

CHAPTER 5

FUTURE PROGRAMME OF WORK

5.1 Despite the progress we have made in recent years on the study of the complex subject of civil service pay policy, we are a long way from reaching a final conclusion. The further development of the total package concept and, in particular, the use of pay level comparisons as a guideline in the determination of civil service remuneration, will require careful and time-consuming deliberation and we expect that this will be the main issue requiring our attention in 1984. We shall also need to consider the principles and methodology used in the valuation of fringe benefits and we look forward to receiving the findings and proposals of the Working Group on the Valuation of Fringe Benefits, which has been formed by the Administration to tackle this subject.

5.2 We shall continue to tender advice on proposals for changes in civil service conditions of service. As indicated in paragraph 2.9, we have commenced a review of job-related allowances and we expect that our review of this subject will continue into 1984. We also intend to undertake a review of the current arrangements for leave and passages in the coming year.

5.3 As in previous years, we shall continue to deal with individual grades where exceptional circumstances justify a review of their structure or salaries.