

**Summary of views expressed by staff/staff associations  
on the proposed promotion mechanism**

<b>Views expressed by Staff/Staff Associations</b>	<b>Assessment of views expressed</b>
<b><i>(a) Abuse of promotion mechanism</i></b>	
<p><u>Staff/Staff associations' views :</u></p> <ul style="list-style-type: none"><li>● The new promotion mechanism may easily be abused with a certain discipline gaining advantage to promotion over other disciplines.</li></ul>	<ul style="list-style-type: none"><li>● This should not happen because firstly, the opening-up proposal will require the endorsement of HRC and the approval of CSB/Public Service Commission (PSC) before implementation; secondly, like the existing promotion mechanism, the new promotion mechanism will require CSB/PSC's endorsement; and thirdly, recommendations by promotion boards will have to be vetted and approved by CSB/PSC before selected officers can be substantively promoted to the next higher rank.</li></ul>
<b><i>(b) Problems with invitation of applications</i></b>	
<p><u>Staff/Staff associations' views :</u></p> <ul style="list-style-type: none"><li>● Invitation of applications from officers of the next lower ranks only will deprive the D2 officers of the opportunity to apply for the D2 vacancies.</li></ul>	<ul style="list-style-type: none"><li>● Should a vacancy arise at D2 level, this should be a promotion opportunity for officers at D1 rank. The management may however consider laterally transferring a D2 officer, who is due for posting and/or who has previously indicated his/her interest in that particular area of work, to fill the vacant post. Lateral posting and promotion are two separate issues. In any event, the departmental management will ensure that the new</li></ul>

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	mechanism will be fair and impartial.
<b><i>(c) Problems with selection interview</i></b>	
<p><u>Staff's/Staff associations' views :</u></p> <ul style="list-style-type: none"><li>● Staff/staff associations have reservation on the need to conduct selection interview. They consider that the departmental management should consider simplifying the procedures to avoid waste of time and resources. There is also concern over the possible frustration the directorate staff may face in the course of interview.</li></ul>	<ul style="list-style-type: none"><li>● A decision has yet to be made on the promotion mechanism for the D3/D2 posts. The new promotion mechanism may be conducted by paper board or selection interview or a paper board to shortlist candidates for selection interview. Should selection interview be adopted, the promotion board will still attach weight to the candidates' proven record of performance. The departmental management will acknowledge and take into consideration all these concerns when finalising the opening-up proposal.</li></ul>