

CHAPTER 1

INTRODUCTION

1.1 Since the Standing Commission on Civil Service Salaries and Conditions of Service was set up in 1979, we have published regular progress reports on our work and activities. This is our sixth progress report and it gives an account of our work in 1986.

1.2 1986 was a busy year for the Commission. For civil service salaries, we followed our past practice of reviewing annually the methodology for pay trend surveys. We also carried out reviews on a number of individual grades in the light of changing circumstances. Our main activity, however, was to carry out a pay level survey, which was the first of its kind ever conducted to compare the total remuneration package of the civil service with that of the private sector. As regards the conditions of service of non-Directorate civil servants, we completed a review of the system of job-related allowances in the civil service and published a report (our Report No. 15) in February 1986. We also continued our review of leave and passage arrangements for serving officers in the civil service and tendered our further advice on the subject to His Excellency the Governor. Towards the latter half of the year, we were asked by the Administration to review the conditioned hours of work of Model Scale 1 employees. A more detailed account of our work in 1986 is given in Chapters 2 and 3.

1.3 In Chapter 4, we give an account of the activities of four Committees, namely, the Pay Trend Survey Committee, the Pay Research Advisory Committee, the Pay Level Survey Advisory Committee and the Pay Level Survey Steering Group. We are indebted to the chairmen and members of these Committees for their contribution to many aspects of our study on civil service pay policy, which we have found to be a complex subject.

1.4 In Chapter 5, we report the work of the Pay Survey and Research Unit during 1986.

1.5 In July 1986, the Honourable Poon Chi-fai joined the Commission. A list of the Members of the Commission and its Committees is at Appendix II and of the staff of the Commission Secretariat at Appendix III. We would like to

record our gratitude to the staff of the Civil Service Branch for their assistance in supplying the information which we needed for our work and to the staff of the Commission Secretariat for their continued loyal support during the year.