

Government receives Report No. 59 from Standing Commission

A spokesperson of the Civil Service Bureau said that the Government received Report No. 59 of the Standing Commission on Civil Service Salaries and Conditions of Service on Review on Civil Service Pay Level Survey and Starting Salaries Survey today (December 17).

"The Pay Level Survey (PLS) and Starting Salaries Survey (SSS) are the key components of the Improved Civil Service Pay Adjustment Mechanism. The review findings and recommendations will provide us with an important basis for how to enhance the relevant surveys in future. The Government is very grateful to the Standing Commission for the time and effort it has devoted to the review," the spokesperson said.

"The Government will study the review findings and recommendations in detail and consult the relevant stakeholders including the staff side. As the review findings may have implications on the relevant arrangements for civil service pay as a whole (including disciplined services and directorate officers) in future, the Government will also invite the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) and the Standing Committee on Directorate Salaries and Conditions of Service (SDCS) to offer their views on the Review Report," the spokesperson added.

Upon receiving the views from the SCDS, SDCS and relevant stakeholders, the Government will submit its recommendations on the way forward to the Chief Executive-in-Council for a decision.

The Improved Mechanism comprises the conduct of three regular pay surveys (i.e. the Pay Trend Survey, PLS and SSS). The Standing Commission has conducted one PLS and three SSSs since the Improved Mechanism was put into practice in 2007. In April 2017, the Government invited the Standing Commission to conduct a review on the PLS and SSS, having regard to the recommendations made by the Standing Commission in the context of the 2013 PLS and 2015 SSS respectively, namely to review the methodology, application issues and frequency for the conduct of the PLS, as well as to conduct a specific study on Qualification Group 8 (Degree and Related Grades) before the next round of surveys, in order to provide useful reference information and a solid basis for the surveys to be conducted in future.