

APPENDIX VII

Criteria against which applications
by staff associations to join the
Senior Civil Service Council should
be considered

- (1) Legal Status
 - (a) Must be a civil service union registered under the Trade Unions Ordinance.
- (2) Membership Composition
 - (a) Membership should primarily be composed of civil servants and retired civil servants.
(A small number of honorary members and members who are not civil servants, as in the case of the AECS, is acceptable.)
 - (b) Membership should be service-wide mixed grade.
 - (c) Majority should be paid-up members paying an annual membership fee. The union should be able to produce a complete list of such members, which should be acceptable to the RTU for the purpose of inspection. (The union can also have some life members as in the case of HKCCSA.)
- (3) Membership Size
 - (a) The number of dues paying members who are serving or retired civil servants, excluding Model Scale 1 staff and affiliated members, should be sufficiently large to deserve recognition by the central management. Members who also belong to the existing Staff Side Associations should not be counted in the calculation of membership size.
 - (b) Membership size should remain relatively stable and not subject to great fluctuations. The union should be able to demonstrate its capability of maintaining a substantial membership over a reasonable period of time.
- (4) Financial Position
 - (a) The union should be financially sound as confirmed by the Registrar of Trade Unions.

- (b) Income of the union should come primarily from membership subscription and other proper sources such as advertisements in union publications. Outside donations should not be the major source of income of the union.
- (5) Organization and Performance
- (a) The union must be well organized with the capability to organize activities, to handle correspondences with the management and other bodies, and to deal with problems brought up by members.
 - (b) It should be well-established, having been in existence for a reasonable period.
 - (c) It should have a good track record, adhering to the Union's constitution and the provisions in the Trade Unions Ordinance.
- (6) The union should have the intention of contributing positively to the functioning of the Senior Civil Service Council.

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