

Review of Civil Service Pay Policy & System

Major questions to be Addressed

<u>Question No.</u>	<u>Views</u>
1	It has to be a system that can meet challenging expectation from all sectors.
2	Risk/Award factor can motivate senior officer to be more enterprising.
3	Disciplined and civilian teams should be treated differently.
4	It is an established practice accepted by public at large.
5	Government's affordability is the prime concern in pay adjustment.
6	Fixed pay scale should be retained to promote a stable civil service team.
7	To maintain the status quo would promote social stability.
8	Performance pay has positive effect with staff motivation.
9	Team-based performance would be difficult to access in different civil service sectors.
10	Individual performance reward has been commonly accepted by civil service.
11	Decentralization of civil service pay administration can suit different department's module in pay system.
12	Departmentalised of general/common grades staff can cope with different job types to promote higher efficiency.
13	The standard of service and staff morale can be maintained during transition period through <ul style="list-style-type: none"> (i) fair staff appraisal system (ii) simplified disciplinary hearing (iii) simplified appeal procedure.
14	It is the common goal of "small government".
15	Formal job evaluation should be operated at departmental level.