

# CHAPTER 1

## INTRODUCTION

1.1 Since its establishment in 1979, the Standing Commission on Civil Service Salaries and Conditions of Service has been advising the Chief Executive (or the Governor) on the principles and practices governing pay, conditions of service and salary structure of non-directorate civil servants, other than judicial officers and disciplined services staff.

1.2 The Commission provides independent advice and makes recommendations to the Chief Executive, after taking into full account relevant factors and views expressed by the parties concerned. The decision as to whether the Commission's advice should be accepted rests with Government. Within our terms of reference and general remit, we are keen to contribute to the process of any reform by reviewing issues or projects referred to us, and adopt a proactive attitude in tackling the challenges of civil service culture, mindset, improved productivity, benchmarking, etc. The Commission's terms of reference and membership list are at Appendices A and B respectively.

1.3 This is our twenty-second progress report and it gives an account of our major undertakings in 2002. During the year, we held three Commission meetings and three informal meetings with staff councils/associations. In addition, two joint meetings were also held with the Standing Committee on Disciplined Services Salaries and Conditions of Service and the Standing Committee on Directorate Salaries and Conditions of Service in connection with the comprehensive Review of Civil Service Pay Policy and System.

1.4 We would like to express our heartfelt gratitude to **Mrs Janie Kaung, JP** and **Ms Carlye Tsui Wai-ling, JP**, who left during the year after years of dedicated service in the Commission. We also welcome the appointment of **The Honourable Howard Young, JP**, **Mrs Eleanor Ling Lee Ching-man, SBS, JP**, **Professor Anthony Cheung Bing-leung, BBS, JP** and **Mr Mak Ping-on** to the Commission and the re-appointment of all other Members for a further term up to 2004.

1.5 We noted the appointment of the Secretary for the Civil Service as a Principal Official under the Accountability System on 1 July 2002. We continued to maintain close liaison with the Secretary and his staff. We wish to thank them for their assistance and cooperation. Our appreciation also goes to **Mr Lee Lap-sun**, Secretary General of the Joint Secretariat, and his staff (list at Appendix C) for their support during the year.