



公務員及資助機構員工事務委員會各位委員：

2013/14 年度公務員薪酬調整

關於署理行政長官會同行政會議在2013年6月11日就2013/14年度公務員薪酬調整所作的最後決定，香港高級公務員協會感到極度失望。對當局所發表有關已考慮了六大因素的言論，本會更覺不能令人信服。事實勝於雄辯，鐵一般的數據放在眼前，如何強詞也不能奪理。

2 本會不滿意公務員薪酬調整背離機制，只單一地與薪酬趨勢淨指標劃上等號，沒有按既定機制作出適當及合理的調整。本會更不滿公務員的貢獻不被認同，及公務員的意見不被充分反映和接納（見附錄一至附錄三）。

3 就行政長官會同行政會議在考慮每年的薪酬調整時，應當充分考慮的六大因素，我們重申：

- (a) 薪酬趨勢調查結果發現疑點：參與調查的機構沒有及無需申報非現金性或延後性的額外報酬，因而現時的薪酬趨勢調查未能完全客觀反映參與調查機構在2012/13年度之間的薪酬調整幅度。事實上，薪酬趨勢淨指標有所偏低，也不準確。
- (b) 公務員事務局局長聲稱4.42%是一個預測通漲數據，但這數字是政府統計處以書面發放在2013年3月止的12個月內的甲類消費物價指數增幅，同時薪酬趨勢調查報告書也引用這數字。
- (c) 香港現在的經濟狀況是正增長，GDP增長約3%。
- (d) 政府財政狀況現時十分穩健，並有大量盈餘。
- (e) 公務員士氣因工作量大、人手緊張和沉重的工作壓力而受到極大打擊。當局既沒有注重公務員士氣，亦沒有實質和態度上激勵公務員的士氣。
- (f) 薪酬調整所作的最後決定與員工的合理期望和訴求有很大差距。

4 基於以上陳述的各項因素，我們希望委員會能重新公平地檢視公務員今年的薪酬調整，以確保政府的行政誠信符合公眾期望。

5 本會也會邀請高級公務員評議會其他成員，按1986年定下的既定機制，聯合向行政長官提出成立「調查委員會」(Committee of Inquiry)來仲裁有關紛爭，及釋除公務員的疑慮。

多謝尊貴的委員

郭志德

(郭志德)

香港高級公務員協會主席

2013年6月14日

**Hong Kong Senior Government
Officers Association**

Room 328, Central Government Offices
East Wing, 2 Tim Mei Avenue, Tamar,
Hong Kong

**Association of Expatriate Civil
Servants of Hong Kong**

Room 327, Central Government Offices
East Wing, 2 Tim Mei Avenue, Tamar,
Hong Kong

Mr. Paul TANG, JP
Secretary for the Civil Service
9/F, West Wing,
Central Government Offices,
2 Tim Mei Avenue,
Tamar, Hong Kong

Dear Mr. TANG,

23 May 2013

2013/14 Civil Service Pay Adjustment

On behalf of the Hong Kong Senior Government Officers Association and the Association of Expatriate Civil Servants of Hong Kong of the Senior Civil Service Council Staff Side,, we wish to inform you of our pay claim. Having regard to the Pay Trend Indicators (PTIs) for the three salary bands, the state of the economy, the government's healthy financial position, the cost of living as well as the need to sustain the stability and morale of the civil service, it is our view that the civil service pay adjustment for the upper, middle and lower salary bands for 2013/14 should be 4.42% across the board. The reasons are given in the ensuing paragraphs.

The Cost of Living

2. Due weight should be given to the inflation rate for the past 12 months. According to the Census and Statistics Department, the year-on-year rate of change in average CPI(A) for the 2012-2013 financial year was 4.42%. As such, we consider that a pay increase of 4.42% across all salary bands is necessary to ensure civil servants to maintain the purchasing power to catch up with the inflation.

Effects of Majority of Serving Civil Servants Having Reached Maximum Pay Point of the Master Pay Scale (MPS) and the Imminent Retirement Peak

3. As the majority of the serving civil servants have reached the maximum pay points of the MPS for their respective ranks and no longer

receive annual pay increments, the Government should consider applying the gross PTIs (i.e. without deducting the payroll cost of increments from the gross PTIs) rather than the net PTIs in deciding the civil service pay adjustment as in the past practice. Furthermore, with the onset of the retirement peak, there is increasing number of intakes of new recruits. This will inevitably inflate the payroll cost of increments. It is observed that the 2012-13 payroll cost of increments for the Lower Salary Band, which is 1.38%, represents the highest figure in the past 15 years. We consider that the practice of mechanically deducting the payroll cost of increments from the civil service pay adjustment should be reviewed against this background.

Importance of Maintaining Staff Morale

4. Since the transfer of sovereignty in 1997, the workload of and pressure on civil servants have increased significantly while the provision of manpower resources has not been correspondingly increased. This has an adverse impact on the morale of civil servants. With Government's healthy financial position, the Government should attach due weight to the factor of civil service morale, particularly as the Government is one of the leading employers in Hong Kong.

Changes in the Salary Structure in the Commercial Sector

5. It is noted that some companies have restructured the salary packages, i.e. varying the components among basic salaries, additional payments and other forms of payment. There are human resource practice and accounting system changes that might have been carried out to maximize the commercial profits. But all these have not been captured in the Pay Trend Survey. The apparent decreases in basic salaries and additional payments, especially the latter, do not reflect the actual take-home pay.

Views of Human Resources Experts

6. A number of human resources experts have expressed to the media that this year's PTIs, particularly that of the Upper Salary Band is far lower than expected and it would be only reasonable for the Government to make some upward adjustment to the net PTIs .

Yours sincerely,



(Philip KWOK)
for Hong Kong Senior
Government Officers Association



(Rebecca DRAKE)
for Association of Expatriate
Civil Servants of Hong Kong

**Hong Kong Senior Government
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Room 328, Central Government
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Mr. Paul TANG, JP
Secretary for the Civil Service
9/F, West Wing,
Central Government Offices,
2 Tim Mei Avenue,
Tamar, Hong Kong

Dear Mr. TANG,

5 June 2013

2013/14 Civil Service Pay Adjustment

We are deeply frustrated with the lack of sufficient consideration for all Civil Servants as shown by the decision of the pay offers made by the Chief Executive-in-Council (CE-in-Council) to the Staff Side, that the pay offers thoughtlessly follow the net PTI.

This suggests that all the factors mentioned in our pay claim letter of 23 May 2013 have been indiscriminately ignored. In particular, no account is seen to have been taken of the adverse impact of the high inflation rate of 4.42% in the past 12 months.

For the time being, members are urging us to take stronger actions e.g. press conferences, calling for a Committee of Inquiry, etc. to express our protest.

We take the opportunity again to reiterate our pay adjustment proposal as outlined in our earlier pay claim letter and earnestly hope the CE-in-Council would re-consider its pay offer decision to uphold the morale of Civil Servants and the stability of the Civil Service.

Yours sincerely,



(Philip KWOK)
for Hong Kong Senior
Government Officers Association

致公務員事務局局長的公開信

公務員事務局局長鄧國威先生：

就閣下最近有關公務員薪酬調整機制的公開發言，香港高級公務員協會必須有以下回應，指出閣下言論不盡不實之處，以正視聽：

香港特區政府一直奉行的薪酬政策是：提供效率和成效兼備的高質素服務；以及通過公務員薪酬與私營機構薪酬保持大致相若這個原則，確保公務員薪酬是公務員和他們所服務的市民都認為是公平的。

2. 每年進行的薪酬趨勢調查是用以計量相關私營機構過往一年間的薪酬趨勢，以便計算出薪酬趨勢淨指標。行政長官會同行政會議當考慮下列六大因素：

- a. 薪酬趨勢淨指標
- b. 香港的經濟狀況
- c. 生活指數
- d. 政府的財政狀況
- e. 職方的薪酬調整申請
- f. 公務員士氣

3. 本會質疑閣下單獨盲從薪酬趨勢淨指標，漠視所有公務員工會的合理建議，又在所有其他因素都指向上調的情況下，竟強調已有考慮其他因素。如此以偏概全，本末倒置地扭曲薪酬調整機制，實難以服眾。

4. 維護公務員的士氣正需要下情上達，政通人和。本會相信這亦是在閣下領導下之公務員事務局的最重要職能。閣下亦沒有理由對所有公務員同事的工作及壓力感受一無所知，或知而不視，視而不見。當前的行政長官會同行政會議正需要就公務員的政策得到適切的建議，以作出公務員士氣的評估，為香港社會創造和諧條件。

5. 閣下一再強調高級公務員「承受能力高」，這危險的言論實在使所有高級公務員擔心。在分化公務員團隊的同時，更打壓所有高級公務員。當局在2009年便以高級公務員「承受能力高」為理由，單獨要高級公務員減薪5.38%。現在當局故技重施，以此再次打壓高級公

務員。「承受能力高」已明顯成為當局扭曲機制所自行制定的「第七因素」。更甚者，所有公務員皆可被任意指為「承受能力高」，而被剝削應有的權利。

總結

6. 本港公務員體制完善，和諧暢順，得來不易。維持公務員的士氣及政府運作的穩定性亦是本會的目標。
7. 就本會從閣下的言論所見，是因閣下一再強調祇需跟隨薪酬趨勢淨指標，而引導行政長官會同行政會議作出令所有公務員失望的初步決定。
8. 本會謹希望閣下能再次引導行政長官會同行政會議，作出更全面的檢討，並作出明智的決定。
9. 基於所有已陳述的因素，本會重申要求本年度對高、中、低層三個薪金級別加薪 4.42%。
10. 若本會的要求未被顧及，本會將邀請高級公務員評議會的其他成員，即外籍公務員協會及華員會，聯合向行政長官提出成立「調查委員會」(Committee of Inquiry) 來仲裁有關紛爭。本會也不排除對公務員事務局採取一些不合作的態度。

香港高級公務員協會主席
郭志德



聯絡電話
郭志德
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