

公務員入職薪酬檢討
對紀律人員的影響

*Civil Service Starting Salaries Review -
Implications for the Disciplined
Services*

特殊情況及紀常會建議
的處理方法

*Anomalies and the Standing Committee's
recommendations to address them*

(1) 懲教署

(1) **Correctional Services Department**

(a) 工藝導師職系的入職薪點屬一般紀律人員(主任級)薪級表第 5 點，較工業主任職系低一點。工藝導師相當於資歷組別第 8 組內的職系。薪常會的檢討結果建議不削減這個組別的入職薪點。不過，屬於資歷組別第 10 組的大學入學試合格組別的人職薪點，薪常會則建議降低 6 點，而工業主任職系和懲教主任職系都與這個組別有關連。

(a) The starting salary of the **Technical Instructor Grade** was GDS(O)5, one point lower than the **Industrial Officer Grade**. Technical Instructor was comparable to grades falling under Qualification Group 8, for which the Standing Commission's Review recommended no reduction. However, six points were to be deducted from Qualification Group 10, the Matriculation Group, to which both the Industrial Officer Grade and the **CSD Officer Grade** related.

(b) 懲教署署長向本會指出，如果新入職監督職級人員的薪金低於其新入職的下屬，他認為不能接受。因此，我們建議工藝導師的人職薪酬應跟隨工業主任和懲教主任職系相應作出調整，以便維持現有之內部薪酬對比關係。

(b) The Commissioner of Correctional Services told us that he would regard it as unacceptable if a newly-joined supervisory rank officer were to be drawing a lower salary than his newly-joined subordinate. We therefore recommended that the starting salary of the Technical Instructor should be adjusted in line with the Industrial Officer and CSD Officer, having regard to the established relativity.

(2) 消防處

(2) **Fire Services Department**

(a) 雖然消防隊目(控制)及消防隊目(食堂督導員)的職銜及薪酬與主流職級的消防隊目(行動)(屬晉升職級)相同，其實，這兩個職級是另外有特定職責的基本入職職級——消防隊目(控制)在消防處通訊中心工作，而消防隊目(食堂督導員)則負責飲食服務。因此，兩者的入職薪酬應調整一個支薪點，即由一般紀律人員(員佐級)第 14 點(19,535 元)下調至一般紀律人員

(a) **Senior Fireman (Control)** and **Senior Fireman (Canteen Supervisor)** carried the same title and salary as Senior Fireman (Operational) in the main stream (which was a promotion rank). However, they were, in fact, separate basic entry ranks for specific jobs - Senior Firemen (Control) worked in the communications centres and Senior Firemen (Canteen Supervisor) were involved in catering

(員佐級)第 13 點(18,965 元),使能與本委員會的整體方法一致。但隨之而來的問題是,應否多扣減一個支薪點(即下調至一般紀律人員(員佐級)第 12 點(18,390 元)),使消防隊目(控制)的入職薪點低於消防隊長(控制)的起薪點(一般紀律人員(主任級)第 1 點 — 18,885 元)。

(b) 我們曾與消防處處長商討這個問題。他認為不宜在消防隊目(控制)的入職薪點多扣減一個支薪點,原因如下:

(i) 此舉會令消防隊目(行動)及消防隊目(控制)的差距進一步擴大。

(ii) 消防隊目(控制)較消防隊長(控制)在薪點上多出 80 元所造成的問題只屬輕微影響,可於到達下一個按年增薪的支薪點時獲得解決。況且,由於幾乎所有消防隊長(控制)都是由消防總隊目職級的人員轉任,因此新聘任的消防隊長(控制)入職時實際上並非支取最低起薪點。

因此,我們的結論認為,消防隊目(控制)和消防隊目(食堂督導員)兩個職級的入職薪酬應只扣減一個支薪點。

(3) 廉政公署

(a) 我們建議在廉政公署(廉署)人員薪級表加入三個新的支薪點,以維持警務處與廉署之間的現有百分比差距:

duties. Their starting salaries ought therefore to be adjusted by one pay point, i.e. from GDS(R)14 (\$19,535) to GDS(R)13 (\$18,965), in line with our overall methodology. But the question then arose of whether an extra point should be deducted (i.e. to GDS(R)12 (\$18,390)) in order to keep the Senior Fireman (Control) below the minimum starting point of the **Station Officer (Control)** (GDS(O)1 - \$18,885).

(b) We discussed this point with the Director of Fire Services. He felt that deducting additional points from the entry pay of Senior Fireman (Control) would not be desirable because -

(i) It would further widen the gap between the Senior Fireman (Operational) and Senior Fireman (Control).

(ii) The impact of the \$80 lead which the Senior Fireman (Control) would have over Station Officer (Control) would be minimal, and would be resolved at the next annual incremental pay point. Besides, in practice, new Station Officers (Control) did not enter at the minimum point, as they were almost all Principal Firemen promoted from the ranks.

We therefore concluded that only one point should be deducted for the Senior Fireman (Control) and Senior Fireman (Canteen Supervisor).

(3) **Independent Commission Against Corruption**

(a) We recommended the introduction of **three new salary points** on the ICAC pay scale to maintain the existing percentage differentials between the Police and ICAC -

- 廉署人員薪級表第11a點 (25,220元) - 加插於現時廉署人員薪級表第11與第10支薪點之中間。這是持高級文憑的廉政主任(丙)的入職薪點。他們下一個增薪點是廉署人員薪級表第11點。(大學入學試合格者的人職薪點是廉署人員薪級表第10點。爲了維持與高級文憑持有者薪酬對比關係，他們下一個增薪點則爲廉署人員薪級表第11a點。)
- 廉署人員薪級表第2a點 (13,970元) - 加插於現時廉署人員薪級表第2與第1支薪點之中間。這是在香港中學會考考獲五科E級或以上成績的助理廉政主任和廉政調查員的入職薪點。他們下一個增薪點是廉署人員薪級表第2點。
- 廉署人員薪級表第1a點 (12,950元) - 低於廉署人員薪級表第1點。這是在香港中學會考成績少於五科E級的助理廉政主任和廉政調查員的入職薪點。他們下一個增薪點是廉署人員薪級表第1點，然後是第2點，餘此類推
- **ICAC 11a** - (\$25,220) - inserted midway between the existing ICAC 11 and ICAC 10 pay points, this would be the entry point for Commission Against Corruption Officers (Lower) (CACO) with a Higher Diploma. Their next incremental point would be ICAC 11. (Matriculants would start at ICAC 10 and move to ICAC 11a as their first increment, to maintain the relativity with Higher Diploma holders.)
- **ICAC 2a** - (\$13,970) - inserted midway between the existing ICAC 2 and ICAC 1 pay points, this would be the entry point for Assistant Commission Against Corruption Officers (ACACO) and Commission Against Corruption Investigators (CACI) with 5Es in HKCEE. Their next incremental point would be ICAC 2.
- **ICAC 1a** - (\$12,950) - beneath ICAC 1, this would be the entry point for ACACO and CACI with less than 5Es in HKCEE. Their next incremental points would be ICAC 1 and then ICAC 2 and so on.

(b) 目前，廉政主任(丙)和廉政監督職系的起薪點是廉署人員薪級表第 11 點。廉政主任(丙)是助理廉政主任的晉升職級，同時也是直接招聘的基本入職職級。至於廉政監督則屬基本的主任級人員職級，也是廉政調查員的晉升職級，但目前沒有在這個級別進行直接招聘。我們建議廉政監督的入職薪點應跟隨廉政主任(丙)作出相應調整，但新的薪酬只應在這個職級日後進行直接招聘時才採用 — 晉升至這個職級的在職人員應領取現有薪

(b) The minimum starting salary for the **CACO (Lower)** and the **Commission Against Corruption Controller (CACC)** grades was then Point 11 of the ICAC pay scale. CACO (Lower) was a promotion rank for ACACO as well as a basic entry rank for direct recruitment, while CACC was a basic officer rank and a promotion rank for Commission Against Corruption Investigators (CACI) although there was, at the time, no direct recruitment at this level. We recommended that the CACC's starting

酬。我們相信廉政專員會贊同這個做法。

salary should be adjusted in line with CACO (Lower), but that the new salary should only be applicable in the event that there was direct recruitment to the rank in future - **serving officers** promoted to the rank should receive the **existing** salary. We believed that Commissioner, ICAC would support this approach.