

## CHAPTER 1

### INTRODUCTION

1.1 We have published regular progress reports on the work and activities of the Standing Commission since our establishment in 1979. This is our ninth progress report and it gives a general account of our work during 1989.

1.2 1989 was a busy year for the Commission. The focus of our work was on the 1989 Non-Directorate Salary Structure Review. We began the Review in April and submitted our first report (Report No. 23) to the Governor in October. Chapter 3 gives a summary of the progress of the Review so far.

1.3 In May 1989, we proposed several changes to our terms of reference principally to take account of the transfer of responsibilities for matters relating to salaries and conditions of service of the Judicial Service and the Disciplined Services from the Commission to the Standing Committee on Judicial Salaries and Conditions of Service and the Standing Committee on Disciplined Services Salaries and Conditions of Service respectively. Our letter to the Governor on the subject is reproduced at Appendix D. Our proposals were accepted by the Government in October.

1.4 During the year, we also reviewed several grades in the light of changing circumstances. However, following the commencement of the 1989 Non-Directorate Salary Structure Review, only urgent cases were dealt with outside the context of this overall exercise. Chapter 4 gives a summary of our recommendations on the grades we have examined.

1.5 In this Report, we also record the work of the Pay Survey and Research Unit during 1989 and our advice on the methodology for pay trend surveys.

1.6 In January 1989, Mr. Gordon M. Macwhinnie, C.B.E., J.P., retired from the Commission after having been a member for ten years since our establishment. Dr. Kim K.S. Cham, J.P., left the Commission in February after five years' service. We are most grateful to them for their valuable contributions to the work of the Commission. This year also saw several new appointees to the Commission: the Honourable Mrs. Nellie K.M. Fong, J.P., Mr. Wilfred S.Y. Chan, J.P. and Professor Robert I. Tricker in January, and Mr. Brian Barrett and Mr. Nicholas S.C. Chiu in July.

1.7 We would like to record our gratitude to the Secretary for the Civil Service and his staff for their general assistance and cooperation during the year. We would also express our appreciation to the Secretary-General and the staff of the Commission Secretariat for their hard work and unfailing support during the very hectic period covered by this Report.