

CHAPTER 1

INTRODUCTION

1.1 In our Progress Report for 1980/81 (Report No. 6) in which we gave a general report of the work we had undertaken during the period from October 1980 to the end of December 1981, we indicated that similar progress reports would be prepared on an annual basis in future, in addition to other reports on specific subjects or individual grades. This progress report contains an account of our activities during 1982.

1.2 1982 has been a busy year for the Commission. As expected, the main emphasis of our work has been the continuation of our study of civil service pay policy. This has been a difficult and complex exercise but we have made some progress: in March 1982 we published an Interim Report on Civil Service Pay Policy (Report No. 7) which included our preliminary views on the system for making overall adjustments to civil service pay; and more recently we have submitted our Second Report on Civil Service Pay Policy (Report No. 9) to His Excellency the Governor. In the early part of the year we conducted a review of our Terms of Reference in the light of the experience of the first three years of the Commission's existence, and as a result we recommended some widening of the scope of our activities. We also completed our review of educational qualification benchmarks, grades with student ranks and long service increments and a report (Report No. 8) on these subjects has been accepted by the Government and published. As in the previous year, we conducted reviews of individual grades where circumstances justified this and also advised on proposals for the creation of new ranks or grades. In addition, at the Administration's request, we undertook a review of the criteria and arrangements for the payment of overtime and related issues. The results of our study are contained in our Report No. 10, which was completed in December.

1.3 In January 1982, Mrs. Grace Ho, O.B.E., J.P. and Mr. F.L. Walker, O.B.E., J.P. retired from the Commission after three years' service. We are grateful to them for their devoted service and valuable contributions to the work of the Commission. Early in the year, two new Members, Mr. B.A. Pemberton and Mrs. Alice Lam were appointed to the Commission for a period of two years. It was announced in December that the Rev. G.L. Speak, O.B.E., J.P. had been appointed to the Commission with effect from 1 January 1983. A list of the membership of the Commission is at Appendix II and the staff of the Commission are shown at Appendix III.

1.4 Once again, we are grateful to the Secretary for Home Affairs, the Government Printer and members of their staff for their assistance in the production of the Commission's reports in the past year.

1.5 We also wish to record our special thanks to the Secretary-General and the staff of the Commission Secretariat for their hard work and their valuable assistance and continued support in our work during the period.