

警察評議會職方協會

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POLICE FORCE COUNCIL

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協會檔號 OUR REF: (10) in SS/F(10) in SS/C 1/12 Pt.4

來件編號 YOUR REF:

12<sup>th</sup> December 2008

Miss C. Y. Yue, Denise, GBS, JP  
Secretary for the Civil Service,  
10/F, West Wing, Central Government Offices,  
11 Ice House Street, Central  
Hong Kong.

Dear Ms YUE,

### Grade Structure Review – Hong Kong Police

The Police Force Council Staff Side, representing the majority of the serving 27,000 men and women of the Hong Kong Police from Constable to Chief Superintendent rank, has carefully reviewed the Report on the Grade Structure Review (GSR), dated 27<sup>th</sup> November 2008. We continue to actively consult with our members on their views ahead of further action.

We now seek an urgent meeting with you on this GSR Report, separate from other Staff Councils.

We are sincere in our belief that the effectiveness of the Hong Kong Police requires a Grade Structure-Police that is sustainable in the years ahead. The structure must provide a basis to assure recruitment and retention of **best calibre** staff, repair seriously damaged staff morale and provide effective motivation and career progression within our organisation – a fair and reasonable deal to police officers and the community as a whole.

We had hoped to find the GSR Report could provide the leadership and guidance to resolve the current low morale and resolve the dispute we continue to have with the Administration on the deficiencies in incremental structure of the Police ranks. We are sorely disappointed and very angry at the gap between the recommendations and the Force Management and Staff submissions. The Report content and recommendations have failed to outline a package of measures that can support the effectiveness of the Police for the

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OVERSEAS INSPECTORS'  
ASSOCIATION  
海外督察協會

JUNIOR POLICE OFFICERS'  
ASSOCIATION  
警察員佐級協會

coming years, say 3 to 6 years.

We are reminded that we have been waiting for a proper review for over twenty years. We have been patient in anticipation of the support of an effective grade structure to provide recognition, career progression and sufficient value for the job we do. We have risen to numerous operational challenges and then excelled to meet efficiency targets and savings these past years. We have been patient through delays in the commencement of this Review, since it was first promised to us in 2003 and throughout the last year of study by the SCDS. The Review started in financial year 2007/8 needs to be completed within the current year 2008/9, with clarification on the implementation and conversion arrangements.

Both Management and Staff have put a great deal of experience and thorough research effort into the detail of various submissions that were made in good faith to the SCDS members. The Committee has not included these or fully addressed the summary of issues that are now clear priorities and outlined in the Commissioner of Police's letter to the Chairman of SCDS dated 13<sup>th</sup> October 2008. The Police Staff Side Grade Structure proposals deserve proper analysis and discussion. The report fails to provide a balanced account and is not a representative review of all relevant factors and considerations. The recommendations or lack of them, in particular for Sergeant and then again IP to SSP and Directorate ranks simply do not work to fit the existing career progression and special factors for policing. The report introduces some new disparities and disadvantages that now need to be resolved.

We find the GSR Report on the Police in its present form to be unacceptable. The Report publication only serves to exacerbate the depth of negative feeling within our ranks at this time.

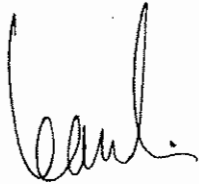
The Report does not live up to its claims to be pragmatic, providing best judgment for having considered all relevant factors. The Report is in some areas superficial and unclear and does not provide sufficient relief to the current deficiencies in the incremental structure of the Police compared to our complex role and responsibilities, both job factors and special factors. It fails to provide sufficient logic and rationale for the adjustments or the SCDS findings on the Police Grade Structure. It fails to appreciate the requirement for best calibre of staff within our organisation and the high demands being placed on staff and distinguish the Police within the civil service. It prefers to recommend pursuit of a damaging course towards mediocrity recommending a Police service staffed by **only suitable calibre staff on sufficient remuneration.**

The Report if acted upon in its present form would be a retrograde step for

professionalism in our organisation.

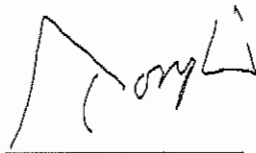
We look forward to your early arrangement of a meeting on the GSR Report - Police along with action to seek necessary clarifications with the SCDS.

Yours faithfully,



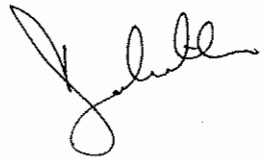
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Wong Chi-hung  
Chairman  
SPA



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Liu Kit-ming  
Chairman  
HKPIA



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David Williams  
Chairman  
OIA



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Chung Kam-wa  
Chairman  
JPOA

Police Force Council  
Staff Side

c.c.

Commissioner of Police

External

Chief Secretary for Administration  
Chairman, LegCo Panel on Public Service  
Chairman, SCDS  
Chairperson of the Police Sub-committee, SCDS