

CHAPTER 1

INTRODUCTION

1.1 Since our establishment in 1979, we have published regular progress reports on the work and activities of the Standing Commission. This is our eleventh such report which gives an account of our work during 1991.

1.2 Our main activity in 1991 was the review of job-related allowances. A summary of our work and deliberations is given in Chapter 2.

1.3 During the year, we tendered advice on the proposed creation of a new grade of Launch Master. We also examined the methodology for the pay trend survey and proposed certain changes to the 1991/92 survey in order to make further improvement. A detailed account of our work and proposals on these two issues are given in Chapters 3 and 4 respectively.

1.4 In Chapter 5, we give an account of other activities undertaken by the Commission during the year. These include examination of proposed modifications to dependant pension benefits and pension arrangements, of a performance-related long service award scheme and of a shadow promotion scheme for civil servants working under the Hospital Authority and the Vocational Training Council. We also commenced a study of job evaluation, leave passage arrangements and sea passages.

1.5 In Chapter 6, we report the work of the Pay Survey and Research Unit during 1991.

1.6 In June 1991, Mr. Brian Barrett retired from the Commission after two years' service. We are most grateful to Mr. Barrett for his devoted service and contributions to the work of the Commission, particularly during the 1989 Salary Structure Review. A new member, Miss Lily Chiang, was appointed to the Commission for a period of two years with effect from 1 October 1991.

1.7 On 3 June 1991, Mrs. Katherine Fok took over from Mr. Nicholas Ng as the Secretary-General of the Commission. We wish to record our appreciation of the valuable support and efficient service given to the Commission by Mr. Ng during his appointment with the Commission Secretariat.

1.8 We would like to record our thanks to the staff of the Civil Service Branch for their assistance and co-operation in supplying the necessary information which we needed for our work. We would also like to thank the staff of the Commission Secretariat for their continued unfailing support during the year.