

## FOREWORD

The Standing Committee is an independent advisory body, established following the recommendation of the Review Committee on Disciplined Services Pay and Conditions of Service to advise the Governor on matters concerning the pay and conditions of service of the disciplined services. The Standing Committee was set up in February, 1989 amidst discontent in the disciplined services over pay and conditions of service matters. We were entrusted with the task of dealing with a number of outstanding and pressing issues of concern to the disciplined services and with the continuing role of dealing with submissions from the disciplined services on their pay and conditions.

The initial period for any organisation is important and critical; we had to establish working relationships with the managements and staff associations in the disciplined services and with the Administration, and devise working procedures which ensure that submissions received and views expressed are fully taken into account during our deliberations.

We are most impressed by the high standards of efficiency and professionalism which exist within the disciplined services. The frankness with which disciplined services staff give their views during our visits to the services and at Sub-Committee meetings, when managements and staff association representatives explain their position on issues referred to the Standing Committee, are very welcome.

We have had a busy and productive time : between February, 1989 and April, 1991 we have held 51 Standing Committee or Sub-Committee meetings, made 35 visits to the disciplined services, and considered a total of 78 submissions.

It is our practice to inform the heads of the disciplined services of our advice to the Governor, and the reasons for that advice, after we have tendered our advice on each issue. In addition, we have decided that we should publish periodic reports, rather than either annual reports or reports on individual issues considered by the Standing Committee. This is the first report of the Standing Committee and serves to record publicly the work we have done since our establishment.

I wish to acknowledge with gratitude the contributions made by Members of the Standing Committee who, despite the many calls upon their time, deal with a considerable volume of work with care and great despatch. They have given unstintingly of their time and their advice has been invaluable.

On behalf of the Committee, I also wish to

record our appreciation for the assistance and co-operation so willingly given by the Administration, in particular, the Secretary for the Civil Service and his staff, and the managements and staff association representatives of the disciplined services. Their ready co-operation greatly facilitated the Committee's work.

Finally, I wish to thank the Secretary General, Mr. K.J. Woodhouse, and his hard-working staff for the unswerving support given to the Standing Committee.

**J.J. Swaine**

Chairman

Standing Committee on Disciplined Services  
Salaries and Conditions of Service