

CHAPTER 5

FUTURE PROGRAMME OF WORK

5.1 The further development of the total pay package concept in the civil service is a time-consuming process which requires careful consideration. We have taken the first few steps in this direction but it will be some time before we can reach any final conclusions on this complex subject. In 1985, we shall continue our study of the principles and methodology to be applied both to the valuation of fringe benefits in the civil service and the private sector and also to the actual conduct of pay level surveys, including the feasibility of finding analogues for jobs in the civil service in the private sector.

5.2 As indicated in paragraph 2.8, the second stage of our review of job-related allowances will continue into 1985. We expect to complete this review in the latter half of the year and to be able to submit a report on our findings to His Excellency the Governor at the end of the year.

5.3 In 1985, as in previous years, we shall continue to deal with individual grades where exceptional or changing circumstances justify a review of their structures or salaries. We shall also continue, within our terms of reference, to tender advice on any proposed changes in conditions of service in the civil service.