

CHAPTER V : SUMMARY

5.1 The following is a summary of our preliminary conclusions and recommendations :-

- (a) Pay increases relating to promotion and transfer and internal and external relativities should continue to be excluded from the calculation of pay trend indicators. Para. 4.5
and 4.7

- (b) The way forward may be to use pay trend indicators which include merit payments and are discounted to allow for the value of civil service increments. Para. 4.15
and 4.16

- (c) If possible, the survey field should be expanded to include companies with jobs comparable to jobs in the civil service paid from the upper band. Para. 4.18

- (d) Consideration should be given to the inclusion of suitable public utility and multi-national companies in the survey field. Para. 4.19
- (e) The Staff Sides' suggestions for increasing the number and altering the span of salary bands should be considered by the Pay Trend Survey Committee. Para. 4.20
- (f) Any increase in the number of salary bands should be subject to the Staff Sides' acceptance that the pay trend indicators may be rounded down as well as up. Para. 4.20
- (g) For the purpose of the 1988 pay adjustment, merit payments made to 90% or more of company employees should be included in the recalculation of the pay trend indicators. Para. 4.30

(h) Accordingly, subject to any smoothing out that the Administration considers necessary, the 1988 pay adjustment should be recalculated on the basis of the following revised pay trend indicators :-

Para. 4.31

Upper Pay Band	9.56%
Middle Pay Band	9.93%
Lower Pay Band	9.62%

(i) Any pay increase deriving from the recalculation of the pay trend indicators should be effective from 1 April 1988.

Para. 4.32

(j) On the assumption that it will not be possible to introduce new salary bands in time, the 1988-89 Pay Trend Survey should follow existing methodology, but more data should be sought on the range and breakdown of merit payments.

Para. 4.33