

and Research Unit should collect data on fringe benefits in the course of the 1983 pay trend survey so that calculations can be carried out on the lines we have proposed in paragraphs 38 and 39. The results of these calculations should be used by the Government as a guide to the extent to which the pay trend survey indicators should be adjusted to take into account differences in the value of fringe benefits between the civil service and the private sector. This method is proposed for 1983 only, and if it is necessary, we may recommend different arrangements for the general pay adjustment in future years.

VIII. CONCLUSION

42. In this report we have expressed the view that in the longer term the total package concept should be developed further by means of a comprehensive series of surveys of the levels of pay and benefits in comparable jobs in the civil service and the private sector. This work will clearly take years to complete. We remain of the view however and have so recommended that the present arrangements, under which general civil service pay adjustments are decided on the basis of the results of surveys of pay trends in the private sector, should continue, subject to certain modifications. We have also recommended, for 1983, a method of ensuring that the difference between the value of the total packages in the two sectors does not materially widen as a result of the pay trend award.

43. In the above regard, we would like to emphasise that the Commission's recommendations, as in the past, are confined to the system and methodology to be used to provide the basis for determining civil service pay awards; it does not fall to us to comment on the wider social, economic and budgetary considerations which the Government clearly takes into account in deciding on the actual level of such awards.

44. As we stated at the beginning of this report, the recommendations we have made can in no way be considered as the last word on the subject of the pay trend award system in relation to civil service pay policy. We propose to continue our study of this complex and difficult subject and to submit further reports and recommendations from time to time.