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Views of the Junior Police Officers' Association on Civil Service Pay Issues

Civil Service Pay Policy and System Review

- The JPOA's attitude towards the Review of Civil Service Pay Policy and System is open and positive. They agree that the existing system should be reviewed and improved. However, they opine that the Management should thoroughly study the impact of the Review on all Force Members before submitting views to the Administration.
- Ever since the return of the HKSAR to China in July 1997, the workload as well as work pressure for police officers, especially frontline officers, have been increasing to a large extent. This is evidenced by the increase in frequency of demonstrations by various parties/organisations, increasing public demand on services provided by civil servants, pressure from media and change of political climate. The situation was aggravated by the downsizing of civil service resulting from the Enhanced Productivity Programmes launched by various Departments including the Police Force. The frontline officers are confronting a highly demanding and challenging work environment which they have never experienced before. In this regard, the JPOA would like the Management to take the above factors into serious consideration when studying the impact of the Review.
- Noting that the promotion prospect for junior police officers has already been limited under the existing 3-tier ranking system, the JPOA cautions that further rank deletion should be avoided in the Review.

Speculations on Civil Service Pay

- The JPOA notes the recent media coverage/reports regarding speculations on civil service pay cut. They opine that the existing mechanism on pay adjustment has been working effectively in the past years. As the findings of the Pay Trend Survey 2001/02 have yet to be finalised and the decision on pay adjustment 2002 would have to be made after thorough consultation with the Staff Sides, any speculations at this stage would have adverse effect on staff morale and upset the stability of the civil service as a whole.
- Furthermore, if the Administration really decides on a pay cut on civil servants at this stage before the promulgation of the Pay Trend Survey results and regardless of the consequences, it will also adversely affect the stability of civil service. As a result, the morale of police officers, in particular the junior officers in view of their limited promotion prospect, would be damaged seriously. Hence, any decisions prior to the outcome of this year's Pay Trend Survey would be devastating. It is hoped that the Administration would not underestimate the sentiment and possible reactions of frontline police officers in this respect.

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