

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. Within our terms of reference and general remit, we are keen to contribute to the process of reform by reviewing issues or projects referred to us, and indeed adopt a proactive attitude in tackling the challenges of culture, mindset, improved productivity, benchmarking, etc. The Commission's terms of reference and membership list are at Appendices A and B respectively.

1.3 This is our twenty-first progress report and it gives an account of our major undertaking in 2001. We held a total of five Commission meetings and seven informal meetings with staff councils/associations during the year.

1.4 The Secretariat for the Standing Commission on Civil Service Salaries and Conditions of Service (Commission Secretariat) merged with the Secretariat for the Standing Committee on Disciplined Services Salaries and Conditions of Service to form a Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service (Joint Secretariat) on 1 December 2001. The Joint Secretariat provides enhanced support services to four advisory bodies on civil service and judicial salaries and conditions of service, namely, the Standing Commission on Civil Service Salaries and Conditions of Service, the Standing Committee on Disciplined Services Salaries and Conditions of Service, the Standing Committee on

Directorate Salaries and Conditions of Service and the Standing Committee on Judicial Salaries and Conditions of Service. Secretariat services for the latter two standing committees had previously been provided by the Civil Service Bureau.

1.5 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 Angus MIU**, acting Secretary General of the then Commission Secretariat and after the merger, **Mr LEE Lap-sun**, Secretary General of the Joint Secretariat. We would also like to thank the staff of the then Commission Secretariat and the Joint Secretariat (list at Appendix C) for their support.