

CHAPTER 1

INTRODUCTION

1.1 The Standing Commission on Civil Service Salaries and Conditions of Service was appointed by the Governor in 1979. Its main function is to advise and make recommendations on the principles and practices governing pay, conditions of service and salary structure of the non-Directorate Civil Service, other than the Judiciary and Disciplined Services. The Commission's terms of reference and membership as at 31 December 1995 are at Appendices A and B respectively.

1.2 The Commission advises the Governor independently after taking into full account relevant factors and views expressed by the parties concerned. The decision as to whether our advice should be accepted rests with Government.

1.3 Since 1979, we have published regular progress reports. This is our fifteenth report and it gives an account of our deliberations on proposals submitted by the Administration, our review of the methodology for the 1995/96 pay trend survey and our informal meetings with major civil service staff associations. Apart from these informal meetings, we held a total of eight formal meetings during the year.

1.4 We would like to take this opportunity to express our heartfelt gratitude to Mr Alexander Au, JP; Mr Lo King-man, MBE, JP and Mr Tang Kwai-nang, JP, three outgoing Members, for their past contributions. We are glad that Dr Wilfred Chan, JP and Professor Robert Tricker will continue to serve on the Commission and we wish to welcome Mr Simon Ip, OBE, JP and Mr Tam Yiu-chung upon their appointment to the Commission for the first time.

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1.5 On staffing, Ms Elaine L K Chung took over from Mr Paul S W Leung as Secretary General of the Commission in October. We wish to thank Mr Leung for the support he has given us during his tenure with the Commission Secretariat.

1.6 We also wish to thank the Secretary for the Civil Service and his staff for their assistance and co-operation in facilitating our work. Last but not the least, our appreciation goes to the Secretary General and staff of the Commission Secretariat (list at Appendix C) for their unfailing support.