

# Government receives Report on Grade Structure Review for the Disciplined Services

A spokesperson for the Civil Service Bureau said that the Government received the Report on the Grade Structure Review for the Disciplined Services from the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) today (June 23). The Report also covers the Standing Committee on Directorate Salaries and Conditions of Service (SDCS)'s advice on the salary structures of the heads of the disciplined services departments/agency.

"Since 2008, when the last grade structure review (GSR) for the disciplined services was conducted, the social and economic landscape of Hong Kong has witnessed significant changes. The use of technology has also induced social change. The COVID-19 epidemic in the past two years, together with the responsibilities for safeguarding national security, have also brought about significant changes and tremendous challenges to the operating environment of the disciplined services. As it is difficult to identify comparable posts and jobs in the private sector for the disciplined services, and individual grades are also facing recruitment and retention difficulties, the Chief Executive-in-Council decided to conduct a GSR for the disciplined services in October 2018 to ensure that the grade structures and remuneration of the disciplined services are still effective in attracting and retaining talent under the current social environment as well as the job nature, responsibilities and workload of the disciplined services," the spokesperson said.

"To better understand the work of the disciplined services and to listen to their views, the Government noted that the SCDS organised 19 visits to the seven disciplined services departments/agency and held a good number of meetings with both management and staff sides. The SCDS also received more than 1 380 submissions from the members of the public. The Government is grateful to the consultative committees for the time and effort they have dedicated to this review," the spokesperson added.

"The Government will examine in depth the review findings and recommendations, and consult relevant stakeholders including the management side of the disciplined services departments/agency, as well as the staff side of the grades concerned. Upon receipt of the views of the stakeholders concerned, the Government will submit as soon as possible its recommendations on the way forward to the Chief Executive-in-Council for a final decision. The Government aims to seek the approval of the Establishment Subcommittee and the Finance Committee of the Legislative Council (LegCo) for the final recommendations within the current term of LegCo," the spokesperson continued.

The SCDS advises and makes recommendations to the Government on matters

concerning the pay and conditions of service of the disciplined services. The SDCS advises the Government on matters affecting the directorate of the general civil service (excluding the disciplined services and the Judiciary), including the pay and conditions of service of the heads of the disciplined services.