

CHAPTER 1

INTRODUCTION

1.1 In our Second Report on Civil Service Pay (Report No.5), we listed a number of topics to which we intended to devote our attention during our current phase of work. These included reviews of civil service pay policy, educational qualification benchmarks, grades with student ranks and the policy to be adopted towards the provision of long service increments. In addition, we stated that we would continue the process of reviewing individual grades; in particular those identified as requiring further study in our earlier Reports and also grades which warranted re-examination in the light of changes in circumstances or new information received.

1.2 The results of our examination of a number of individual grades are contained in our Progress Report for 1980/81 (Report No. 6) and information on the stage reached in our review of civil service pay policy can be found in our recently published Interim Report on Civil Service Pay Policy (Report No. 7). In this Report, No. 8, we deal with the remaining items in our work programme, that is to say :

- (a) Educational Qualification Benchmarks;
- (b) Grades with Student Ranks;
- (c) Long Service Increments.

1.3 In conducting our review of these subjects, our procedures have, of necessity, varied according to the issues under consideration. We therefore refer to the procedures adopted to deal with each item in the relevant chapter of the Report. In each case, we have had regard to any representations received from staff and management in so far as they related to the subjects under review.

1.4 On 23 January 1982, Mrs. Grace Ho, J.P. and Mr. F.L. Walker, J.P. retired from membership of the Commission after three years' service, and we should like to take this opportunity to express our sincere appreciation to them for their extensive and valuable contributions to the work of the Commission since its inception. Mr. B.A. Pemberton and Mrs. Alice Lam have been appointed as Members of the Commission for a period of two years, Mr. Pemberton with effect from 24 January 1982 and Mrs. Lam with effect from 10 March 1982. The membership of the Commission is listed in Appendix II and the staff of the Commission in Appendix III.

1.5 For our review of grades with student ranks, we are greatly indebted to the Vice-Chancellors of the University of Hong Kong and the Chinese University of Hong Kong and the Director of the Hong Kong Polytechnic for agreeing to nominate members of their staff to serve on a Panel of Advisers to assist us in evaluating the training given to Government students. In this connection, we wish to thank Mrs. Lina Chan, Mrs. Grace Chow and Dr. Joshua S.L. Wong, the nominees concerned, for providing us with their expert advice; their contribution to our study of this complex subject was invaluable.

1.6 Once again we are grateful to the Secretary for Home Affairs, the Government Printer and to members of their staff for their assistance in the production of this Report. We also thank the Secretary-General and the staff of the Commission Secretariat for their continued support and their able assistance and efficiency in the production of this Report.

1.7 Finally, in this Report we make a number of recommendations for adjustments to the pay scales of individual grades. Where these proposals result in improved pay scales they should clearly be implemented from a common date. We would suggest that this should be a current date but not later than 1 July 1982. Where our recommendations lead to reduced pay scales, serving officers should have the right to retain their existing rank scales, in accordance with present practice.