

CHAPTER TEN

SUMMARY OF RECOMMENDATIONS

10.1 We summarise below our recommendations subject by subject.

Salaries

10.2 The existing Disciplined Services Pay Scale (Officer) and (Rank and File) (i.e. DPS(O) and DPS(R)) should be abolished (paragraphs 4.12, 5.9 and 5.12).

10.3 A separate Police Pay Scale (PPS) should be established running from PPS 1-62 to encompass all police force ranks currently on DPS(O), DPS(R) and Directorate pay scales (paragraphs 4.12-4.13).

10.4 The structure of the new PPS and its pay points should be as set out in Chapter 4 (paragraph 4.13).

10.5 A separate General Disciplined Services Pay Scale (GDS) should be created for the disciplined services staff at directorate, officer and rank and file level in the Fire Services Department, Correctional Services Department, Customs and Excise Department, and Immigration Department (Chapter 5).

10.6 The General Disciplined Services Pay Scale should be divided into three segments :-

- (a) GDS (C) for disciplined services staff of the above departments who are currently on the directorate scale;
- (b) GDS (O) for disciplined services staff of the above departments who are currently on DPS(O) scale;
- (c) GDS (R) for disciplined services staff of the above departments who are currently on DPS(R) scale (Chapter 5).

10.7 The structure of the new GDS and its pay points for the different services should be as set out in Chapter 5.

10.8 Special conversion arrangements as described in chapter 6 and relevant annexes should be implemented for serving officers who will convert from the old to the new pay scales.

Pay determination and consultative machinery

10.9 The Government should set up a new non-statutory advisory body to be appointed by the Governor and known as the Standing Committee on Disciplined Services Salaries and Conditions of Service. The Standing Committee's function should be to advise the Governor on matters concerning salaries and conditions of service of all staff on the Police Pay Scale and General Disciplined Services Pay Scales except the top rank of each service (Chapter 8).

10.10 The new Standing Committee should have two sub-committees, viz. a Police Sub-Committee and a General Disciplined Services Sub-Committee. Our recommendations about its functions, structure, and method of operation by sub-committees are set out in Chapter 8, together with suggested guidelines as to the composition of its membership.

10.11 We support the establishment of a General Disciplined Services Consultative Council for staff of the non-police disciplined services (paragraph 8.31).

10.12 Membership of the Pay Trend Survey Committee should be increased to permit appointment of one member from the proposed Standing Committee and representation from the proposed General Disciplined Services Consultative Council (paragraph 8.21).

Allowances

- 10.13
- (a) Disciplined Services Special Allowance (DSSA) should be abolished and replaced by a new Disciplined Services Overtime Allowance (DSOA) to be paid at the rate of 1/175th of monthly salary (paragraph 7.6).
 - (b) The present "24 hours per month" DSSA eligibility rule applicable to Inspectors of Police and equivalent should be abolished (paragraph 7.7).
 - (c) Eligibility for DSOA should be extended exceptionally to Chief Inspectors of Police but the amount of DSOA payable per month together with salary should not exceed a ceiling set at the second point of the Superintendent of Police scale (paragraph 7.8 and 7.11).
 - (d) Other existing rules governing DSSA should continue to apply to DSOA (paragraph 7.12).
 - (e) Heads of disciplined services departments should examine and review arrangements for monitoring overtime worked, time-off accumulated and allocation of DSSA with a view to framing realistic estimates and prudent management of DSOA (paragraph 7.15).

- 10.14 (a) The existing Extraneous Duty Allowances (EDA) should be withdrawn and a limited number of them replaced by an Extra Duties Allowance for the Disciplined Services (EDADS) to be subdivided into EDADS (Marine) and EDADS (General). The rate of the former should remain unchanged while the rate of the latter should be 5% of GDS(R) scale point 1 (paragraph 7.21).
- (b) The payment of existing Hardship Allowances should cease except for those we recommend should continue as special allowances (paragraph 7.24).
- (c) Remote Station Allowance (RSA) should be increased; the qualifying period should be reduced; and RSA should be reclassified as a special allowance (paragraphs 7.26 and 7.29).
- (d) Detective Allowance should be retained and reclassified as a special allowance (paragraphs 7.28 and 7.29).
- (e) Special Allowance to the Police Special Duties Unit should continue to be payable (paragraph 7.30).
- (f) A Special Allowance at a fixed daily rate of \$50 should be paid to Correctional Services Department staff performing overnight on-call duty (paragraph 7.31).
- (g) Laundry and Plain Clothes Allowances should be abolished and incorporated in basic pay of the ranks concerned, i.e. up to and including Superintendents of Police and equivalent. Consequential changes are also recommended for Correctional Services and Customs and Excise departments (paragraphs 7.34-7.36).

The details of these allowances are set out in Chapter 7 and associated annexes.

Other matters

10.15 In Chapter 9 we consider a number of issues that were brought to our attention but did not necessarily fall within the main thrust of our review. We have made some recommendations in this varied group of topics as follows.

10.16 The proposed Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) should examine the case for paying compensation in some form to staff for loss of salary and fringe benefits as a result of retiring before the normal age of 60 under the new pension scheme

(paragraph 9.5).

10.17 Compensation for the higher premiums on life insurance policies for certain officers should be paid and should take the form of a reimbursement allowance subject to a maximum considered appropriate by the Government (paragraph 9.8).

10.18 The entry pay for an Officer (Hospital) recruit with an appropriate psychiatric nursing qualification in Correctional Services Department should be set at GDS(O) point 9 (paragraph 9.17).

10.19 Fire Services Department (FSD) operational staff should be granted time-off in lieu for working on any day which happens to be a general holiday. However the issue of leave deduction for FSD staff on shift duty should be further looked into by the Administration in consultation with the proposed Standing Committee on Disciplined Services Salaries and Conditions of Service (paragraph 9.20).

Follow-up work by the Standing Committee on Disciplined Services Salaries and Conditions of Service

10.20 In the course of our review we have found issues and areas of concern which would require much more time and attention than we have been able to give them; and had our attention drawn to some matters of importance which did not entirely fall within our terms of reference. We believe that the new Standing Committee on Disciplined Services Salaries and Conditions of Service would be the most suitable body to pursue these and any other unresolved issues which emerge from our recommendations.

10.21 Some of the tasks which we recommend should be taken up by the new Standing Committee are :-

- (a) to work with the heads of each disciplined service to formulate better ways of assessing effectiveness and efficiency, and consider if there is some way in which such information can be linked to pay determination (paragraph 2.51);
- (b) to arrange for job evaluation of directorate level posts and propose any consequential restructuring that may be required, including re-examination of structures and pay levels in the ranks just below directorate level (paragraphs 4.20, 4.23 and 5.20);
- (c) to re-examine the issue of pension enhancement for the disciplined services, including the issue of compensation in some form to staff for loss of salary and fringe benefits (paragraph 9.5);

- (d) to review leave arrangements for Fire Services Department operational staff (in conjunction with the Administration) (paragraph 9.20);
- (e) to examine the arrangements made by heads of disciplined services departments for the monitoring and allocation of DSOA (paragraph 7.15);
- (f) to undertake, with the assistance of each disciplined service, a thorough survey and study of actual hours worked by rank and file and officers up to and including the rank of Chief Inspector of Police or equivalent (paragraphs 7.9 and 7.15).

Among these we consider the highest priority should be given to item (b) which relates to salary levels on which we have made what are essentially interim recommendations pending further review.

Relationships of recommended pay scales with possible recommendations of the Committee of Inquiry

10.22 As we submit this Report, a Committee of Inquiry is sitting to review the 1987-88 pay trend survey, the 1986 Pay Level Survey, and the 1988 pay adjustment. For the avoidance of doubt, we wish to make it clear that the pay scales we propose, in accordance with our terms of reference, are recommended as "appropriate levels of remuneration in relation to the rest of the civil service", that is, they relate to the pay levels currently applicable to the rest of the civil service at the date of submission of this report. Thus we would expect that if the Committee of Inquiry advises and the Government agrees that the 1988 pay adjustment should be amended the amendments will be applied to the disciplined services in the form of corresponding amendments to whatever new scales the Government decides to introduce as the result of considering this Report.

Conclusion

10.23 We are satisfied that with these recommendations we have discharged the main responsibilities conferred upon us by our appointment and that the early implementation of our recommendations will meet the objectives set by our terms of reference.