

CHAPTER 1 : INTRODUCTION

1.1. Our first report was published in June 1991. It covered submissions we had considered since the establishment of the Standing Committee on Disciplined Services Salaries and Conditions of Service (referred to as the Standing Committee hereafter) in February 1989 and up to April 1991. This is our second report, covering submissions we considered from May 1991 to September 1993. This report is not to be construed as imposing any legal obligation upon the Government to adopt and/or to implement the recommendations herein.

1.2. This report comprises six chapters. Chapter 1 outlines the contents of the report, and recapitulates our role, terms of reference as well as membership. Chapter 2 sets out the procedures followed by the Standing Committee and how it deals with submissions in respect of the disciplined services. The remaining chapters deal with the submissions we considered during the period covered by this report. For convenience, these submissions have been grouped into subject areas: all submissions dealing with pay are presented in Chapter 3; our views on submissions concerning the creation of new ranks and directorate posts are set out in Chapter 4; submissions concerning allowances are dealt with in Chapter 5; and submissions on conditions of service and other matters are presented in Chapter 6. The submissions as discussed in each chapter are presented in the chronological order in which they were considered by the Standing Committee.

Role of the Standing Committee

1.3. The Standing Committee is an independent advisory body, responsible for advising the Governor on matters relating to the salaries and conditions of service of the disciplined services. Its advice and recommendations are submitted to Government for consideration.

Terms of Reference

1.4. The terms of reference for the Standing Committee are at *Appendix A*.

Membership

1.5. The Standing Committee comprises the Chairman and ten Members. Under the Standing Committee, 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 the three permanent Sub-Committees is at *Appendix C*.

Disciplined Services covered by the Standing Committee

1.6. There are altogether seven Government departments that come under our purview. These are the Correctional Services Department, the Customs and Excise Department, the Fire Services Department, the Immigration Department, the Independent Commission Against Corruption, the Royal Hong Kong Auxiliary Air Force (RHKAAF)* and the Royal Hong Kong Police Force.

Office of the Secretary General

1.7. The Office of the Secretary General provides 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 in respect of 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 October 1993, the Office of the Secretary General has an establishment of 19 staff.

* The RHKAAF became the Government Flying Service on 1 April 1993. Despite this change, the Standing Committee continues with its role of dealing with submissions on pay and conditions of service matters in respect of the new Government Flying Service.