

CHAPTER 7

THE DISCIPLINED SERVICES

7.1 CONSULTANTS' PROPOSALS

7.1.1 Having taken note of the recognition given by the Standing Commission to the special nature of the duties of the disciplined services in the civil service, Hay proposed a different methodology for assessing the job size and the corresponding pay for the disciplined services to allow for the special features of disciplined services jobs, as follows :

- (i) Hay would evaluate a number of jobs on the Master Pay Scale and a number on the Disciplined Services Pay Scale in the civil service and then compare the pay of the two scales for jobs of the same weight. Any difference in pay would then be the additional amount, if any, which was in practice currently being paid at each pay point to the disciplined services in respect of the special features of their jobs;
- (ii) They would then deduct this additional amount from the pay figures for the disciplined services, before making comparisons with pay in the private sector; and
- (iii) They would obtain information from the private sector companies on the way in which their employees are paid for special factors and use this information to comment in their final report on the element paid to the disciplined services in recognition of the special factors pertaining to their work.

7.1.2 A full description of Hay's proposed methodology for dealing with the disciplined services can be found in Appendix E to Hay's report at Annex C to Appendix IX.

7.2 VIEWS EXPRESSED AT PAY LEVEL SURVEY
ADVISORY COMMITTEE MEETINGS

7.2.1 (a) Police Force Council

The Police Force Council considered that, whilst the methodology proposed by Hay for the disciplined services was acceptable, Hay should also take into account some of the special duties and features of police work and the restrictions on members of the Force which are unique and not shared by other disciplined services in the civil service. The concept of functional parity among the disciplined services should be relinquished and a distinction drawn between jobs in the different disciplined services.

(b) Hong Kong Chinese Civil Servants' Association

The Hong Kong Chinese Civil Servants' Association felt that some non-disciplined service jobs in the civil service also shared some special duties and restrictions in common with the disciplined services, which should not be neglected by Hay during the survey.

(c) The Administration

The Administration supported Hay's methodology, as did other members of the Committee.

7.3 STANDING COMMISSION'S RECOMMENDATIONS

7.3.1 We have considered Hay's proposed methodology for the disciplined services and the requests by Staff Side representatives for separate treatment of the Police Force and certain non-disciplined groups of civil servants, to reflect the special nature of their work. We now recommend as follows :

- (a) The methodology proposed by Hay for the purpose of isolating the additional amount of pay, if any, given to members of the disciplined services seems to us to be viable and the Staff Side representatives have already indicated that it is acceptable to them. It should therefore be adopted; and

- (b) The demands by the Police Force Council, that the Administration should relinquish the concept of functional parity among the disciplined services and that the Police Force should be treated as a special case in recognition of the unique aspects of its work, appear to have been made in the hope of having a review of internal relativities in the disciplined services. Such a review falls outside the scope of this Pay Level Survey and should therefore not be considered.