

**Written Submissions were received from the following organisations/individuals during the consultation period**

**(I) Bureaux and Departments**

Agriculture, Fisheries and Conservation Department  
Architectural Services Department  
Audit Commission  
Civil Aviation Department  
Correctional Services Department  
Customs and Excise Department  
Department of Health  
Department of Justice  
Drainage Services Department  
Education Department  
Environment and Food Bureau  
Environmental Protection Department  
Fire Services Department  
Food and Environmental Hygiene Department  
General Grades Office  
Government Flying Service  
Government Land Transport Agency  
Government Supplies Department  
Health, Welfare and Food Bureau  
Home Affairs Department  
Hong Kong Observatory  
Hong Kong Police Force  
Hongkong Post  
Housing Department  
Immigration Department  
Inland Revenue Department  
Innovation and Technology Commission  
Intellectual Property Department  
Land Registry  
Legal Aid Department  
Leisure and Cultural Services Department  
Marine Department  
Public Service Commission  
Social Welfare Department

Trade and Industry Department  
Water Supplies Department

**(II) Staff Associations/Unions**

Architectural Services Department Landscape Architects Association  
Architectural Services Department Quantity Surveyors' Association  
Association of Expatriate Civil Servants of Hong Kong  
Association of Government Calligraphists  
Association of Government Cartographic Staff  
Association of Government Secretarial Staff  
Association of Government Technical & Survey Officers  
Association of Hong Kong Nursing Staff  
Association of Liaison Officers, Home Affairs Department  
Association of Police Translators  
Association of Trade Controls Officers  
(Customs & Excise Department)  
Audit Commission Examiner Grade Association  
Disciplined Services Consultative Council (Staff Side)  
Federation of Education Department Staff Associations  
General Grades Civil Servants General Union  
Government Electrical & Mechanical Services Department Staff  
Union  
Government Electrical & Mechanical Works Supervisors, Craftsmen  
& Workmen Association  
Government Electrical and Mechanical Services Department Building  
Services Employees Association  
Government Employees Association  
Government Employees Solidarity Union  
Government Flying Service Aircraft Engineers Association  
Government Flying Service Aircraft Technicians Union  
Government Librarians Association  
Government Park & Playground Keepers Union  
Government Senior Clerical Officers Association  
Government Social Work Officers Association  
Government Statistical Officers Association  
HKSAR Government Executive Grade Association  
Hong Kong Chinese Civil Servants' Association  
Hong Kong Chinese Civil Servants' Association - Clerical Officer  
Branch

Hong Kong Chinese Civil Servants' Association - Customs Officer Grade Branch

Hong Kong Chinese Civil Servants' Association - Instructor's Branch (Correctional Services)

Hong Kong Chinese Civil Servants' Association - Taxation Officers' Branch

Hong Kong Chinese Civil Servants' Association - Welfare Worker Branch

Hong Kong Civil Servants General Union

Hong Kong Clinical Psychologists Association

Hong Kong Correctional Services Department Assistant Officers General Association

Hong Kong Customs and Excise Staff General Association

Hong Kong Customs Officers Union

Hong Kong Federation of Civil Service Unions

Hong Kong Fire Service Officers Association

Hong Kong Fire Services Control Staff's Union

Hong Kong Fire Services Department Ambulance Officers Association

Hong Kong Fire Services Department Ambulanceman's Union

Hong Kong Fire Services Department Staffs General Association

Hong Kong Immigration Assistants Union

Hong Kong Marine Department Local Professional Officers' Association

Hong Kong Postal Workers Union; and Hong Kong Post Office Senior Postman Union

Housing Department Chief Estate Assistants Association

Housing Department Estate Assistants Association; and Hong Kong Chinese Civil Servants' Association – Housing Department Estate Assistants Grade Branch

Housing Department Technical Staff Association

Housing Managers' Association

Housing Officers Association

Joint-Committee of the Disciplined Services Staff Associations/Unions

Labour Inspectors Association

Marine Officers Association

Model Scale 1 Staff Consultative Council (Staff Side)

Police Force Council Staff Associations  
[including Superintendents' Association;  
Overseas Inspectors' Association; and  
Junior Police Officers' Association of the Hong Kong Police Force]  
Senior Civil Service Council (Staff Side)  
Senior Non-Expatriate Officers Association  
The Association of Customs and Excise Service Officers  
The Government Local Civil Engineers Association  
Union of Hong Kong Post Office Employees

**(III) Other Organisations**

Business and Professionals Federation of Hong Kong  
Employers' Federation of Hong Kong  
Federation of Hong Kong Industries  
Hong Kong Confederation of Trade Unions  
Hong Kong Democratic Foundation  
Hong Kong Family Welfare Society  
Hong Kong Former Senior Civil Servants Association Limited  
Hong Kong General Chamber of Commerce  
Liberal Party  
New Century Forum  
New Youth Forum  
The Chinese General Chamber of Commerce  
The Chinese Manufacturers' Association of Hong Kong  
The Federation of Hong Kong & Kowloon Labour Unions  
The Hong Kong Progressive Alliance  
Tung Wah Group of Hospitals

**(IV) Civil Servants**

105 submissions including those from departmental consultative committees were received from civil servants.

**(V) Members of the Public**

117 submissions were received from members of the public.