

CHAPTER 1

INTRODUCTION

1.1 Since our appointment as a Standing Commission in January 1979, we have made six submissions to His Excellency the Governor. Our First Report on Principles and Practices Governing Civil Service Pay (Report No. 1) was submitted in July 1979 and accepted in August 1979. Our First Report on Civil Service Pay (Report No. 2) was submitted in October 1979 and accepted in November 1979. Subsequent to these two general Reports, we have presented a Report on the Pay of Staff of the Independent Commission Against Corruption (Report No. 3) and, in letters to the Governor, have tendered our advice on the 1980 Pay Trend Survey and on adjustments to the upper end of the Master Pay Scale and the Disciplined Services Pay Scale. Our advice on these other matters was also accepted by Government. Lastly, we have recently submitted a Report on Consultative Machinery in the Civil Service (Report No. 4).

1.2 In this Report No. 5 we deal with a miscellany of items which are largely consequential upon or supplementary to our Report No. 2. These items can be grouped into three main categories :

- (a) Issues listed in Chapter 20 of Report No. 2 for further examination, including the review of grades referred to in that Report as requiring more study.
- (b) Additional advice in clarification of our proposals in Report No. 2 and on matters arising from the implementation of those proposals.
- (c) The results of the re-examination of certain recommendations in Report No. 2 where we consider changes are warranted in the light of new information received.

Also included in this Report is our advice on the pay scales for several new grades which the Government has created since the date of our Report No. 2.

1.3 The results of our work since October 1979 are set out in this Report. During this period we have also studied consultative machinery in the civil service, and our advice on this has already been submitted in a separate report. The texts of our letters to the Governor regarding the 1980 Pay Trend Survey and proposing adjustments to the upper end of the Master Pay Scale and the Disciplined Services Pay Scale are at Appendices X and XI.

1.4 The publication of our Reports Nos. 1 and 2 and their subsequent implementation led to a number of queries and requests for clarification. We have dealt with these as they arose. Where we have considered that additional advice

from us is material we have referred to it in this Report.

1.5 In accepting our Report No. 2, the Government also asked us to take note of a number of representations received from both staff and management regarding our recommendations and to take account of these in our future review programme. In this respect our approach has been to study the representations to see to what extent they contain new evidence which would justify amending our earlier recommendations. Such cases were few and are dealt with in this Report.

1.6 It is our policy not to review pay scales and grade structures in isolation. We wish to emphasise that to be assessed satisfactorily and fairly grades need to be examined together with other comparable grades. This will be undertaken in the regular programme of the Standing Commission and we will continue to take account of comments from staff and management.

1.7 During the past few months we have found that our role and functions are still not fully understood by some staff and in some cases even by management. Some have seen us as an arbitrator or conciliator in disputes between Government and its staff. In fact our duty is to advise His Excellency the Governor on the pay and structure of civil service grades, and on any other issues which are referred to us under our Terms of Reference. This we do after taking full account of the views of staff and management and with due regard to the civil service as a whole and to wider community interests. If a dispute arises from the acceptance of any of our recommendations and if substantial new evidence is produced, we are always prepared to include a re-examination of the recommendations in one of our future reviews, but we do not allow the fact that the dispute exists to influence the priorities we allocate to our work, for if we were to do so we would be working under duress.

1.8 A further area in which there is misunderstanding is in relation to the annual general pay awards. A number of representations from staff seek pay adjustments on the grounds of the increase in the cost of living or because of inflation. The recommendations for general pay awards arise from the annual pay trend surveys with which we are not at present involved. Our responsibility is to advise on the appropriate pay points for individual grades and ranks within the established framework of the scales we have recommended or endorsed.

1.9 Throughout this Report, where scales are quoted they refer to points on the revised 51-point Master Pay Scale, unless otherwise indicated. In the Chapters dealing with grade pay scales we give the number of posts in each grade as taken from the approved "Estimates of Revenue and Expenditure for the year ending 31st March 1981."

1.10 On 1st April 1980 the Honourable Sir Y.K. Kan, G.B.E., J.P. handed over the Chairmanship of the Standing Commission to the Honourable Sir S.Y. Chung, C.B.E., J.P. Otherwise membership of the Commission remained unchanged and a full list is in Appendix II. We should like to take this opportunity to record our appreciation of Sir Y.K. Kan's outstanding leadership during the demanding first fifteen months of the Commission's existence.

1.11 On 12th September 1980, Mr. P.B. Williams, O.B.E., the first Secretary-General, left the Commission and was succeeded by Mr. J.W. Chambers, J.P. We should like to express our appreciation of Mr. Williams' services during the past twenty months. His outstanding effort in setting up the Commission Secretariat and his valuable support to the Commission have contributed in no small measure to the orderly completion of our work to-date.