

CHAPTER 3

FUTURE PROGRAMME OF WORK

3.1 As mentioned in the previous chapter, we continued to make progress in our study of civil service pay policy in the past year and have recently submitted our recommendations to His Excellency the Governor in our Second Report on Civil Service Pay Policy (Report No. 9). Notwithstanding the progress we have made on the subject, particularly with regard to the various aspects of developing the concept of the total pay package, we consider that we are far from approaching the final conclusion of our study of this complex subject. We expect that further work on civil service pay policy will again occupy much of our time and attention in 1983. This will include further study of the use of pay level comparisons in determining civil service remuneration, including the principles and methodology to be used in the valuation of fringe benefits. We shall also keep in view the operation of the annual pay trend award system and recommend further improvements where appropriate.

3.2 The development of the total package concept by means of pay level comparisons will eventually require another round of reviews of the major groups of civil service grades. The timing of these reviews will depend on progress by the Administration in agreeing the basis on which the various fringe benefits are to be valued.

3.3 We shall continue to deal with individual grades where there are problems with their salaries or structure arising from changing circumstances.

3.4 As indicated in paragraphs 2.3 and 2.4, following the change in our Terms of Reference, we are now required to advise the Governor on matters relating to civil service benefits, including the introduction of new benefits or proposed changes to existing benefits. While we consider it more appropriate to conduct a comprehensive review of all civil service benefits in the context of total package comparisons with the private sector, we are aware that a number of anomalies exist in the present arrangements for individual fringe benefits. We consider that useful work can be done in reviewing these arrangements, and we propose to include studies of certain conditions of service in our programme for the coming year.