

## CHAPTER 1

### INTRODUCTION

1.1 Since our establishment in January 1979, we have published three progress reports recording the work and activities of the Commission during 1980/81, 1982 and 1983. This is our fourth progress report and it contains a general account of our work during 1984.

1.2 The main activities on which we were engaged in 1984 were the continuation of our study of civil service pay policy and a review of the job-related allowance system in the civil service. As regards the first of these, we reviewed the methodology for pay trend surveys in the light of our experience with the most recent survey and made proposals for its further refinement. As regards the second activity, we set up a Committee to review job-related allowances and this has now completed the first stage of its review of the subject covering the principles which should govern eligibility for allowances and the way in which they should be paid. As in previous years we also carried out reviews of individual grades which were needed to meet changing circumstances. We have not, however, received the information that we need for the review of civil service arrangements for leave and passages which we referred to in our last progress report and we understand that this subject is still being examined by the Administration in consultation with staff associations. A more detailed account of our work during 1984 is given in Chapter 2.

1.3 In paragraph 1.3 of our last progress report, we reported that a Pay Trend Survey Committee had been set up to oversee the conduct of annual pay trend surveys and that a Pay Research Advisory Committee was also being set up to provide us with expert advice on the technical aspects of pay research. During the year, the Pay Trend Survey Committee monitored the conduct of the 1983/84 Pay Trend Survey and offered us advice on the further refinement of pay trend survey methodology. The Pay Research Advisory Committee started work on a study of the principles and methodology to be used for the valuation of fringe benefits in the civil service and the private sector. A full account of their work is given in Chapter 3.

1.4 In Chapter 4, we give a detailed account of the activities of the Pay Survey and Research Unit in 1984.

1.5 Two of our Members retired during the year, Mr. Gallant Y.T. Ho, J.P. and the Rev. Geoffrey L. Speak, O.B.E., J.P. We are most grateful to them for their devoted service and for their valuable contribution to the work of the

Commission over the years. Three new Members, Miss Therese H.C. Chan, Mr. Stanley G. Elliott and Mr. Vincent H.C. Ko were appointed to the Commission for a period of two years with effect from 1 March 1984. A list of the Members of the Commission is at Appendix II and of the staff of the Commission at Appendix III.

1.6 In January 1984, Mr. Dominic Wong succeeded Mr. Michael Sze 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 supplying the information and statistics which we need for our work and for their assistance in general.

1.7 We would also like to thank the staff of the Commission Secretariat for the efficient service which they have given us during 1984.