

CHAPTER 5

COMMENTS ON THE OVERALL CIVIL SERVICE POSITION

5.1 In Chapter V of their report, the Consultants analysed the overall position of the civil service as compared with the private sector, both in terms of base salary and total compensation.

5.2 While certain comments outlined in the previous chapter are also applicable to this chapter, the following comments concerning Chapter V of the Consultants' report were recorded :

5.2.1 Hong Kong Chinese Civil Servants' Association

The Association requested that job evaluation results in respect of the civil service should be provided even if the Consultants were not able to provide results in respect of the private sector. It would be difficult for the Association's representatives to report back to their members if such information were not made available. Moreover, it would be difficult for the members of the Committee to verify the results if information concerning job evaluation results were not disclosed. Members must be allowed to raise doubts about the findings. The Association had received feedback from interviewees regarding the lack of preparation on the Consultants' part in carrying out the survey and the difficulties experienced by interviewees in understanding the job questionnaires and in expressing themselves fully.

5.2.2 Model Scale 1 Staff Consultative Council

There would not be any breach of confidentiality with the private sector companies if civil service job evaluation results were disclosed. It would be fairer if civil service job evaluation results could be disclosed.

5.2.3 Employers' Federation of Hong Kong

The Federation wondered how members of the Committee could verify the Consultants' findings, since only the Consultants themselves had the expertise and qualifications to verify the results.

The Federation had sympathy with the request of the Staff Side representatives for the disclosure of job evaluation results in the civil service. The Federation could not see the reason why such information could not be disclosed.

5.2.4 Hong Kong Institute of Personnel Management

The Hay method of job evaluation had been very popular in the private sector and was widely used by many private companies. The Institute was of the view that this same method could be accepted by the civil service.

5.2.5 Consultants

Hay confirmed that they had understood all the jobs surveyed in the civil service and the job questionnaires had been completed perfectly. They challenged any one of the interviewees who claimed that the Consultants did not understand his or her job.