

CHAPTER 1

INTRODUCTION

1.1 We were appointed by His Excellency the Governor as a Standing Commission on Civil Service Salaries and Conditions of Service in January 1979 with the Terms of Reference set out at Appendix I.

1.2 We held our first full meeting on 9th February 1979, and decided to devote the remainder of the year to a review of the principles and practices governing civil service pay (our Term of Reference I(a)) and to a first review of individual grades (our Term of Reference I(b)).

1.3 In making this decision we realised that it would take many months to conduct in-depth studies of all the problems requiring attention under these two Terms of Reference. Moreover, we believed that the civil service would expect us to report as early as possible, and rather than extend this first review into next year, we have concentrated on establishing a balanced base for future reviews, and on adjusting the more obvious anomalies and imbalances in existing pay scales. In other words we would emphasise at the outset that this Report does not pretend to solve all pay problems or to meet all civil servants' expectations.

1.4 Our work on the examination of individual grades began in March, concurrently with that on the review of principles and practices. Earlier, on 14th February 1979, we had called for representations from staff and management. Some 150 representations were received, containing not only views on principles and practices, but also on problems regarding the salaries and structure of individual grades. Representations on individual grade issues were specifically called for on 6th April 1979, and in response a further 600 representations were received.

1.5 Our First Report on Principles and Practices Governing Civil Service Pay was submitted to the Governor on 26th July 1979, and considered by the Governor-in-Council on 21st August 1979. On 28th August 1979, we were advised of the Government's general acceptance of the recommendations summarised in paragraph 80 of that Report, subject to further consideration being given to the timing of implementation of certain recommendations.

1.6 As a Standing Commission we have the duty to keep civil service salaries under review. We shall therefore be conducting further studies from time to time, during which any adjustments which may prove necessary or desirable can be made.