

CHAPTER 4

FUTURE PROGRAMME OF WORK

4.1 In the year 2002, our efforts are focused on the review of civil service pay policy and system. On 4 January 2002, the Commission accepted the Administration's invitation to conduct a comprehensive review of the pay policy and system for the civil service in conjunction with the Standing Committee on Disciplined Services Salaries and Conditions of Service and the Standing Committee on Directorate Salaries and Conditions of Service. A Task Force with members drawn from these three advisory bodies was formed on the same day to oversee the review.

4.2 In view of the complex nature of the review, the Administration has suggested a phased approach. For the first phase of the review, an analytical study is conducted on the latest developments in civil service pay administration in other governments and identify best practices that may be of particular relevance to Hong Kong. This study is due to complete around the middle of 2002. Based on the findings of the analytical study, and taking account of feedback from public consultation, the Task Force will make recommendations regarding the scope, methodology, timing and timeframe for completing the comprehensive review under phase two. With this tight time schedule, we can be expected to be heavily involved in the first phase of the review in 2002.

4.3 We shall continue to carry out our responsibilities under the Commission's terms of reference and to tender advice on any proposals from the Administration for changes to the pay and conditions of service for individual grades or for the civil service as a whole. We shall keep the methodology of the pay trend survey under review to ensure that the data collected are as creditable as possible.

4.4 As in the past, we shall keep up with our contacts with major civil service staff associations and private sector organisations, to ensure that we keep abreast of developments relating to the discharge of our duties and responsibilities.