

## Head 175 — STANDING COMMITTEE ON DISCIPLINED SERVICES SALARIES AND CONDITIONS OF SERVICE

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**Controlling officer:** the Secretary General of the Standing Committee on Disciplined Services Salaries and Conditions of Service will account for expenditure under this Head.

**Estimate 2001–02**..... **\$6.8m**

**Establishment ceiling 2001–02** (notional annual mid-point salary value) representing an estimated ten non-directorate posts at 31 March 2001 and at 31 March 2002..... **\$3.0m**

In addition there will be an estimated two directorate posts at 31 March 2001 and at 31 March 2002.

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### Controlling Officer's Report

#### Programme

**Standing Committee: Disciplined Services** This programme contributes to Policy Area 26: Central Management of the Civil Service (Secretary for the Civil Service).

#### Detail

	1999–2000 (Actual)	2000–01 (Approved)	2000–01 (Revised)	<b>2001–02 (Estimate)</b>
Financial provision (\$m)	6.4	6.8 (+6.3%)	7.1 (+4.4%)	<b>6.8 (–4.2%)</b>

#### Aim

**2** The aim is to assist in maintaining the efficiency and stability of the disciplined services in the civil service by advising the Chief Executive on matters relating to their pay and conditions of service.

#### Brief Description

**3** The Standing Committee advises on the salaries and conditions of service of Correctional Services Department, Customs and Excise Department, Fire Services Department, the Government Flying Service, the Hong Kong Police Force, Immigration Department and the Independent Commission Against Corruption. To achieve its aim, the Committee considers submissions from the Administration, the management of the disciplined services and their staff associations before tendering its advice to the Chief Executive. It also maintains a range of less formal contacts with the services and conducts periodic visits.

**4** The effectiveness of the work of the Standing Committee is reflected in the part it plays in the formulation of reasonable principles and viable practices governing the grades, ranks, salary structures and conditions of service of the disciplined services.

#### Matters Requiring Special Attention in 2001–02

**5** During 2001–02, the Standing Committee will continue to examine very carefully submissions it receives on matters within its remit.

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**ANALYSIS OF FINANCIAL PROVISION**

<b>Programme</b>	1999-2000 (Actual) (\$m)	2000-01 (Approved) (\$m)	2000-01 (Revised) (\$m)	<b>2001-02 (Estimate) (\$m)</b>
Standing Committee: Disciplined Services .....	6.4	6.8 (+6.3%)	7.1 (+4.4%)	<b>6.8 (-4.2%)</b>

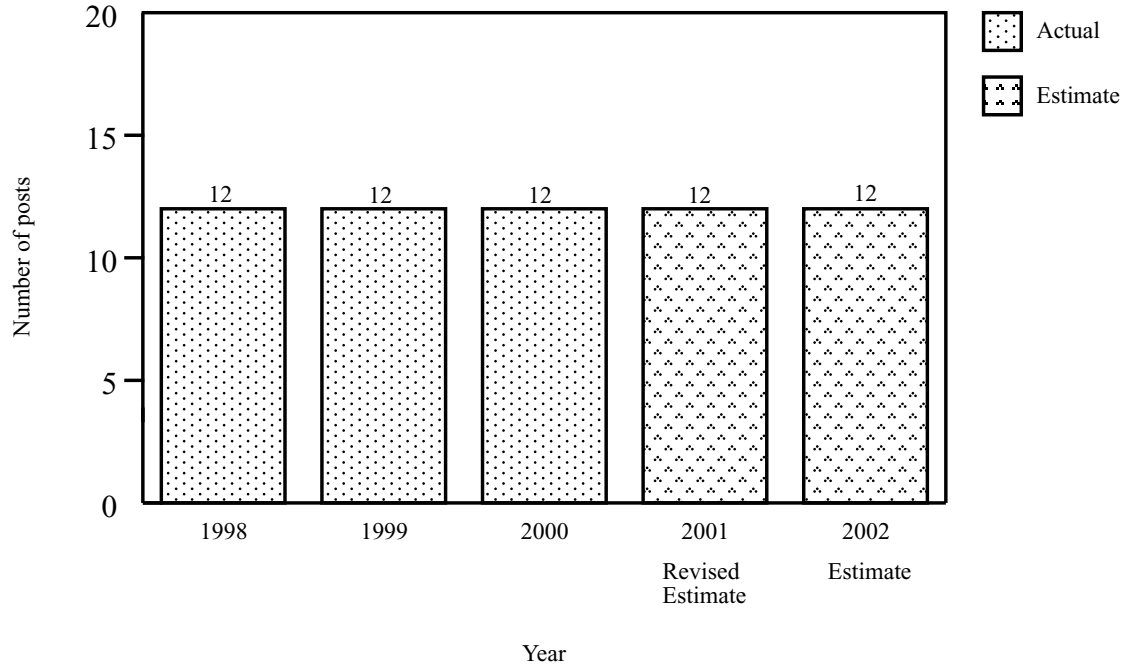
**Analysis of Financial and Staffing Provision**

Provision for 2001-02 is \$0.3 million (4.2%) lower than the revised estimate for 2000-01. This is mainly due to the deletion of one post under the Enhanced Productivity Programme and the lapse of a supernumerary directorate post which was created to accommodate an officer on pre-retirement leave, partly offset by the creation of one post, salary increments for existing staff and the full-year provision for maintaining new office automation facilities.

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*Changes in the size of the establishment  
(as at 31 March)*



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Sub-head (Code)		Actual expenditure 1999–2000	Approved estimate 2000–01	Revised estimate 2000–01	<b>Estimate 2001–02</b>
		\$ 000	\$ 000	\$ 000	<b>\$'000</b>
<b>Recurrent Account</b>					
I — Personal Emoluments					
001	Salaries.....	6,014	6,094	6,527	<b>6,079</b>
002	Allowances.....	87	116	112	<b>115</b>
	Total, Personal Emoluments .....	<u>6,101</u>	<u>6,210</u>	<u>6,639</u>	<u><b>6,194</b></u>
III — Departmental Expenses					
149	General departmental expenses.....	318	568	500	<b>580</b>
	Total, Departmental Expenses .....	<u>318</u>	<u>568</u>	<u>500</u>	<u><b>580</b></u>
	Total, Recurrent Account .....	<u>6,419</u>	<u>6,778</u>	<u>7,139</u>	<u><b>6,774</b></u>
	Total Expenditure .....	<u><u>6,419</u></u>	<u><u>6,778</u></u>	<u><u>7,139</u></u>	<u><u><b>6,774</b></u></u>

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### Details of Expenditure by Subhead

The estimate of the amount required in 2001–02 for the salaries and expenses of the Standing Committee on Disciplined Services Salaries and Conditions of Service is \$6,774,000. This represents a decrease of \$365,000 against the revised estimate for 2000–01 and an increase of \$355,000 over actual expenditure in 1999–2000.

#### *Recurrent Account*

##### Personal Emoluments

**2** Provision of \$6,194,000 for personal emoluments represents a decrease of \$445,000 against the revised estimate for 2000–01.

**3** The establishment at 31 March 2001 will be 12 permanent posts. No change in establishment is expected by 31 March 2002.

**4** Subject to certain conditions, the controlling officer may under delegated powers create or delete non-directorate posts during 2001–02, but the notional annual mid-point salary value of all such posts must not exceed \$2,955,000.

**5** Provision of \$115,000 under *Subhead 002 Allowances* is for standard allowances.

##### Departmental Expenses

**6** Provision of \$580,000 under *Subhead 149 General departmental expenses* represents an increase of \$80,000 (16.0%) over the revised estimate for 2000–01. This is mainly due to the full-year provision for maintaining new office automation facilities.