

CHAPTER 1

INTRODUCTION

1.1 This is the third progress report we have produced since our establishment in 1979, and it contains a general account of our activities during 1983.

1.2 Our main activity in 1983 was the further study of certain aspects of civil service pay policy. This was a continuation of work which we did in 1982 and which was described in the Interim Report on Civil Service Pay Policy (Report No. 7) and the Second Report on Civil Service Pay Policy (Report No. 9). We made further proposals for the refinement of the pay trend survey methodology and we also submitted recommendations on the arrangements for the 1984 general pay adjustment. Our Report on a review of the criteria and arrangements for the payment of overtime and related issues (Report No. 10) was completed in 1982 and published in October 1983 after the Government had taken a decision on our proposals. As in previous years, we carried out reviews of individual grades which were needed to meet changing circumstances and we also advised on the pay scales of some newly created ranks. During the year, we also tendered advice on individual conditions of service in accordance with our revised terms of reference and we began a review of job-related allowances in the civil service. A fuller account of the work we did in 1983 is given in Chapter 2.

1.3 Following the acceptance of our recommendations, a Pay Trend Survey Committee was set up by the Government to oversee the conduct and analyse the results of the annual pay trend surveys, and we are represented on this Committee. At the end of the year, we established a Pay Research Advisory Committee which will provide us with expert advice on the technical aspects of pay research. Details of these two Committees are given in Chapter 3.

1.4 On 1 December 1982 we took over administrative control of the Pay Survey and Research Unit (formerly the Pay Investigation Unit). The activities of the Unit in the past year are described in Chapter 4.

1.5 During the year, three of our founding Members retired, the Rev. the Hon. P.T. McGovern, O.B.E., S.J., J.P., Mrs. Maisie Wong, J.P. and Mr. John L. Soong, O.B.E. We are most grateful to them for their devoted service and for their invaluable contribution to the work of the Commission. Two new Members, Dr. Kim Y.S. Cham and Dr. Victor K.K. Fung

were appointed to the Commission for a period of two years with effect from 1 July 1983. A list of the Members of the Commission is at Appendix II and of the staff of the Commission at Appendix III.

1.6 On 1 March 1983, Mr. H.M.A. Bristow took over from Mr. J.W. Chambers as the Secretary-General of the Commission. We would like to record our appreciation of the valuable support and efficient service given to the Commission by Mr. Chambers while he was head of the Commission Secretariat.

1.7 Lastly, we wish to thank the staff of the Commission Secretariat for their hard work and continued support during the period covered by this Report.