

## CHAPTER 1

### INTRODUCTION

1.1 Since our establishment in 1979, we have been publishing regular progress reports on the work and activities of the Standing Commission. This is our tenth progress report and it gives a general account of our work during 1990.

1.2 1990 was a very busy year for the Commission. We continued to focus on the overall review of the salary structure of the non-directorate grades, which began in 1989. The review has now been completed and a summary of our work is given in Chapter 2.

1.3 In November 1990, having taken account of the advice of the Pay Trend Survey Committee and the views expressed in other quarters, we proposed a change of the survey period for the annual pay trend surveys to address the problem of time-lag. Details of our proposals are given in Chapter 3.

1.4 During the year, we also reviewed the civil service housing benefits and advised on the proposal for a special allowance for the General Duties Team staff in the Urban Services and Regional Services Departments. A summary of our recommendations is given in Chapter 4.

1.5 In Chapter 5, we record the work of the Pay Survey and Research Unit in 1990.

1.6 In May 1990, Mrs. Alice Lam and Miss Therese Chan retired from the Commission. Mrs. Lam has been a member for eight years and Miss Chan for six years. We are most grateful to them for their valuable contributions to the work of the Commission.

1.7 We would like to record our thanks to the Secretary for the Civil Service and his staff for their general assistance and co-operation during the year. We would also like to express to the Secretary-General and his staff our deep appreciation for their hard work and unfailing support during another very hectic period of the Commission's activities.