

CHAPTER 5

ACTIVITIES OF COMMITTEES

Pay Trend Survey Committee

5.1 The Pay Trend Survey Committee is an independent committee established by the Government in early 1983 on this Commission's recommendation. As a standing committee, it has the following terms of reference : -

- (a) to commission the annual pay trend survey;
- (b) to analyse the results of the survey and to ensure that the agreed criteria for the interpretation of the data collected have been properly applied;
- (c) to agree the pay trend information resulting from the survey; and
- (d) to advise the Standing Commission on matters relating to pay trend survey methodology.

5.2 A number of bodies are represented on the Committee and the Standing Commission is one of them. The Committee consists of two Members of the Standing Commission, one as Chairman and the other as Alternate Chairman, the Secretary-General of the Standing Commission, two representatives of the Administration, three representatives of the Staff Side of the Senior Civil Service Council, three representatives of the Staff Side of the Model Scale 1 Staff Consultative Council, and two representatives of the Police Force Council. There are also observers from the constituent bodies. During 1988, the representatives of this Commission on the Committee, namely, Mr. Gordon M. Macwhinnie, C.B.E., J.P., as the Chairman, and Mrs. Alice Lam, J.P., as the Alternate Chairman, remained unchanged.

5.3 Insofar as the conduct of the annual Pay Trend Survey is concerned, the Pay Trend Survey Committee is the only and final authority. The Standing Commission has no overriding authority over the Committee. However, in respect of Item (d) of the Pay Trend Survey Committee's

terms of reference, the Committee serves as adviser to the Standing Commission on matters relating to the pay trend survey methodology.

5.4 The Committee held a meeting in March 1988 to examine the findings of the 1987/88 Pay Trend Survey which was carried out by the Pay Survey and Research Unit. At that meeting, members noted that the survey had been carried out in accordance with the agreed methodology. But they could not reach a consensus on the interpretation of the information provided regarding merit payments and internal and external relativities and on the findings. In view of the development leading to and the subsequent establishment of the Committee of Inquiry, the Pay Trend Survey Committee did not convene any meeting after March 1988.

Committee on Civil Service Consultative Machinery

5.5 As mentioned in Chapter 3, the Committee on Civil Service Consultative Machinery was an ad hoc committee set up in March 1988 to study the subject of civil service consultative machinery in depth. The Committee's terms of reference were : -

1. To consider the responses made to the Consultative Document on Civil Service Consultative Machinery.
2. To formulate recommendations on :
 - (a) How to strengthen the present system of consultation at the central level between management and staff, with particular regard to the questions of whether :
 - (i) the representativeness of the Senior Civil Service Council should be enhanced, and if so, how;
 - (ii) the representativeness of the Model Scale 1 Staff Consultative Council should be enhanced, and if so, how; and
 - (iii) a Disciplined Services Council/ Non-Police Disciplined Services Council should be established.
 - (b) Whether and, if so, how consultation at departmental level should be further developed.

- (c) How to enhance the effectiveness of the existing means of communication between management and staff groups or individual civil servants.
3. To consider any other matters relating to civil service consultative machinery referred to it by the Standing Commission.

5.6 The Committee consisted of four members of the Standing Commission, with Mr. Andrew So, O.B.E., J.P., as chairman and Miss Therese H.C. Chan, Mr. Stanley G. Elliott and Mr. Tang Kwai-nang, J.P., as members.

5.7 The Committee held six meetings between March and October 1988. In September 1988 members of the Committee also met representatives of 13 major staff associations to hear their views on the civil service consultative machinery.

5.8 The Committee submitted its first recommendation to the full Commission in April 1988 on the establishment of a council at the central level for the non-Police disciplined services. It then examined in turn other channels of consultation in the civil service. The whole review was completed by the Committee in October 1988. We are grateful to the Committee members for their hard work and for their valuable contribution to the review of this important subject.