

CHAPTER 1

INTRODUCTION

1.1 Established in 1979, the main function of the Standing Commission on Civil Service Salaries and Conditions of Service is to advise and make recommendations to the Chief Executive on the principles and practices governing pay, conditions of service and salary structure of non-directorate civil servants, other than judicial officers and disciplined services staff.

1.2 The Commission provides independent advice to the Chief Executive, after taking into full account relevant factors and views expressed by the parties concerned. The decision as to whether the Commission's advice should be accepted rests with Government. The Commission's terms of reference and the membership list of the Commission and Steering Groups formed under the Commission are at Appendices A and B respectively.

1.3 This is our nineteenth progress report and it gives an account of our work in 1999. Chapter 2 provides a brief account of the Civil Service Starting Salaries Review and the Job-Related Allowances Review undertaken by the Commission during 1999. Chapter 3 contains our views and recommendations on proposals submitted by the Administration during the year. These include (a) cessation of minor housing related benefits for new recruits; and (b) introduction of a Supplementary Travel Allowance to replace the existing provision of Home-Office Travelling Expenses and Home-Office Mileage Allowance. It also provides a brief account of the Civil Service Reform and the Commission's informal meetings with the seven major civil service staff associations. Chapter 4 covers the work of the Pay Trend Survey Committee. Chapter 5 sets out our forecast of major activities for 2000. In all, we held a total of eight Commission meetings, eight Steering Group meetings as well as seven informal meetings with staff councils/associations during the year.

1.4 We wish to thank the Secretary for the Civil Service and his staff for their assistance and co-operation. Our appreciation also goes to **Mr Paul Tang**, Secretary General until his transfer on 2 December 1999. To **Mr Angus Miu**, acting Secretary General (from 3 December 1999) and the staff of the Commission Secretariat (list at Appendix C), we would like to thank them for their efficient and unfailing support.
