

**CONTROLLING OFFICER'S REPLY TO  
INITIAL WRITTEN QUESTION**

**FSTB(Tsy)054**

Question Serial No.

2389

Head: 76 Inland Revenue Department    Subhead (No. & title):

Programme:                    (1) Assessing Functions

Controlling Officer:    Commissioner of Inland Revenue

Director of Bureau:    Secretary for Financial Services and the Treasury

Question:

Many officers engaging in the assessing work are accountants. At present, there is a shortage of manpower in the accounting field. Many accountants will change jobs for better pay. Will the Administration consider raising the salaries of accountants in the Inland Revenue Department to retain and attract talents? If yes, what is the expenditure involved?

Asked by: Hon. TAM Heung-man

Reply:

Pay scales of individual civil service ranks are determined having regard to various job factors. The Administration follows the established mechanism, namely, the conduct of six-yearly pay level surveys and triennial starting salaries surveys, to ensure civil service pay is broadly comparable with that of their private sector counterparts.

Following the last starting salaries survey, the pay scales of two ranks of the Assessor grade have been adjusted upwards accordingly. Specifically, the starting and maximum salaries of the Assistant Assessor rank have been adjusted upwards by five pay points (i.e. around \$5,000 and \$7,000 per month), and the starting salary of the Assessor rank has also been increased by five pay points (i.e. around \$8,000 per month) since 1 August 2007.

We will continue to monitor the recruitment and retention situation of the Assessor grade.

Signature \_\_\_\_\_

Name in block letters    Mrs LAU MAK YEE MING, ALICE

Post Title                    Commissioner of Inland Revenue

Date                            20 March 2008