

## CHAPTER 3

### FUTURE PROGRAMME OF WORK

3.1 As indicated in paragraph 2.10, we are now approaching the final stage of our reviews of educational qualification benchmarks, grades with student ranks and long service increments, and we expect to be able to submit our recommendations on these matters to His Excellency the Governor early in 1982.

3.2 We expect the continuation of our major review of civil service pay policy to occupy much of our time and attention in 1982 and further work will need to be done before the review can be completed. This will include careful consideration of the systems that should be adopted for determining both overall pay adjustments and individual grade pay scales, particularly the question of how fringe benefits should be taken into account. In this connection, the application of pay level surveys in determining pay and the methodology to be used will need to be considered in depth. The role and operation of the Pay Investigation Unit will also require examination in detail.

3.3 When we have completed this study of civil service pay policy and made recommendations on the arrangements to be adopted for the future, we shall then be able to turn our attention to a major new round of reviews of groups of individual grades. It is however not possible at this stage to indicate when this next round is likely to begin since much will depend on the outcome of our study of pay policy and when that study is completed.

3.4 We shall continue however to deal with individual grades where there are material changes in circumstances which justify a review of their salaries or structure.