

9 June 2000

Ms Cecilia Yen
Principal Assistant Secretary for the Civil Service
Civil Service Bureau
Government Secretariat
Hong Kong

**Civil Service Reform
Proposal to Abolish Efficiency Bars
Reform on CSRs on Granting of Increments**

Thank you for your memorandum of 29 May 2000 on the captioned subject.

I am pleased to inform you that the Commission has been consulted and fully supports your proposal to abolish the efficiency bars system in the civil service. As you are aware, this is in line with the Commission's previous stance on the matter.

The Commission also notes that the opportunity will be taken by the Administration to reform the civil service increment system by requiring Heads of Departments/Grades to be more vigilant in the application of CSRs 451 and 452 governing the stoppage or deferment of increments.

While the Commission considers this to be a step in the right direction in reforming the increment system, the Commission is of the view that a true performance-based reward system should consist of both penalty for inefficiency and reward for efficient and exemplary performances. In this regard, the Commission would like the Administration to give consideration, in the fairly near future, to how efficient and exemplary performances could also be given proper recognition in the overall reform of the increment system.

I should be grateful if you could keep the Commission informed of progress of your deliberations in due course.

(Angus Miu)
Secretary General (Acting)