

CHAPTER 1

INTRODUCTION

1.1 Since our appointment in January 1979, we have submitted five reports to His Excellency the Governor. The First Report on Principles and Practices Governing Civil Service Pay (Report No. 1) was submitted in July 1979 and this was followed by our First Report on Civil Service Pay (Report No. 2) in October 1979. Following these two general reports, we presented two reports on specific topics : a Report on the Pay of Staff of the Independent Commission Against Corruption (Report No. 3) in June 1980 and a Report on Consultative Machinery in the Civil Service (Report No. 4) in September 1980. Lastly, in October 1980 we submitted our Second Report on Civil Service Pay (Report No. 5).

1.2 Since that time, we have devoted our efforts to the programme of work set out in Chapter 12 of Report No. 5. We have examined civil service pay policy, educational qualification benchmarks, grades with student ranks, and long service increments. Pending the completion of our review of pay policy, we have made recommendations on the interim arrangements for the general civil service pay adjustment in 1982. We have also undertaken reviews of a number of individual grades and have tendered advice on several proposals for the creation of new ranks or grades. With the exception of the overall review of civil service pay policy, which is a complex and difficult task, we have largely completed the other items in our current programme. While the results of much of our work have been or will be submitted to His Excellency the Governor separately, we see advantage in presenting a general account of our work in the form of a progress report covering the period from October 1980 to the end of December 1981.

1.3 In December 1980, we welcomed the Honourable Andrew K.W. So, JP, as an additional Member of the Commission. Otherwise the membership of the Commission has remained unchanged and a full list is at Appendix II. The present staff of the Commission Secretariat are listed in Appendix III.

1.4 In January 1981, Mr. Michael Sze succeeded Mr. N.W.H. Macleod as the Liaison Officer between ourselves and the Administration. We would like to express our thanks to them and to the staff of the Civil Service Branch for helping us in our work with the supply of information and statistics, and for their assistance in general.

1.5 In March 1981, we moved into more suitable accommodation at Admiralty Centre, Harcourt Road.

1.6 We are again grateful to the Secretary for Home Affairs and the Government Printer and members of their staff for their assistance in the production of this Report.

1.7 Finally, we wish to thank the Secretary-General and his staff for their hard work and support throughout the period.