

CHAPTER 1 : INTRODUCTION

1.1 It has been our practice, during the last two years, to inform the heads of the disciplined services of our advice to the Governor and the reasons which led to that advice. However, since our terms of reference require us to "give due weight to any wider community interest", we have concluded that it is appropriate for us to publish periodic reports of our work to inform a wider audience. This is our first report.

1.2 This chapter describes the background to the establishment of the Standing Committee, its terms of reference and its membership. Chapter 2 sets out the procedures followed by the Standing Committee and how it deals with submissions from the disciplined services. The remaining chapters deal with the submissions we considered since we were established and our advice to the Governor on each submission up to April, 1991. For convenience, these submissions have been grouped into subject areas: all submissions dealing with pay are presented in Chapter 3; submissions dealing with incremental jumps and long service increments are set out in Chapter 4; our views on submissions concerning new ranks are set out in Chapter 5; submissions concerning allowances are dealt with in Chapter 6; and conditions of service and other matters are presented in Chapter 7. The submissions are discussed in each Chapter in the chronological order in which they were considered by the Standing Committee.

The Establishment of the Standing Committee

1.3 In February, 1988 the Government invited the Standing Commission on Civil Service Salaries and Conditions of Services (the Standing Commission) to appoint a committee to review the pay and conditions of service of the disciplined services - the Police Force and the Correctional Services, Customs and Excise, Fire Services, and Immigration Departments. Accordingly, the Review Committee on Disciplined Services Pay and Conditions of Service (the Rennie Committee) was appointed in April, 1988 to conduct the review.

1.4 The Rennie Committee submitted its Final Report to the Governor in October, 1988 and recommended, inter alia, the establishment of an independent Standing Committee on Disciplined Services Salaries and Conditions of Service (the Standing Committee) which should carry out the functions currently performed by the Standing Commission and the Standing Committee on Directorate Salaries and Conditions of Service (the Ross Committee) in respect of the disciplined services, except that it should not advise on the pay for the heads of these services. In December, 1988 the Government accepted the Rennie Committee

recommendations and decided to establish the Standing Committee.

Disciplined Services covered by the Standing Committee

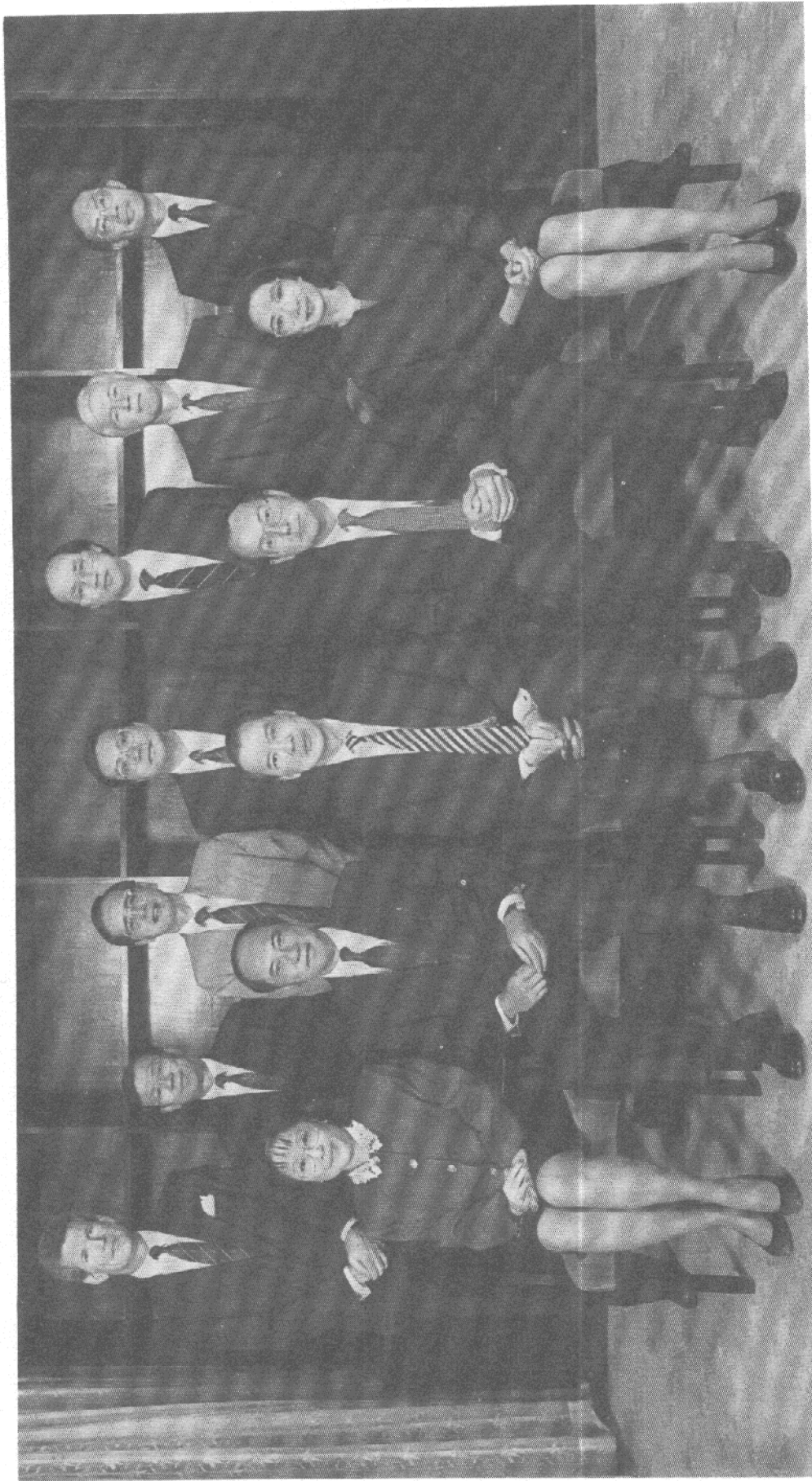
1.5 When the Standing Committee was established in February, 1989, we were responsible for advising the Governor on matters relating to the salaries and conditions of service for the Correctional Services, Customs and Excise, Fire Services and Immigration Departments and the Police Force. In May 1989, we considered, and agreed to, a request from the Administration to assume responsibility for advising on the salaries and conditions of service for the Royal Hong Kong Auxiliary Air Force (RHKAAF). In July, 1989, we agreed to a further request to advise on the salaries and conditions of service for the Independent Commission Against Corruption (ICAC).

Terms of Reference

1.6 Our terms of reference are based on recommendations contained in the Rennie Report and are similar to the terms of reference for the Ross Committee and the Standing Commission. Initially, our terms of reference specified that the Standing Committee should operate through two sub-committees, namely the Police Sub-Committee and the General Disciplined Services Sub-Committee. However, in the course of our work, we found it necessary to form ad-hoc sub-committees to consider specific issues; we also found it necessary to establish an ICAC Sub-Committee. Therefore, we advised the Governor, and he agreed, to amend the Standing Committee's terms of reference in June, 1990, to enable us to set up sub-committees. The terms of reference for the Standing Committee are at Appendix A.

Membership

1.7 The Standing Committee comprises eleven Members, who were appointed in February, 1989. At present, there are three permanent Sub-Committees, namely the General Disciplined Services Sub-Committee, the Independent Commission Against Corruption Sub-Committee and the Police Sub-Committee, each chaired by a Member of the Standing Committee. The Membership of the Standing Committee is at Appendix B. Membership of its three permanent Sub-Committees is at Appendix C.



Front row (from left) : The Hon Mrs. Miriam Lau; The Hon Paul Cheng; The Hon J.J. Swaine, CBE, QC, JP, Chairman; The Hon Martin Barrow, OBE; The Hon Mrs. Nellie Fong, JP.

Back row (from left) : Mr. K.J. Woodhouse, Secretary General; Mr. Wilfred Chan, JP; Mr. Chow Chun-fai, JP; Mr. Anthony Cheung; Mr. Anthony Neoh, QC; Mr. Brian Renwick; Mr. Tang Kwai-nang, JP.

THE STANDING COMMITTEE

Office of the Secretary General

1.8 To enable the Standing Committee to operate effectively and efficiently, the Office of the Secretary General was established in January, 1989 to provide Members with the necessary administrative support. The Office has two divisions, namely the Research and Analysis Division and the Committees and Administration Division; the former is responsible for research into, and analysis of, submissions from the disciplined services, while the latter provides secretariat support to the Standing Committee and its Sub-Committees and general administrative support to the Office. As at 1 April, 1991, the Office of the Secretary General had a total of 25 staff.