

Senior Civil Service Council (Staff Side)

ASSOCIATION OF EXPATRIATE
CIVIL SERVANTS
OF HONG KONG

HONG KONG
CHINESE CIVIL SERVANTS'
ASSOCIATION

SENIOR NON-EXPATRIATE
OFFICERS'
ASSOCIATION

RM. 338
CENTRAL GOVERNMENT OFFICES
EAST WING,
LOWER ALBERT ROAD,
HONGKONG.

TEL. NO.: 5-951813

29 December 1986

Gordon M Macwhinnie Esq., C.B.E., J.P.,
Chairman, Pay Level Survey Advisory
Committee,
c/o Standing Commission on Civil Service
Salaries & Conditions of Service,
Room 1801, 18th Floor,
Admiralty Centre, Tower 1,
Hong Kong.

Dear Sir,

Pay Level Survey for Non-Directorate Civil Servants

The Staff Side of the Senior Civil Service Council has reluctantly decided not to attend any further meetings of the Pay Level Survey Advisory Committee.

Since the issue of the Consultants' Report on 24 November 1986, the Staff Side has been requesting fuller disclosure of data used by the Consultants in the preparation of their Report. You have advised us that the information cannot be released because it is confidential and have urged us to rely on the Consultants.

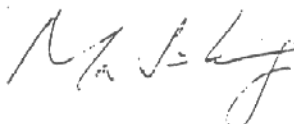
Based on the limited information available so far, we have discovered quite a number of inaccuracies in the Report, which the Standing Commission has agreed should be amended. These include the over-stating of housing, medical and dental benefits, personal loans, and retirement benefits, etc. It is also clear to us that inappropriate principles and methodology determined by the Standing Commission have given rise to inaccurate conclusions drawn by the Consultants and their agents on civil service benefit values. All these have led the Staff Side to suspect that there may well be other inaccuracies in the Report. Unless we are allowed to examine the data in more detail, we will not be able to fulfil our role as members of the Pay Level Survey Advisory Committee, nor to tell our members that the Report is fair and accurate.

It was unfortunate that the content of the Consultants' Report was leaked by members of the Standing Commission and subsequently confirmed in its press release before the Report was considered by the Advisory Committee. This has misled the public and created the wrong impression that civil servants are grossly over-paid. Since then, employer representatives on the Advisory Committee have spoken publicly about the Report findings, giving the impression that these were accurate and agreed. We feel that the public at large as well as the civil servants have a right to know the weaknesses of the survey, both in its terms of reference and reported results. Now, when the Staff Side has attempted to correct errors in the early leaks and explain its difficulties in obtaining sufficient information to evaluate the survey methods and results, there are objections. Your letter of 18 December 1986 appears to be an attempt to muzzle the Staff Side which we cannot accept.

The Staff Side has repeatedly, and unsuccessfully, asked the Standing Commission for closer staff participation in the conduct of this survey - had this been accepted, many of the reported inaccuracies could have been avoided. Such staff involvement has occurred in similar surveys undertaken by your Consultants in other countries.

It is for these reasons that all the three Staff Associations have decided reluctantly not to attend any further meetings of the Advisory Committee. However, the Staff Side will continue to submit its views to the Standing Commission directly.

Yours faithfully,



(MA Siu-leung)
Staff Side Chairman
Senior Civil Service Council