



July 25, 2002

Dear Members,

Pay Adjustment Exercise of HA employees

The HAHO is going to reduce HA's employees salary as civil servants from October 1 2002. The HKRA had represented our members to express the opinion of pay cut in a meeting on 2 July 2002. Moreover, they also want to standardize the terms of all staffs' employment in this exercise. Basically, The HKRA does not object the pay adjustment because the public was abetted to want this. However, the amendment of terms was unreasonable and unnecessary. We had expressed the objection and the reasons. Dr. Ho (CE, HAHO) said the idea of amendment was come from the law suit with the medical officers. At the end of the meeting, he concluded that he will reconsider the necessity of the terms amendment.

The HAHO called an urgent SGCC meeting on 15 July, 2002. George Chiu and I attended. They have finalized their decision about the consent form of salary adjustment. The consent form is an agreement of salary adjustment only and they will not amend any term of the current contract or employment. That means they accepted our advice in the last meeting. I am glad that the HA had taken our suggestion seriously. Our members can also express your opinion in the coming HA's open forums and the HA's contact person in your hospitals. We advices all members to check the consent form carefully. If you see any term other than salary adjustment, you should contact us (info@hkra.org.hk or 93226219, Mr. Dick Chow). In the meeting, the HAHO said that the staffs may be assumed to discontinue their employment if they do not sign and return their consent form before the deadline. According to employee ordinance (Chapter 57), the stand point of the HAHO is still debatable. HKRA will seek more legal advice of this point. With the 800 millions deficits, we do believe the HAHO will take any chance to minimize their cost, such as lay off employees. The HKRA promises to protect our members' benefit in this difficult period. More members equal to more power in negotiation. Call your non-member colleagues to join us and support your trade union.

Yours truly,

Edward Chan
Chairman