

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 seventh progress report and it gives a general account of our work during 1987.

1.2 1987 was a relatively busy year for the Commission. In January 1987, our Terms of Reference were revised as set out in Appendix I. In February 1987, we completed our work on the 1986 Pay Level Survey and submitted our findings to His Excellency the Acting Governor (Report No. 18). We also completed our review of leave and passage arrangements for serving officers in the civil service and tendered our advice on the subject to His Excellency the Governor in July 1987 (Report No. 19). At the request of the Administration, we started a review of the civil service consultative machinery. During the second half of the year, we concentrated our work on a review of the total package for Model Scale 1 staff in the light of the results of the 1986 Pay Level Survey. We completed our review on the subject and submitted our recommendations to His Excellency the Governor in October 1987. We made further proposals for the refinement of the pay trend survey methodology and submitted our recommendations on the arrangements for the 1987/88 Pay Trend Survey. We tendered our advice to His Excellency the Governor on the new pension scheme in the civil service, having regard to the findings of a consultancy study. We endorsed the Administration's proposal to engage a consultant to undertake an overall review of housing benefits for civil servants. We also carried out reviews on a number of individual grades in the light of changing circumstances. A more detailed account of our work during 1987 is given in Chapters 2, 3 and 4.

1.3 In Chapter 5, we give an account of the activities of three Committees, namely, the (1986) Pay Level Survey Advisory Committee, the (1986) Pay Level Survey Steering Group and the Pay Trend Survey Committee. The (1986) Pay Level Survey Advisory Committee was set up to advise the Standing Commission on matters relating to the 1986 Pay Level Survey. The (1986) Pay Level Survey Steering Group monitored the work of the consultants engaged to undertake the survey. The Pay Trend Survey Committee monitored the conduct of the 1986/87 Pay Trend Survey and advised us on the further refinement of the pay trend survey methodology.

1.4 In Chapter 6, we report the work of the Pay Survey and Research Unit during 1987.

1.5 In Chapter 7, we give an outline of our programme of work to be undertaken in 1988.

1.6 Two of our Members, Mr. Sunny Choi Shun-shing and Dr. Victor K.K. Fung left the Commission during the year. We are most grateful to them for their devoted service and for their valuable contribution to the work of the Commission. Mr. D.A. Morris joined the Commission in July 1987. Mr. F.L. Walker, a Commission Member between 1979 and 1982, was re-appointed to the Commission in July 1987. Mr. Tang Kwai-nang joined the Commission in November 1987. Membership lists of the Standing Commission, the (1986) Pay Level Survey Advisory Committee, the (1986) Pay Level Survey Steering Group and the Pay Trend Survey Committee are at Appendix II. A list of the staff of the Commission Secretariat is at Appendix III.