

Head 174 — JOINT SECRETARIAT FOR THE ADVISORY BODIES ON CIVIL SERVICE AND JUDICIAL SALARIES AND CONDITIONS OF SERVICE

Controlling officer: the Secretary General, Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service will account for expenditure under this Head.

Estimate 2008–09..... **\$25.8m**

Establishment ceiling 2008–09 (notional annual mid-point salary value) representing an estimated 23 non-directorate posts as at 31 March 2008 rising by two posts to 25 posts as at 31 March 2009 **\$11.7m**

In addition, there will be an estimated four directorate posts as at 31 March 2008 and as at 31 March 2009.

Controlling Officer's Report

Programme

Secretariat services for the following advisory bodies on civil service and judicial salaries and conditions of service—

- **Standing Commission on Civil Service Salaries and Conditions of Service**
- **Standing Committee on Disciplined Services Salaries and Conditions of Service**
- **Standing Committee on Directorate Salaries and Conditions of Service**
- **Standing Committee on Judicial Salaries and Conditions of Service**

This programme contributes to Policy Area 26: Central Management of the Civil Service (Secretary for the Civil Service).

Detail

	2006–07 (Actual)	2007–08 (Original)	2007–08 (Revised)	2008–09 (Estimate)
Financial provision (\$m)	8.6	13.4	14.0 (+4.5%)	25.8 (+84.3%)
				(or +92.5% on 2007–08 Original)

Aim

2 The aim is to assist in maintaining efficient and stable civil and judicial services through the advice of the advisory bodies.

Brief Description

3 The four advisory bodies advise the Chief Executive on the following:

- Standing Commission on Civil Service Salaries and Conditions of Service - matters relating to the pay and conditions of service of the non-directorate civil service;
- Standing Committee on Disciplined Services Salaries and Conditions of Service - matters relating to the pay and conditions of service of the disciplined services;
- Standing Committee on Directorate Salaries and Conditions of Service - the structure of directorate posts and matters relating to pay and conditions of service; and
- Standing Committee on Judicial Salaries and Conditions of Service - the structure of judicial posts and matters relating to pay and conditions of service.

4 The advisory bodies take into consideration recommendations from the Administration and views of the staff before tendering their advice to the Chief Executive.

5 The effectiveness of the work of the advisory bodies is reflected in the part they play in the formulation of reasonable principles and viable practices governing the grades, ranks, salary structures and conditions of service of the civil and judicial services.

Head 174 — JOINT SECRETARIAT FOR THE ADVISORY BODIES ON CIVIL SERVICE AND JUDICIAL SALARIES AND CONDITIONS OF SERVICE

Matters Requiring Special Attention in 2008–09

6 During 2008–09, the advisory bodies will:

- continue to tender advice to the Administration on the on-going efforts to modernise the civil service pay system;
- continue to examine and tender advice to the Administration on proposals put to them by the Administration on matters within their ambits; and
- conduct a number of grade structure reviews and undertake other reviews as necessary.

Head 174 — JOINT SECRETARIAT FOR THE ADVISORY BODIES ON CIVIL SERVICE AND JUDICIAL SALARIES AND CONDITIONS OF SERVICE

ANALYSIS OF FINANCIAL PROVISION

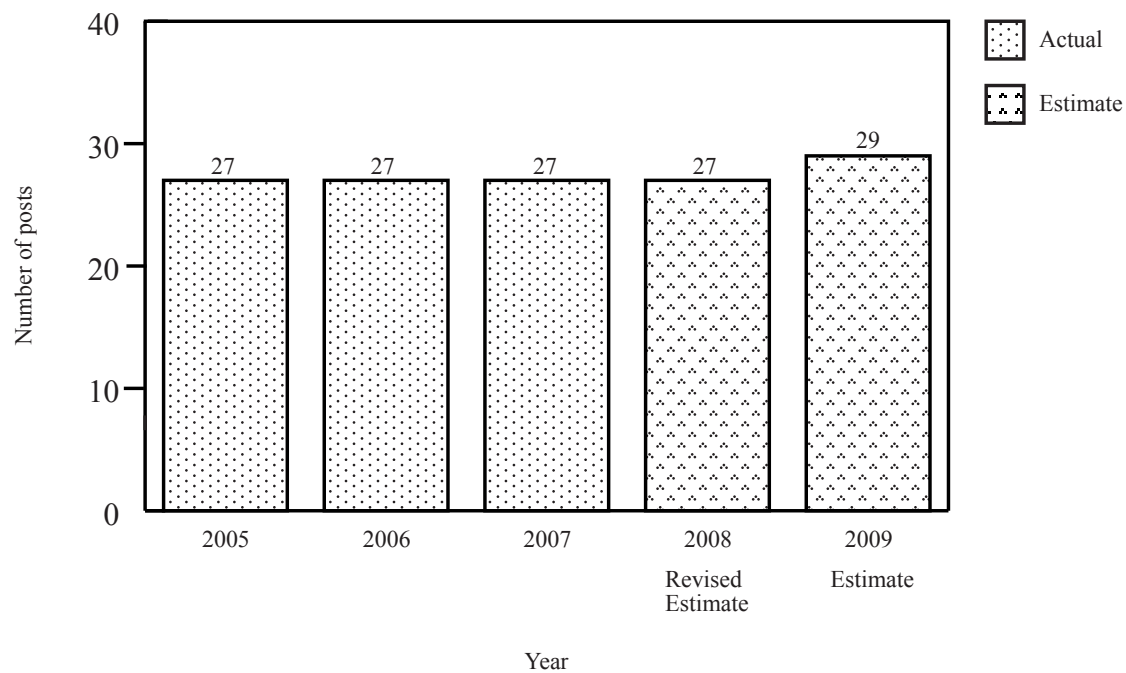
Programme	2006-07 (Actual) (\$m)	2007-08 (Original) (\$m)	2007-08 (Revised) (\$m)	2008-09 (Estimate) (\$m)
Secretariat services for the following advisory bodies on civil service and judicial salaries and conditions of service—				
• Standing Commission on Civil Service Salaries and Conditions of Service				
• Standing Committee on Disciplined Services Salaries and Conditions of Service				
• Standing Committee on Directorate Salaries and Conditions of Service				
• Standing Committee on Judicial Salaries and Conditions of Service	8.6	13.4	14.0 (+4.5%)	25.8 (+84.3%)
				(or +92.5% on 2007-08 Original)

Analysis of Financial and Staffing Provision

Provision for 2008-09 is \$11.8 million (84.3%) higher than the revised estimate for 2007-08. This is mainly due to the increase in expenses arising from the conduct of a number of grade structure reviews and the annual pay trend survey, filling of vacancies and creation of new civil service posts.

Head 174 — JOINT SECRETARIAT FOR THE ADVISORY BODIES ON CIVIL SERVICE AND JUDICIAL SALARIES AND CONDITIONS OF SERVICE

*Changes in the size of the establishment
(as at 31 March)*



**Head 174 — JOINT SECRETARIAT FOR THE ADVISORY BODIES ON CIVIL
SERVICE AND JUDICIAL SALARIES AND CONDITIONS OF SERVICE**

Sub-head (Code)	Actual expenditure 2006-07	Approved estimate 2007-08	Revised estimate 2007-08	Estimate 2008-09	
	\$'000	\$'000	\$'000	\$'000	
Operating Account					
Recurrent					
000	Operational expenses	8,612	13,446	13,986	25,791
	Total, Recurrent	<u>8,612</u>	<u>13,446</u>	<u>13,986</u>	<u>25,791</u>
	Total, Operating Account	8,612	13,446	13,986	25,791
<hr/>					
	Total Expenditure	<u><u>8,612</u></u>	<u><u>13,446</u></u>	<u><u>13,986</u></u>	<u><u>25,791</u></u>

Head 174 — JOINT SECRETARIAT FOR THE ADVISORY BODIES ON CIVIL SERVICE AND JUDICIAL SALARIES AND CONDITIONS OF SERVICE

Details of Expenditure by Subhead

The estimate of the amount required in 2008–09 for the salaries and expenses of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service (Joint Secretariat) is \$25,791,000. This represents an increase of \$11,805,000 over the revised estimate for 2007–08 and of \$17,179,000 over actual expenditure in 2006–07.

Operating Account

Recurrent

2 Provision of \$25,791,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Joint Secretariat. The increase of \$11,805,000 (84.4%) over the revised estimate for 2007–08 is mainly due to the increase in expenses arising from the conduct of a number of grade structure reviews and the annual pay trend survey, filling of vacancies and creation of new civil service posts.

3 The establishment as at 31 March 2008 will be 27 permanent posts. It is expected that two posts will be created in 2008–09. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2008–09, but the notional annual mid-point salary value of all such posts must not exceed \$11,694,000.

4 An analysis of the financial provision under *Subhead 000 Operational expenses* is as follows:

	2006–07 (Actual) (\$'000)	2007–08 (Original) (\$'000)	2007–08 (Revised) (\$'000)	2008–09 (Estimate) (\$'000)
Personal Emoluments				
- Salaries	7,063	10,864	12,091	16,620
- Allowances	240	278	533	812
Departmental Expenses				
- General departmental expenses	1,309	2,304	1,362	8,359
	8,612	13,446	13,986	25,791