to be resolved.
- (ii) We saw merit in the flexibility and simplicity of the proposed Non-accountable Cash Allowance.
- (iii) We looked forward to discussing the separate proposals on housing for the Disciplined Services which were being worked-up in Security Bureau.

6.36. We advised the Administration along these lines in April 2000. The new entry system and fringe benefits package took effect on 1 June 2000.

新公務員入職制度下的傷亡福利

6.37. 政府就新公務員入職制度下，試用人員及合約人員的傷亡福利安排作出建議，並於二零零零年四月向我們徵詢意見。

6.38. 政府計劃把傷亡福利維持在適用於現職人員福利大致相仿的水平。大體而言，現時適用於所有政府僱員的《僱員補償條例》(第282章)條文，同樣會適用於按新試用條件及合約條件招聘的人員。以死亡福利為例，若在職時去世，則不論死因及服務年資，一律會獲發撫恤金，金額為身故人員最後月薪乘12個月，同時還可獲得因工補償及其他福利。

6.39. 我們支持政府的建議，因為建議的安排會確保新入職制度下招聘的試用或合約人員，若因工受傷或殉職，或在職時去世，一般均會獲得福利，而水平則大致與現職人員現時享有的福利相仿。

6.40. 二零零零年五月，我們根據上述結論向政府提供意見。適用於新入職公務員的傷亡福利安排，在二零零零年六月一日起生效。

家具及用具津貼

6.41. 現時未有資格領取家具及用具津貼的在職人員，根據現行規定，若屆總薪級表第34至44點(或同等薪點)便有資格領取。

Injury and Death Benefits under New Civil Service Entry System

6.37. In April 2000, the Administration sought our advice on their proposed arrangements for injury and death benefits for recruits on probationary and agreement terms under the new civil service entry system.

6.38. The Administration intended to maintain a level of injury and death benefits generally comparable to the provisions for existing staff. Broadly speaking, the provisions of the Employees' Compensation Ordinance (Cap. 282) currently applicable to all government employees would be equally applicable to recruits on the new probationary and agreement terms. In the case of death benefits, a death payment of 12 months' final salary would be granted across-the-board as a benefit to these officers if they died in service, regardless of the cause and their length of service and in addition to any duty-related compensation and any other benefits payable.

6.39. We supported the Administration's proposals as the proposed arrangements would ensure that recruits on probationary or agreement terms under the new entry system, who suffered injury or death on duty or who died in service, would in general be afforded benefits at a level broadly comparable to the current provisions for existing staff.

6.40. We advised the Administration along these lines in May 2000. The arrangements for injury and death benefits for new recruits took effect on 1 June 2000.

Furniture and Domestic Appliances Allowances

6.41. In May 2000, the Administration sought our advice on their proposal to remove the future entitlement to Furniture and Domestic

政府建議撤銷他們將來享有這項津貼的權利，並在二零零零年五月，向我們徵詢意見。

6.42. 政府已根據《審計署署長第三十三號報告書》的建議，檢討家具及用具津貼。審計署認為，家具及用具津貼實質上是“退還租金”予向政府繳付居所(政府宿舍或自行租屋)租金的人員，因此毋須向政府繳付租金的人員，應不准申領這項津貼。審計署建議：

- (a) 應進行檢討，重新研究容許自置居所資助計劃的受益人領取家具及用具津貼的理據；及
- (b) 如果決定自置居所計劃的受益人沒有資格領取家具及用具津貼，特別是在該計劃下已領取全部津貼的人員，應採取行動，停止發放這項津貼。

6.43. 政府並非建議撤銷現時家具及用具津貼受益人領取這項津貼的資格，包括在一九九零年十月一日前領取自置居所津貼的自置居所資助計劃受益人。不過，政府認為，在一九九九年五月一日前獲聘的現職人員，若在截算日期(二零零零年七月一日)仍未屆總薪級表第34至44點(或同等薪點)或以上，則即使他們日後會達到該些薪級點，也應撤銷他們享有這項津貼的資格。

6.44. 下列類別的人員會繼續有資格領取這項津貼：

- (a) 符合資格入住高級公務員宿舍，而政府又沒有向其提供家具及用具的人

Appliances Allowances (F&DAA) from serving officers who were at present ineligible for the allowances but who under current provisions would become eligible if and when they reached MPS Points 34-44 (or equivalent).

6.42. The Administration had conducted a review of the F&DAA following the recommendations in the Audit Commission's Report No. 33. Audit considered that F&DAA was essentially 'a refund of rent' to officers who paid rent to the government for their accommodation, either in the form of quarters or private tenancies, and that officers who were not required to pay rent to the Government should be prohibited from receiving the allowances. The Commission recommended that -

- (a) a review should be conducted to re-examine the justification for allowing Home Purchase Scheme (HPS) beneficiaries to draw the F&DAA; and
- (b) action should be taken to cease payment of the F&DAA to HPS beneficiaries if it was decided that they should not be eligible for the allowances, in particular for those who had received their full entitlement under the scheme.

6.43. The Administration did not propose to remove the F&DAA from existing beneficiaries, including HPS beneficiaries who were receiving the Home Purchase Allowance (HPA) before 1 October 1990. However, they considered it appropriate that the entitlement should be removed from serving officers appointed before 1 May 1999 who were not on MPS Points 34 - 44 (or equivalent) as at the cut-off date (1 July 2000) even if they should reach those points in future.

6.44. Officers in the following categories would continue to be eligible for the allowances -

- (a) officers who were eligible for non-departmental quarters and were not

- 員；
- (b) 一九九九年五月一日前獲聘，總薪級表第 17 至 44 點(或同等薪點)，入住部門宿舍，而政府又沒有向其提供家具及用具的人員；及
 - (c) 一九九九年五月一日前獲聘，截至日期時，在總薪級表第 34 至 44 點(或同等薪點)，而並沒有遭禁止領取這項津貼的人員(包括一九九零年十月一日前參加自置居所資助計劃的受益人，以及在一九九零年十月一日前獲聘，並正領取自行租屋津貼的人員)。

- supplied with furniture and domestic appliances;
- (b) departmental quarters occupants on MPS Points 17-44 (or equivalent) who were offered appointment before 1 May 1999 and were not supplied with furniture and domestic appliances; and
- (c) officers who were appointed before 1 May 1999 and were on MPS Points 34-44 (or equivalent) as at the cut-off date (these included HPS beneficiaries who had joined the scheme before 1 October 1990 and Private Tenancy Allowance recipients who had been offered appointment before 1 October 1990), provided that they were not debarred from receiving such allowances.



紀常會委員訪問白沙灣懲教所
Committee Members visit the Pak Sha Wan Correctional Institution

6.45. 政府研究過《基本法》第一百條的條文後，作出結論，認為由於建議不會影響已在總薪級表第34至44點(或同等薪點)的在職人員，因此不會抵觸“不低於原來標準”的條文。

6.46. 這些建議是政府撤銷與房屋有關的附帶福利的一項措施，其中有些福利確實已不合時宜，需審慎研究。

6.47. 這項建議表面上會減少公務員一些福利，但實際上，對公務員整體影響輕微。

6.48. 我們並無任何強烈理由反對政府的建議，原因如下：

- (a) 家具及用具津貼現時的津貼額是 150 元，不論職級。達到總薪級表第 34 點(47 970 元)使符合資格領取家具及用具津貼，津貼額是月薪的 0.3%。這個百分率會隨着領取津貼人員的月薪增加而減少。因此，這項津貼只具象徵意義，撤銷後不會給申領人員造成財政上的困難。
- (b) 受影響的人員不多，因為若參加各類房屋計劃，即喪失領取這項津貼的資格。達到總薪級表第 34 點或以上的人員，大部分均已參加其中一個房屋計劃，自動喪失領取這項津貼的資格。
- (c) 這些建議與撤銷空氣調節津貼相若，而我們已支持撤銷空氣調節津貼。(見第 6.11 至 6.15 段)
- (d) 由於現時的受益人會繼續領取家具及用具津貼，因此看來確實並無抵觸

6.45. The Administration had considered the provisions of Article 100 of the Basic Law and had concluded that, as the proposals would not affect serving officers who were already on MPS Points 34 - 44 (or equivalent), there would be no conflict with the "no less favourable" provision.

6.46. The proposals were part of the Administration's initiative to remove the provision of minor housing related benefits. There was little doubt that some of these benefits were indeed obsolescent and needed to be critically examined.

6.47. The proposal, on the face of it, would result in some reduction in civil servants' benefits. But, in reality, its effect on the service as a whole would be minimal.

6.48. We did not see any strong grounds for objecting to the Administration's proposals, for the following reasons -

- (a) The current rate of F&DAA was \$150 irrespective of rank. When an officer became eligible on reaching MPS 34 (\$47 970), F&DAA represented 0.3% of his salary. This percentage would diminish as his salary went up. The allowance therefore had only symbolic value and its removal would not cause any financial hardship.
- (b) The number of officers affected would be small, because officers became ineligible once they joined the various housing schemes. The majority of officers reaching MPS 34 or above would have joined one of these schemes and would have automatically lost their eligibility in any case.
- (c) The proposals were analogous to the removal of the Air-Conditioning Allowance, which we had supported. (See paragraphs 6.11 to 6.15.)
- (d) Since existing beneficiaries would continue to draw the F&DAA, it did

《基本法》“不低於原來標準”的條文。

- (e) 上文第 6.44 段所述的三類人員會繼續領取這項津貼，因此日後可能有資格申領這項津貼而被剝奪領取資格的人員，實際的人數十分少。

6.49. 二零零零年五月，我們通知政府支持其建議。新的安排在二零零零年七月一日起生效。

取消考績關限及與增薪有關的《公務員事務規例》改革

6.50. 二零零零年五月，政府徵詢我們對其建議取消考績關限制度的意見，並通知我們，對有關給予增薪的《公務員事務規例》第 451 條及 452 條，進行改革。

6.51. 以下的管理工具是用作監察員工的表現及工作效率：

- (a) 在指定的薪級中位點設有考績關限，評估工作表現是否稱職；
- (b) 《公務員事務規例》第 451 條載有條文，規定評核期內工作表現及品行令人滿意的人員，可獲得增薪；及
- (c) 《公務員事務規例》第 452 條對暫停及延期增薪訂有規定。

6.52. 政府留意到，考績關限制度只適用於若干職系／職級，其中存在很大的缺點。特別是在紀律部隊內，只有兩個職級設有考績關限：關員及高級關員職級。政府認為，這些年來，考績關限制度的效用已隨着時間減少，幾乎變成自動通過關限。因此，政府建議取消考績關限，以一個更有效的制

indeed seem that there was no conflict with the "no less favourable" Basic Law provision.

- (e) Given the continued payment of the allowance to the three categories of officers outlined in paragraph 6.44 above, the actual number of potentially eligible officers who would be deprived of the allowance was very small.

6.49. We advised the Administration of our support for their proposals in May 2000. The new arrangements took effect on 1 July 2000.

Abolition of Efficiency Bars and Reform of Civil Service Regulations on Increments

6.50. In May 2000, the Administration sought our advice on their proposal to abolish the efficiency bar system and informed us of their related reforms of Civil Service Regulations (CSRs) 451 and 452 on the granting of increments.

6.51. The following management tools were used to monitor staff performance and efficiency -

- (a) an efficiency bar placed at designated intermediate pay points to gauge effective performance;
- (b) CSR 451 which contained provisions for the granting of an increment upon satisfactory performance and conduct during the period under review; and
- (c) CSR 452 which provided for stoppage and deferment of increments.

6.52. The Administration had noted that there were major drawbacks evident in the efficiency bar system, which was limited only to certain grades/ranks. Specifically, in the Disciplined Services, the efficiency bar only existed in two ranks - namely the Customs Officer and Senior Customs Officer ranks. The

度取代，確保慎重發放增薪。部門／職系首長對監察員工的工作表現負有整體責任，政府爲了協助他們，計劃發出指引，說明在發放增薪時，如何應用《公務員事務規例》。

6.53. 政府向表現管理及工作表現獎勵制度工作小組徵詢意見後，表示他們普遍支持取消考績關限制度的建議。工作小組成員來自四個公務員評議會、四個公務員協會，以及部門／職系管方及職方工會的代表。工作小組對政府建議加強應用《公務員事務規例》與增薪有關的條文，反應亦很好。至於工作小組對實施方面的若干關注，政府亦已表示會在發給部門管方的指引內處理。

6.54. 部門／職系首長向員工發放增薪，須恪守《公務員事務規例》第451及452條的條文，每個增薪點都應在着意評核工作表現後，才予以發放，而並非只限於考績關限那一個薪級點。因此，我們同意，不大需要利用考績關限來管理工作表現。

6.55. 以關員及高級關員職級而言，他們毋須先通過測試或獲得額外資格，才會獲推薦通過考績關限。因此，政府建議取消考績關限的建議，對紀律部隊影響很小，並無多大理由予以保留。我們就此作出結論，應支持政府的建議。

Administration held the view that, over the years, the effectiveness of the efficiency bar system had been eroded and its passage had become almost automatic. They therefore proposed to abolish the efficiency bar and replace it by a more effective system to ensure vigilance in granting increments. In order to assist Heads of Departments/Grades who would have overall responsibility for monitoring staff performance, the Administration intended to issue guidelines on the application of the CSRs in the granting of increments.

6.53. Having consulted the Working Group on Performance Management and Performance-based Reward System which comprised representatives from the four staff consultative councils and the four service-wide associations, as well as department/grade management and their staff associations, the Administration advised that there was universal support for the proposal to abolish the efficiency bar system. Feedback was also positive on the proposal to strengthen the application of the CSR provisions on increments. As regards certain concerns on implementation issues, the Administration had indicated that these would be addressed in the guidelines to be issued to department management.

6.54. Since Heads of Department/Grades were required to observe strictly the provisions of CSRs 451 and 452 for granting increments to officers, each increment in salary should be granted on the basis of a conscious assessment of performance, not just at the point of the efficiency bar. As such, we agreed that the need for the efficiency bar as a performance management tool would greatly diminish.

6.55. In the case of the Customs Officer and Senior Customs Officer ranks, officers were not required to pass any tests or to obtain additional qualifications before they were recommended to pass the efficiency bar. Thus, the impact of the Administration's proposed abolition of the bar would be minimal in the

6.56. 二零零零年六月，我們根據上述結論向政府提供意見。新安排由二零零零年十月一日起生效。

Disciplined Services and there was little ground to justify its retention. On this basis, we concluded that the Administration's proposal should be supported.

6.56. We advised the Administration along these lines in June 2000. The new arrangements took effect on 1 October 2000.



紀常會委員訪問入境事務處落馬洲管制站
Committee Members visit the Immigration posts at Lok Ma Chau Control Point