

APPENDIX IV

Review Committee on Disciplined Services
Pay and Conditions of Service

Terms of Reference

Having regard to the responsibilities of the disciplined services for the enforcement of the law and the maintenance of public order and public safety -

(1) to review the work of the disciplined services, bearing in mind -

(a) recent and future developments in the responsibilities and workload of the disciplined services, including, in particular, the resumption of anti-illegal immigration border duty by the police;

(b) the stress and dangers to which the disciplined services are exposed; and

(c) the restrictions placed on officers of the disciplined services (individually and collectively) and their families by virtue of their duties and responsibilities as members of the disciplined services;

- (2) in the light of the conclusions reached on (1) and of the need to recruit, to motivate and to retain suitable officers so as to maintain and further improve the effectiveness and efficiency of the disciplined services, to consider -
 - (a) the basis for determining pay and conditions of service within the disciplined services; and
 - (b) appropriate levels of remuneration in relation to the rest of the civil service;
- (3) to review the machinery for determining the pay and conditions of service of the disciplined services, having regard to the special place of the disciplined services within the civil service; and to make recommendations.
- (4) The review is to be conducted as far as possible in two distinct parts, dealing first with the police and thereafter with the remaining disciplined services.