

## CHAPTER 20

### FUTURE PROGRAMME OF WORK

20.1 From the commencement of our work in February 1979 we decided, having regard to our Terms of Reference I(a) and I(b), to devote the major part of this year to reviewing the principles and practices governing civil service pay and to conducting a first review of individual grades.

#### Pay trend surveys

20.2 In July 1979 we were invited by the Chief Secretary to examine the need for regular pay trend surveys in future in the context of our Term of Reference I(c). These surveys, conducted by the Pay Investigation Unit and commissioned by a steering committee of the Senior Civil Service Council, have been carried out each year since 1974 and have enabled civil service pay to remain broadly comparable with that in the private sector. It is expected that a separate report conveying our advice to the Government will be submitted by the end of 1979.

#### Independent Commission Against Corruption

20.3 We have received a request from the Commissioner, Independent Commission Against Corruption, to consider the pay and conditions of service of his staff. We propose including the Independent Commission Against Corruption staff within our reviewing process. It will however be necessary for us to conduct a detailed examination of these grades, and a separate report will be prepared on them. In the interim we recommend that their scales be adjusted in accordance with the revised Master Pay Scale proposed by us.

#### Other priority items

20.4 In our reports to date we have committed ourselves to a considerable amount of follow-up action, which we intend to take in the next phase of our work. This is consistent with our Terms of Reference I(a) and I(b) which require us to keep matters under continuing review.

20.5 For the future, we intend to devote our attention during 1980 and 1981 to the following issues :

- (a) The review of grades which we have indicated require further study.
- (b) Future of the Pay Investigation Unit - Paragraphs 30 to 33 of our First Report on Principles and Practices contained our initial comments on the future of the

Pay Investigation Unit. The role and administrative location of the Pay Investigation Unit require careful consideration, and we propose to include this subject as a priority item in the next phase of our work.

- (c) Civil Service Consultative Machinery - We consider effective communication between staff, management and indeed ourselves to be of great importance and we therefore intend to give it appropriate priority during 1980.

Four of the Terms of Reference of the Standing Commission I(e), I(f), IV and X) are concerned with civil service consultative machinery. During the first phase of our work, we have had the opportunity of examining the current consultative machinery, including the role of the Senior Civil Service Council, the staff associations and departmental joint consultative councils or committees as well as the part played by departments and the Government Secretariat in this process. We also invited staff and management to submit general or specific representations; visited government departments; met associations and representative groups; and participated in seminars, talks and public affairs programmes on radio and television. We have found all these channels of communication useful, and they have given us experience which will prove valuable in formulating our advice on the civil service consultative machinery.

- (d) Conditions of Service - The scope of the Standing Commission's interest in conditions of service is set out in Terms of Reference I(d) and I(g). During the coming year we shall follow the progress being made by the Administration in its review of housing, referred to in paragraph 70 of our Report No.1. As we indicated in paragraph 72 of that Report, we shall also consider the extension of fringe benefits to married women officers as part of our review of conditions of service.