



會員來函

Dear Sir,

1. Whilst everybody is preparing to do something for the celebration of the commencement of the first tenure of the office bearers of the HKSARG CGSA elected on Friday 15 July 2005. The SCS Mr WONG Wing-ping, Joseph is sneaking to finalize his work of “preparations” of engaging a Government pay investigation consultant and will soon start to do the “examinations” of the office holders of certain representative clerical posts.

2. If there are unmatchable similarities between civil clerical posts and the posts in the private sectors, comparisons and weighings will be going to be done subjectively. (The SCS so once mandated/high-keyed that it is the true professionalism of the work of the pay consultant which should not be hindered unreasonably by a bargaining trade union). If there are large differences between civil clerical posts and the posts in the private sectors, the differences are taken on remarks only and probably be neglected eventually. (The SCS might say that whenever there are

no matchable similarities arise, it is simply beyond comparison as a matter of rule of the game.)

3. The SCS is hastening to do pay investigation for the clerical grades and the secretarial grades with a view to cutting down the pay level of each clerical/secretarial post as soon as possible. You may ask yourselves what is the monthly salary of a contract administrative assistant undertaking the job of the Executive Officer II' s work in your Department? I would say it is only around HK\$12,000.00. The entry qualification to an AA is a bachelor degree in Business Administration. How about the monthly salary of a Clerical Assistant or that of an Assistant Clerical Officer? It would be around HK\$14,000.00 or around HK\$18,000.00. But you should bear in mind that a Clerical Assistant and an Assistant Clerical Officer normally work in a office under the general direction of a contract Administrative Assistant. How come there are subordinates who are receiving each more monthly pay than their superiors?

4. Possibly both the monthly pay for a CA/ACO would be less than ten thousand Hong Kong dollars after the pay investigation of the consultant is implemented. Or you may say that it is none of your business, but would you be able to foresee after cutting down of the pay of the clerical/secretarial grades, your current monthly salary would be more than that of the next higher rank you are going to be promoted to! What would you do - give up your future promotion prospects and going to receive same amount of monthly

salary with or without promotion in your rest of your life? (Very likely, your promotion or non-promotion would make you receive the same amount of monthly salary after the pay investigation has been implemented.)

5. Perhaps you might not so unhappy for the possible pay cut as a SCO as you would have a personal salary scale whilst the pay of a new promotee SCO would be drastically cut. But don't forget the Hong Kong interest rate is going up, the inflation trend is rising up and up accordingly in the foreseeable future. However, you would have no chance to have your monthly salary added rationally in the future even if it would be timely that the average pay level of the similar posts in the private sectors rises due to the future high inflation. This is because of the fact that you have been overpaid before. So don't confess for your determination to sit back to do nothing now if there will be no pay rise any more for you in the future whilst your private counterparts will get more and more pay!

6. Or perhaps you may be optimistic to say that you as one of the clerical/secretarial grades officers might not be worse than those disciplined services, namely the police officers. But please be reminded that the pay levels of the disciplined services are determined by "pay relativity" only. Only for the clerical/secretarial grades does the pay investigation consultant make a direct way of unmatched comparisons and weighings with the posts in the private sectors.

KWAN Kwok-kwong, Kenrick

MON 04 July 2005.

(Edition No.1/MON 04 July 2005)