

Preface

In our Second Report on Civil Service Pay (Report No. 5), which was completed in October 1980, we announced that we intended to carry out an overall review of civil service pay policy, including the annual pay trend survey system, in our next phase of work. This review began in November 1980.

2. This review has aroused wide interest both inside and outside the civil service. No less than 75 organisations and individuals gave us their views on the Consultative Document which we issued in February 1981; a list of the respondents is at Appendix III. Many of these replies were very useful, and we would like to express our thanks to all those who commented on the complex issues involved.

3. Our review of civil service pay policy has not yet been completed, but in view of the urgent need to take decisions on the arrangements for the 1982 annual pay adjustment, we submitted our recommendations on this issue in the form of a letter to His Excellency the Governor on 27 November 1981. We feel that our interim findings on the annual pay trend survey system will be of considerable interest both to the civil service and to the private sector and we therefore see advantage in publishing, in the form of an interim report on our study of civil service pay policy, our letter to His Excellency the Governor. We shall be glad to receive constructive comments from interested parties which will be helpful to us in our further deliberations on this subject.

4. We have also included a report prepared for us by The Wyatt Company (HK) Ltd. (formerly Wyatt Harris Graham (HK) Ltd.), an international firm of employee benefit consultants, on their investigation of the pay trend survey exercise. Some of the recommendations in our letter were based on the consultants' findings. In this connection we would also like to express our appreciation to the 47 companies who willingly co-operated with our consultants in the course of their investigation.