

Views of Local Inspectors' Association on Civil Service Pay Issues

- Except one newspaper namely Sing Tao claimed civil service would not receive pay-cut when FS announcing his first budget tomorrow. Of course, other newspapers and TV/ radio all claimed that civil service would be facing pay cut up to 5 % this year. My observation, perhaps immature at the present stage, concerning Civil Service Pay Review are:-
 - The establishment of civil service is totally different with the commercial sector, the Civil Service is close to a stabilizer of the society, too much irrational criticism against civil service would damage the system and HK.
 - The image of civil service has been badly damaged by press and politician over the last decade. Over the past 10 years, the civil service has been doing well and there is not much room for further pay-cut and work-add.
 - Conditions of Service of Civil Service particularly disciplinary services have been adjusted drastically and the problem stemmed from the new employment scheme (i.e. no pension/ no quarters) would surface when the economy of HK is getting better after 5-8 years.
 - Pay-cut would be unlawful in the existing legislation.
 - Pay-cut would immediately affect officers due for retirement, (last monthly income was cut??).
 - Civil Service would be very hostile and file a civil case against SAR if the pay-cut is unavoidable.

 - Yet, we must be able to admit that some works/ duties of the civil service is aging and should be cancelled.
 - Nevertheless, cut down the number of civil service must be step-by-step and lawful, without linking up a fuse in the civil service.
 - Once pay-cut is due, more bankruptcy case would be reported.
 - The review system is a well-established system. Any change must be justified and step-by-step.

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