

FOREWORD

The Standing Committee, established in February 1989, is an independent advisory body, the main role of which is to advise the Governor on matters concerning the pay and conditions of service of the disciplined services.

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 recommendation on each issue. In addition, we have decided that we should publish periodic reports to record publicly the issues considered by us during the period covered by each such report.

The period covered by our first report from February 1989 to April 1991 was busy and hectic during the initial stage of the establishment of the Standing Committee, when there was considerable discontent in the disciplined services over pay and conditions of service matters and we were at that time faced with a number of pressing and outstanding issues. This is our second report covering the period from May 1991 to September 1993. During this period, we continued our efforts in clearing the backlog and reinforcing, as well as extending, working relationships with the managements and staff associations in the disciplined services and with the Administration.

In December 1990 after we completed our comprehensive review of the pay structure for the directorate, the rank and file and the officer cadre, we advised the Governor that there should be no more pay reviews for the foreseeable future for the disciplined services. We still adhere to this principle generally. We are concerned that such pay reviews would not be conducive to continuity and stability in the disciplined services. This does not, however, mean that the Standing Committee will not look into new problems and new circumstances affecting individual grades. Indeed the exceptional circumstances which arose out of recruitment and retention difficulties of Junior Police Officers (JPOs), as exacerbated by the public concern over the law and order situation in early 1992, had led us to review the JPOs' pay scales and other aspects of conditions of service. We note that most of the recommendations on the review of the JPO ranks have been fully implemented and the position has much improved.

During the period covered by the current report, we have fine-tuned our working procedures to ensure that submissions received and views expressed would be fully taken into account during our deliberations. We have also taken every opportunity, both in formal and informal sessions, to maintain and develop our contact with the managements and staff associations.

Without exception, we have been impressed by the high standards of efficiency and professionalism sustained throughout the disciplined services. We also appreciate very much the frankness and courtesy with which disciplined services staff and managements give their views at our meetings with them, and during our visits to the services.

I wish to acknowledge with gratitude the contributions made by Members of the Committee who, despite their individual heavy commitments, deal with a considerable volume of work with care and great expedition. They have given unselfishly 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 given by the Administration, in particular the Secretary for the Civil Service and the staff of the Civil Service Branch, and those given by the managements and staff association representatives of the disciplined services. Their ready assistance have greatly facilitated our work.

Finally, I wish to thank the Secretary General and his staff for the support given to the Standing Committee.

Miriam Lau Kin-ye

Chairman

Standing Committee on Disciplined Services

Salaries and Conditions of Service