

CHAPTER 1

INTRODUCTION

1.1 The Standing Commission on Civil Service Salaries and Conditions of Service was established by the Governor in 1979. Its main function is to advise and make recommendations to the Governor on the principles and practices governing pay, conditions of service and salary structure of the non-Directorate Civil Service, other than the Judiciary and Disciplined Services. The Commission's terms of reference is at Appendix A. The Commission consists of a Chairman and nine Members. Details are given at Appendix B.

1.2 The Commission advises the Governor independently after taking full account of relevant factors and views expressed by the parties concerned. The decision as to whether our advice should be accepted rests with Government.

1.3 Since 1979, we have published regular progress reports. This is our sixteenth report and it gives an account of our work in 1996. Chapter 2 contains the gist of our deliberations and recommendations on proposals submitted by the Administration. These proposals include (a) upgrading of the entry qualification of the Land Inspector grade; (b) replacement of the existing age requirements by general attributes required of candidates; (c) a review of the secretarial services in Government; and (d) the granting of Dialect Allowance to the Interpreter (Simultaneous Interpretation) grade. Chapter 3 describes in a summary form our meetings and other contacts with major civil service staff associations and private sector organisations. An account of the 1995/96 Pay Trend Survey and the salient features of a comprehensive review of the Pay Trend Survey methodology are given in Chapter 4. Chapter 5 sets out our outlook for 1997 - an important year in the history of Hong Kong. In all, we held a total of six formal meetings as well as seven informal meetings during the year.

1.4 We would like to express our gratitude to Professor Robert Tricker for the sterling advice he tendered to the Commission during his eight years of tenure. We are glad that Dr Wilfred Chan Siu-yuen, JP has been re-appointed to the Commission and we welcome Professor Chan Yuk-shee and Mr Joseph Pang Yuk-wing upon their appointment to the Commission in October 1996.

1.5 To the Secretary for the Civil Service and his staff, we would like to extend our appreciation for their assistance and co-operation. Our appreciation also goes to the outgoing Secretary General, Ms Elaine Chung, and to the staff of the Commission Secretariat (list at Appendix C) for their hard work and staunch support.