

前言

本報告書載述紀律人員薪俸及服務條件常務委員會(紀常會)過去兩年的工作，而上一份報告書(即第三號報告書)涵蓋的期間卻長達五年，這點正好反映紀常會近年的工作非常繁重。事實上，紀常會近年的工作，較一九九二年以來任何一段期間繁重得多。

紀常會於一九八九年二月成立，是一個獨立的諮詢組織，負責就紀律部隊的薪酬和服務條件事宜，向行政長官提交意見，從而協助維持紀律部隊的效率和穩定性。目前，紀常會的職權範圍包括七支紀律部隊，分別為懲教署、香港海關、消防處、政府飛行服務隊、香港警務處、入境事務處及廉政公署。

本報告書匯報紀常會由一九九八年七月至二零零零年十二月期間審議的事項和就這些事項提供的意見。期內有三個問題最為矚目，分別是公務員體制改革、公務員入職薪酬檢討、以及工作津貼檢討。這些問題都對紀律部隊影響深遠，需要審慎考慮。此外，我們亦處理了不少有關其他事宜的建議書，涉及的事項也許影響較小，但仍須詳加分析和審議。

與過往發表的報告書一樣，這本報告書不單是載述紀常會工作的公開記錄，也是當局和紀律部隊的參考資料。各界人士或會有興趣多認識紀常會的工作和角色——一個我深信永遠都重要的角色。對於這些人士，本報告書應會為他們提供寶貴資

FOREWORD

The fact that this report covers only two years' work, whereas our Third Report covered five, is an indication of how busy the Standing Committee on Disciplined Services Salaries and Conditions of Service has been recently – busier, indeed, than at any time since 1992.

The Standing Committee was established in February 1989 to provide independent advice for the Administration. Our aim is to assist in maintaining the efficiency and stability of the Disciplined Services in the Civil Service by advising the Chief Executive on matters relating to their pay and conditions of service. There are seven disciplined departments within our remit - Correctional Services Department, Customs and Excise Department, Fire Services Department, the Government Flying Service, the Hong Kong Police Force, Immigration Department and the Independent Commission Against Corruption.

The Fourth Report covers all the matters which the Standing Committee has considered between July 1998 and December 2000, and the advice we have given on them. Three major issues stand out during this period - Civil Service Reform, the Civil Service Starting Salaries Review and the Review of Job-Related Allowances, all of which had important and far-reaching implications for the Disciplined Services and required very detailed and sensitive consideration. However, we also tackled a diverse range of submissions which we received on other subjects and, although these may have had a somewhat narrower bearing, they nonetheless demanded careful analysis and thorough deliberation.

As with our earlier reports, the Fourth Report is intended both as a public record of the work the Committee has done and as a reference document for the Administration and the Disciplined Services themselves. I hope it will also be of value to anyone wishing to find

料。

紀常會一直與各紀律部隊的職管雙方及政府當局維持密切的友好和互利關係，讓我們能夠積極解決複雜或棘手的問題。

一如以往，對於各紀律部隊及其卓越表現，我和我的同事均表示由衷的讚許。香港很幸運，能夠擁有這些優秀的隊伍，保障公眾安全和維護治安。各紀律部隊行動迅速、反應敏捷，而且上下一心，團結無比。紀常會能夠參與關於他們的工作，實在感到非常榮幸。

我亦要再次向當局致謝，特別感謝公務員事務局局長及其屬下人員，他們鼎力協助紀常會，特別是在擬訂可能影響紀律部隊的建議時，及早知會我們。

最後是一些個人感想。我自紀常會成立之初已是成員之一，並由一九九一年起擔任主席，現在即將離任，在此謹向紀常會各位成員致意，感謝他們處理提交紀常會的事項時，全心全意、睿智練達，並在我擔任主席這九年間，給我大力支持。此外，我也感激紀常會秘書長辦公室全體職員，為我們提供了高效率的秘書服務。

有關紀律部隊的事宜，在在需要各方仔細研究和坦誠商討，謹此預祝紀常會、各紀律部隊及當局繼續合作無間，碩果豐收。

out more about the Standing Committee and the role we play – a role which, I believe, remains as vital as ever.

The Standing Committee has continued to enjoy close, cordial and productive relations with the management and staff sides of the Disciplined Services and with the Administration. This enables us to approach complicated and potentially delicate issues in a constructive and positive atmosphere.

I must, as before, express the sincere admiration which I and my colleagues have for the Disciplined Services and their work. Hong Kong is very fortunate to be able to rely on such excellent organisations for our public safety and security. They set very high standards of operational readiness and efficiency and their esprit de corps is second to none. The Standing Committee is privileged to be associated with them.

I should also like, once again, to record our gratitude to the Administration, and in particular the Secretary for the Civil Service and his bureau, for the help they have given us – particularly for putting us in the picture at an early stage when they are preparing proposals which may affect the Disciplined Services.

To conclude on a personal note, as I prepare to step down from the Standing Committee having been a member since the beginning and Chairman since 1991, I wish to thank Members for the wisdom, enthusiasm and goodwill with which they have always tackled every subject under consideration. Their unstinting support has sustained me during my nine years in the chair. I am likewise indebted to the staff of the Office of the Secretary General for the meticulous secretariat service which they provide.

I wish the Standing Committee, the Disciplined Services and the Administration every success in their deliberations on future issues, which will, I do not doubt, require every

bit as much careful study and forthright discussion as those we have successfully addressed in the past.

主席劉健儀

Mrs Miriam Lau
Chairman

二零零零年十二月

December 2000