

16. The expatriate members of the Staff Sides considered the Civil Service Branch's proposal to extend the annual leave scheme on a limited basis to be too modest. However, they accepted the proposal as a compromise for the time being in view of the budgetary situation and their desire to seek improvement.

(G) Flexibility of Local Directorate Leave Passages

(The paragraphs in this section are being considered separately by the Standing Committee on Directorate Salaries and Conditions of Service)

17. Staff Side representatives and members of the Civil Service Branch concluded that local directorate officers should be allowed to use the existing passage allowance within the two-year period for two separate journeys. This would provide local directorate officers with leave passages at the same frequency as their overseas directorate colleagues albeit with a lower dollar value. The proposal would involve no extra cost to the Government and the Treasury had confirmed the feasibility. As this is a purely administrative measure, it is proposed to implement it from 1 July 1985.

18. The new scheme extending annual leave with passages to local officers on D4/DJL4 and above, which came into effect on 1 April 1985, was noted. Representatives of the Senior Non-Expatriate Officers' Association quoted private sector practice in support of their proposal that this provision should be extended to local directorate officers below D4/DJL4 level as soon as possible. They suggested phasing the improvements in stages : first to local officers on or above D2/DJL2 and then to D1/DJL1 officers. Members of the Civil Service Branch noted this as an objective to be pursued in the future.

(H) Leave Passages for Local Officers on MPS 51

19. Representatives of the Senior Non-Expatriate Officers' Association quoted private sector practice in support of their proposal that local officers on MPS 48 - 51 or equivalent should be eligible for leave passages. In addition, they sought equality of treatment with their expatriate counterparts at this level. Members of the Civil Service Branch recognised the validity of some of the arguments put forward but concluded that, for budgetary reasons and as a first step, it would be sensible to pursue the benefit only for local officers on MPS 51 or equivalent. If the concept was approved, such officers should be provided with a leave passage once every four years, and they should be permitted to use the passage allowance for two separate journeys within the four-year period.

(I) Benefits for Model Scale 1 Staff

20. Model Scale 1 Staff Side representatives expressed concern at the lack of holiday passage benefits for non-pensionable staff. They considered the present arrangements generous for senior staff and inequitable to lower paid staff. Members of the Civil Service Branch considered that this point might be met possibly by extending the provisions of the Long Service Travel Award Scheme to include Model Scale 1 staff. Staff side representatives requested that consideration also be given to the provision of short trips to China and Macau. They said that such benefits were common in the private sector. These issues should be pursued separately.

PART III - SUMMARY OF CONCLUSIONS

21. The conclusions reached in discussions between Staff Side representatives and members of the Civil Service Branch are summarised below :

- (a) The purpose of leave should be more clearly defined (paragraph 5).
- (b) The distinction between casual and vacation leave should be removed, and the two types of leave should be combined (paragraph 6).
- (c) The leave accumulation limit for local officers should remain unchanged (paragraph 7). An accumulation limit of 180 days should be introduced in respect of overseas officers' leave (paragraph 8).
- (d) More flexibility should be accorded to overseas officers in advancing or deferring leave than is the case at present. Any untaken leave should be carried forward (paragraphs 9 - 10).
- (e) Officers should be allowed to opt for immediate cash payment in lieu of final leave (paragraph 11).
- (f) Annual leave for overseas officers should be extended in three phases :
  - (i) overseas officers on MPS 44 - 47 or equivalent with 10 years' service or more (paragraph 14);

- (ii) overseas officers on MPS 38 - 43 or equivalent with 10 years' service or more (paragraph 14); and
  - (iii) other overseas officers on MPS 38 - 47 or equivalent after their first tour of service (paragraph 15).
- (g) Local directorate officers should be permitted to use their passage allowance within the two-year period for two separate journeys (paragraph 17).
- (h) Leave passages should be provided to local officers on MPS 51 or equivalent at the rate of one passage every four years. They should be permitted to use the passage allowance for two separate journeys within the four-year period (paragraph 19).
- (i) The Long Service Travel Award Scheme should be extended to include Model Scale 1 staff (paragraph 20).

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Appendix

List of Participants

Chairman

Mr. Michael C.C. Sze, JP	Deputy Secretary for the Civil Service (14.10.82 to 27.1.84)
Mr. Dominic S.W. Wong	Deputy Secretary for the Civil Service (from 28.1.84)

Members

From Staff Side of Senior Civil Service Council

Mr. J.S. Lambourn	)	
Mr. H.J. Walton-Masters	)	Association of Expatriate
Mr. P.D. Weymont	)	Civil Servants of
Mr. N.D. Campbell	)	Hong Kong
Mr. G. Smith	)	
Mr. R. Sissons	)	
Mr. Albert Lam	)	Senior Non-Expatriate
Mr. Poon Nai-hsi	)	Officers' Association
Mr. Ma Siu-leung	)	
Mr. Yiu Chi-yuen	)	Hong Kong Chinese Civil
Mr. Wong Shun-lok	)	Servants' Association
Mr. Lau Wai-sang	)	

From Staff Side of Police Force Council

Mr. J.S. Main	)	Superintendents'
Mr. C.P.O. Birch	)	Association
Mr. J.F. Morris	)	
Mr. D.H. Tallon	)	Expatriate Inspectors'
Mr. C.F. Thornborrow	)	Association
Mr. N. Rich	)	
Mr. Li Shu-fung	)	
Mr. Fong Kai-cheung	)	Local Inspectors'
Mr. P.A. Da Silva	)	Association
Mr. Chau Chuen-kung	)	
Mr. Wong Hiu-shan	)	Junior Police Officers'
Mr. Tsui Wai-chun	)	Association
Mr. Ng Chuen-chung	)	

From Staff Side of Model Scale 1 Staff Consultative Council

Mr. Li Ping-yu	)	Hong Kong Chinese Civil
Mr. Yip Sik-hou	)	Servants' Association
Mr. Yu Kui-fung	)	Hong Kong Civil Servants'
Mr. Chan Wah	)	General Union
Mr. Chung Shu-chun	)	Hong Kong Government
Mr. Ho Chi-ming	)	Waterworks Chinese
	)	Employees' Union
Mr. Shum Tong	)	Urban Services Department
Mr. Tam Chi-yan	)	Kowloon Workers' General
	)	Union
Mr. Suen Man-hoy	)	Hong Kong Urban Services
Mme. Wong Tai	)	Department Staff General
	)	Association

From Civil Service Branch

Mr. Peter H.L. Lai ) Principal Assistant  
Mr. Christopher I.C. Jackson ) Secretary for the Civil  
 ) Service

Mr. M.J.C. Waters Assistant Secretary for  
the Civil Service

Mr. Peter Cheung Chief Executive Officer

In attendance

Mrs. Jennifer Li Staff Side Secretary,  
Senior Civil Service  
Council  
(14.10.82 to 11.2.84)

Mr. Francis Leung Staff Side Secretary,  
Senior Civil Service  
Council (from 12.2.84)

Mr. C.D. Mayger, QPM, CPM Chief Staff Officer,  
Staff Relations, Royal  
Hong Kong Police Force

Mrs. Isabella Mak Staff Side Administrative  
Assistant, Police Force  
Council

Mrs. Amy Tsang Staff Side Secretary, Model  
Scale 1 Staff  
Consultative Council

Mr. Ma Wing-woon	)	Adviser, Model Scale 1
Mr. Ip Wing-hong, BEM	)	Staff Consultative
	)	Council
Mr. M.K. Wu		Staff Relations Division, Civil Service Branch

Secretary

Mrs. C. Willis		Senior Executive Officer, Civil Service Branch (14.10.82 to 18.1.84)
Mrs. R. Ng		Senior Executive Officer, Civil Service Branch (from 19.1.84)