

CHAPTER 1

INTRODUCTION

1.1 Since the establishment of the Commission in 1979, we have published regular progress reports on our activities. This report gives an account of our work during 1992 and its contents are outlined below.

1.2 During the year, the Administration sought our advice on leave passage arrangements and the proposed abolition of sea passages. Our deliberations and recommendations on these two issues are reported in Chapter 2.

1.3 We considered a number of proposals from the Administration on the creation of new grades and on the pay and structure of existing grades. In connection with the reorganisation of the Registrar General's Department, we supported the creation of new grades of Insolvency Officer, Land Conveyancing Officer, Land Registration Officer and Companies Registration Officer. We reviewed the Liaison Officer grade and tendered advice on the proposed creation of a new rank of Principal Liaison Officer. We also considered the structure and pay scales of a new grade of Hawker Control Officer. Details of our recommendations are given in Chapter 3.

1.4 Chapter 4 contains a brief report on the 1991/92 Pay Trend Survey, our recommendations on the methodology for the 1992/93 Pay Trend Survey, and an account of the work of the Pay Trend Survey Committee during 1992.

1.5 Other activities undertaken by the Commission in 1992 are covered in Chapter 5. These include reviews of Accommodation Allowance, Education Allowance and School Passage Schemes, and leave arrangements, a study on the use of job evaluation in the civil service and preparatory work for a survey on pay and conditions of service in the private sector for jobs akin to Model Scale 1 grades. We also had informal discussions with the major staff associations during the year.

1.6 On the staffing side, Mrs. Lily Yam took over from Mrs. Katherine Fok as Secretary General of the Commission. We wish to record our appreciation of the efficient service and valuable support given by Mrs Fok to the Commission during her tenure with the Commission Secretariat.

1.7 In addition, we would like to record our thanks to the staff of the Civil Service Branch for their assistance and co-operation in supplying all the information which we needed for our work. We also wish to thank the staff of the Commission Secretariat for their unstinting support throughout the year.