

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

**HEAD 174 – STANDING COMMISSION ON CIVIL SERVICE
SALARIES AND CONDITIONS OF SERVICE**

**HEAD 175 – STANDING COMMITTEE ON DISCIPLINED SERVICES
SALARIES AND CONDITIONS OF SERVICE**

Subhead 001 Salaries

Members are invited to recommend to Finance
Committee, with effect from 1 December 2001 –

**(I) under Head 174 – Standing Commission on
Civil Service Salaries and Conditions of
Service**

(a) the redeployment of the following permanent
posts –

1 Administrative Officer Staff Grade B1
(D4) (\$152,400 – \$157,050); and

1 Administrative Officer Staff Grade C
(D2) (\$122,450 – \$130,050);

(b) the creation of the following permanent post –

1 Administrative Officer Staff Grade C
(D2) (\$122,450 – \$130,050); and

/(c)

- (c) an increase in the ceiling placed on the total notional annual mid-point salary value of all non-directorate posts in the permanent establishment under Head 174 in 2001-02 from \$8,258,000 by \$1,548,340 to \$9,806,340.

(II) under Head 175 – Standing Committee on Disciplined Services Salaries and Conditions of Service

the deletion of the following permanent posts –

1 Administrative Officer Staff Grade B
(D3) (\$134,300 – \$142,300); and

1 Principal Executive Officer
(D1) (\$103,150 – \$109,450).

PROBLEM

The existing four advisory bodies on civil service and judicial pay and conditions of service, i.e. the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission), the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS), the Standing Committee on Directorate Salaries and Conditions of Service and the Standing Committee on Judicial Salaries and Conditions of Service (Directorate and Judicial Standing Committees), are currently serviced by their separate Secretariats/Secretary. This fragmented approach is not conducive to work productivity and limits the scope for coordination among the advisory bodies in the handling of common or related issues pertaining to pay and conditions of service of the civil service and the judicial service. It is necessary to amalgamate the Secretariats for the Standing Commission and SCDS into a Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service (Joint Secretariat) to provide enhanced support services to the four advisory bodies on civil service and judicial salaries and conditions of service.

/PROPOSAL

PROPOSAL

2. To facilitate the establishment of the Joint Secretariat, the Secretary for the Civil Service proposes the following establishment changes with effect from 1 December 2001 –

- (a) redeployment of two permanent directorate posts of one Administrative Officer Staff Grade B1 (AOSGB1) (D4) and one Administrative Officer Staff Grade C (AOSGC) (D2) in the Standing Commission Secretariat to service the Joint Secretariat;
- (b) creation of one permanent directorate post of AOSGC (D2) for the Joint Secretariat, to be offset by the deletion of two permanent directorate posts of one Administrative Officer Staff Grade B (AOSGB) (D3) and one Principal Executive Officer (PEO) (D1) in the SCDS Secretariat; and
- (c) deletion of two non-directorate posts in the Standing Commission Secretariat and transfer of five non-directorate posts from the SCDS Secretariat to the Joint Secretariat for the setting up of a support team, which necessitates an increase in the establishment ceiling for non-directorate posts under Head 174 in 2001-02 by \$1,548,340.

JUSTIFICATION***Existing Arrangements***

3. There are currently four advisory bodies which advise the Government on matters relating to civil service and judicial pay and conditions of service, namely, the Standing Commission, SCDS and the Directorate and Judicial Standing Committees. While the Standing Commission and SCDS are each supported by its dedicated Secretariat, the Directorate and Judicial Standing Committees are only served by a Principal Assistant Secretary in the Civil Service Bureau as part-time Secretary.

4. The Standing Commission Secretariat has an establishment of three directorate and 20 non-directorate posts. The Secretariat is headed by the Secretary General, Standing Commission who is pitched at AOSGB1 (D4) level. He is assisted by an Assistant Secretary General (ranked at AOSGC (D2)) and other general grades staff. In addition to servicing the Standing Commission, the Secretariat also oversees the Pay Survey and Research Unit (PSRU) which

/conducts

conducts annual pay trend surveys and other surveys relating to salary and benefits and provides support services to the Pay Trend Survey Committee. The PSRU is headed by a PEO (D1).

5. The SCDS Secretariat has an establishment of two directorate and ten non-directorate posts. The Secretariat is headed by the Secretary General, SCDS (ranked at AOSGB (D3)) who is underpinned by a PEO (D1) and two Senior Executive Officers (MPS 34 - 44), in addition to a general support team comprising clerical and secretarial staff.

Merging of the Secretariats of the Standing Commission and SCDS

6. Following a comprehensive review, the Administration considers that a Joint Secretariat should be established by pooling the resources currently split between the Standing Commission and SCDS Secretariats. The merger will enable better coordination among the four advisory bodies in the handling of issues relating to pay and conditions of service of the civil service and the judicial service, enhance flexibility in resource redeployment to cope with large-scale ad hoc assignments specific to individual advisory bodies, improve productivity and streamline procedures. The establishment of the proposed Joint Secretariat will also facilitate the provision of dedicated and wider scope of support services to the Directorate and Judicial Standing Committees. To realise these benefits, we need to implement the following establishment changes to facilitate the setting up of the Joint Secretariat.

(a) Redeployment of the posts of Secretary General and Assistant Secretary General in the Standing Commission Secretariat

7. With the amalgamation of the existing Secretariats, the Head of the Joint Secretariat (to be designated as Secretary General, Joint Secretariat) will have a wider role to play, particularly in respect of issues with implications for the civil service as well as the judicial service, on which we need advice from the four advisory bodies. The Secretary General, Joint Secretariat will attend meetings of all four advisory bodies on salaries and conditions of service. Having regard to the complexity of the duties and the level of responsibilities involved, we propose redeploying the existing post of Secretary General, Standing Commission (ranked at AOSGB1) to head the Joint Secretariat. The job description of the proposed Secretary General, Joint Secretariat is at Enclosure 1.

Encl. 1

8. As mentioned in paragraph 4, the Secretary General, Standing Commission is currently assisted by an Assistant Secretary General (ranked at AOSGC) in servicing the Standing Commission. Upon merging of the Secretariats, we propose redeploying this post as Assistant Secretary General (Joint Secretariat)1 who will continue to provide dedicated support to the Standing Commission and oversee the PSRU which will continue to be headed by the existing PEO in the permanent establishment under Head 174. The job description of the proposed

Encl. 2 Assistant Secretary General (Joint Secretariat) 1 post is at Enclosure 2.

(b) Creation of a permanent post of AOSGC for the Joint Secretariat and the consequential deletion of two directorate posts in the SCDS Secretariat

9. We also propose creating a permanent post of AOSGC, to be designated as Assistant Secretary General (Joint Secretariat) 2, to assist the Secretary General, Joint Secretariat in supporting the SCDS and the Directorate and Judicial Standing Committees. Upon the creation of this post and the establishment of the Joint Secretariat, the two existing directorate posts in the SCDS Secretariat (i.e. 1 AOSGB and 1 PEO) will no longer be required and can be deleted. The job description of the proposed Assistant Secretary General (Joint Secretariat) 2 post is at Enclosure 3.

Encl. 3

(c) Increase in the establishment ceiling for non-directorate posts under Head 174

10. At present, there are 30 non-directorate posts under the two existing Secretariats (20 in the Standing Commission Secretariat and ten in the SCDS Secretariat) to provide executive and general administrative support to the Standing Commission and SCDS. Upon the centralisation of the general support service, the Joint Secretariat requires a general support team of only 23 non-directorate posts. This involves the deletion of two posts in the Standing Commission Secretariat and five posts in the SCDS Secretariat and the transfer of the remaining five posts in the SCDS Secretariat to the Joint Secretariat. We set out at Enclosures 4 and 5 details of the proposed redeployment and deletion of non-directorate posts respectively.

Encls.
4 & 5

11. Taking into account the proposed deletion of two posts in the Standing Commission Secretariat and the transfer of five posts from the SCDS Secretariat to the Joint Secretariat, we need to increase the ceiling placed on the total notional annual mid-point salary value of all non-directorate posts in the permanent establishment under Head 174 in 2001-02 from \$8,258,000 by \$1,548,340 to \$9,806,340.

/12.

12. The above restructuring proposal will not affect the independence of the advisory bodies. The advisory bodies will continue to deal with pay and conditions of service matters within their respective areas of responsibility, and will continue to be served by dedicated secretariat support within the Joint Secretariat. The organisation structure of the proposed Joint Secretariat is at Enclosure 6.

Encl. 6

13. Upon the establishment of a Joint Secretariat, the ambit of Head 174 will need to be expanded to include the SCDS and the Directorate and Judicial Standing Committees as users of funds under this Head of Expenditure. On the other hand, the existing Head 175 for the SCDS will no longer be required and can be deleted. We shall seek the approval of the Finance Committee separately to change the title of Head 174 from 'Standing Commission on Civil Service Salaries and Conditions of Service' to 'Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service' and its Controlling Officer from 'Secretary General, Standing Commission' to 'Secretary General, Joint Secretariat', and to delete Head 175.

FINANCIAL IMPLICATIONS

14. The proposal will bring about the following net saving in notional annual salary cost at MID-POINT –

	\$	No. of posts
Deletion of posts		
AOSGB	1,659,000	1
PEO	1,273,800	1
Non-directorate posts	1,405,320	7
<i>Less</i> New permanent post		
AOSGC	1,515,000	1
Net Saving	2,823,120	8

The net saving in full annual average staff cost of the proposal, including salaries and staff on-costs, is \$4,524,000. The Administration will be able to accommodate the staff released as a result of the deletion of directorate/non-directorate posts through natural wastage or internal redeployment and no staff will be made redundant.

/BACKGROUND

BACKGROUND INFORMATION

The role and composition of the Standing Commission

15. The Standing Commission, set up in 1979, advises the Chief Executive on salary and conditions of service matters for the non-directorate civil service other than the Judiciary. It advised on issues affecting the disciplined services until 1989 when the SCDS was established. The Standing Commission comprises the Chairman and seven Members.

The role and composition of the SCDS

16. The SCDS advises the Chief Executive on matters relating to the pay and conditions of service of the disciplined services. In view of the special work nature and the status of the disciplined services, which made them different from the rest of the civil service, there was a perceived need for an independent advisory body, separate from the Standing Commission, to deal with salaries and conditions of service issues concerning the disciplined services. The SCDS was thus established in 1989. It comprises the Chairman and ten Members.

The role and composition of the Directorate and Judicial Standing Committees

17. The Standing Committee on Directorate Salaries and Conditions of Service is responsible for advising the Chief Executive on the structure of directorate posts and the pay and conditions of service of directorate officers. The Standing Committee on Judicial Salaries and Conditions of Service has a similar advisory role in respect of judicial officers. The two advisory committees have a common membership which comprises the Chairman and four Members.

18. The terms of reference of the four advisory committees are at Enclosures 7 to 10.

Encls.
7 - 10

CONSULTATION

19. The Administration briefed the Legislative Council Panel on Public Service on 21 May 2001 on the proposal to establish a Joint Secretariat for the Standing Commission and the three Standing Committees. An information paper setting out the staffing proposal for the Joint Secretariat and the proposed merging of the two Heads of Expenditure of 174 and 175 was provided to the same Panel on 11 October 2001. Members noted the paper with no comment.

20. The Administration has consulted the Standing Commission, SCDS and the Directorate and Judicial Standing Committees on the Joint Secretariat proposal. All of them support the proposal. We have also informed the Staff Side of the four Central Consultative Councils and the ICAC Staff Consultative Committee of the proposal. We have not received any adverse comments from them.

CIVIL SERVICE BUREAU COMMENTS

21. The proposal is initiated by the Civil Service Bureau. We are of the view that the establishment of a Joint Secretariat to service the four advisory bodies on civil service and judicial salaries and conditions of service will result in more efficient use of resources and better coordination among the four advisory bodies on matters with implications for the civil service and the judicial service. Enhanced support available through a Joint Secretariat will also enable individual advisory bodies to better cope with any large-scale ad hoc assignments they may undertake in future.

22. We are satisfied that the staffing proposal contained in the paper are functionally justified. The grading and ranking of the proposed AOSGC post are appropriate having regard to its level and scope of responsibilities. The proposed redeployment of one AOSGB1 and one AOSGC posts as Secretary General and Assistant Secretary General respectively of the Joint Secretariat is also appropriate having regard to their duties and responsibilities.

ADVICE OF THE STANDING COMMITTEE ON DIRECTORATE SALARIES AND CONDITIONS OF SERVICE

23. The Standing Committee on Directorate Salaries and Conditions of Service has advised that the grading of the new post and the retitling of two posts would be appropriate if the posts were to be created/redeployed.

**Secretary General, Joint Secretariat
(Administrative Officer Staff Grade B1 (D4))**

**Joint Secretariat for the Advisory Bodies on Civil Service and
Judicial Salaries and Conditions of Service**

Main duties and responsibilities

Responsible to: Secretary for the Civil Service – as Controlling Officer of Head 174 which covers the expenses of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service.

Responsible to: the Chairmen and Members of 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 for the following duties -

1. overall administration of the Joint Secretariat for the above-mentioned advisory bodies and providing their respective sub-committees with effective support and advice;
2. overall planning of the work of the above-mentioned advisory bodies ;
3. effective liaison between the above-mentioned advisory bodies and the Administration and assisting in resolving policy conflicts if such should arise;
4. overseeing the preparation for and participating in meetings and visits jointly (with the advisory bodies) or separately with senior officials of policy bureaux and heads of departments or members of the departmental management, staff associations/representatives;
5. supervising the preparation of correspondence, papers, reports and other relevant documents for the above-mentioned advisory bodies and ensuring that they are accurate, of high quality and in conformity with the Administration's official languages policy;
6. dealing with public relations, including liaison with organizations in the public and private sectors, staff associations and the media; and
7. overall administration of the Pay Survey and Research Unit of the Joint Secretariat and the annual Pay Trend Survey conducted by the said Unit.

**Assistant Secretary General (Joint Secretariat) 1
(Administrative Officer Staff Grade C (D2))**

Main duties and responsibilities

Responsible to: the Secretary General, Joint Secretariat for the following duties -

1. providing general support for, and attending meetings of, the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) and its ad-hoc working groups;
2. assisting in the forward planning of the work of the Joint Secretariat;
3. carrying out research and analysis leading to the preparation and drafting of correspondence, papers, reports and other relevant documents necessary for the Standing Commission to function properly;
4. supervising the operation of the Pay Survey and Research Unit;
5. liaising and consulting with the senior management of policy bureaux, departments and organizations (private and public) on matters undertaken by the Standing Commission or the Pay Trend Survey Committee;
6. attending meetings of the Pay Trend Survey Committee together with the Secretary General, Joint Secretariat or as his representative;
7. assisting the Secretary General, Joint Secretariat in dealing with public relations issues relating to the Standing Commission and the Pay Trend Survey Committee; and
8. deputising for the Secretary General, Joint Secretariat during his absence when called upon to do so.

**Assistant Secretary General (Joint Secretariat) 2
(Administrative Officer Staff Grade C (D2))**

Main duties and responsibilities

Responsible to: the Secretary General, Joint Secretariat for the following duties -

1. providing general support for, and attending meetings of, the Standing Committee on Disciplined Services Salaries and Conditions of Service and its Sub-Committees;
2. providing general support for the proper functioning of the Standing Committee on Directorate Salaries and Conditions of Service and the Standing Committee on Judicial Salaries and Conditions of Service;
3. assisting in the forward planning of the work of the Joint Secretariat;
4. carrying out research and analysis leading to the preparation and drafting of correspondence, papers, reports and other relevant documents necessary for the functioning of the three Standing Committees mentioned above;
5. liaising and consulting with the senior management of policy bureaux, departments and organisations concerned with the work of the above-mentioned Standing Committees;
6. assisting the Secretary General, Joint Secretariat in dealing with public relations issues relating to the three Standing Committees mentioned above;
7. supervising the Departmental Administration Division, including the application of Information Technology, to enhance office operation; and
8. deputising for the Secretary General, Joint Secretariat during his absence when called upon to do so.

Enclosure 4 to EC(2001-02)20

**Non-directorate posts to be redeployed from Head 175 to Head 174
for setting up a general support team for the Joint Secretariat**

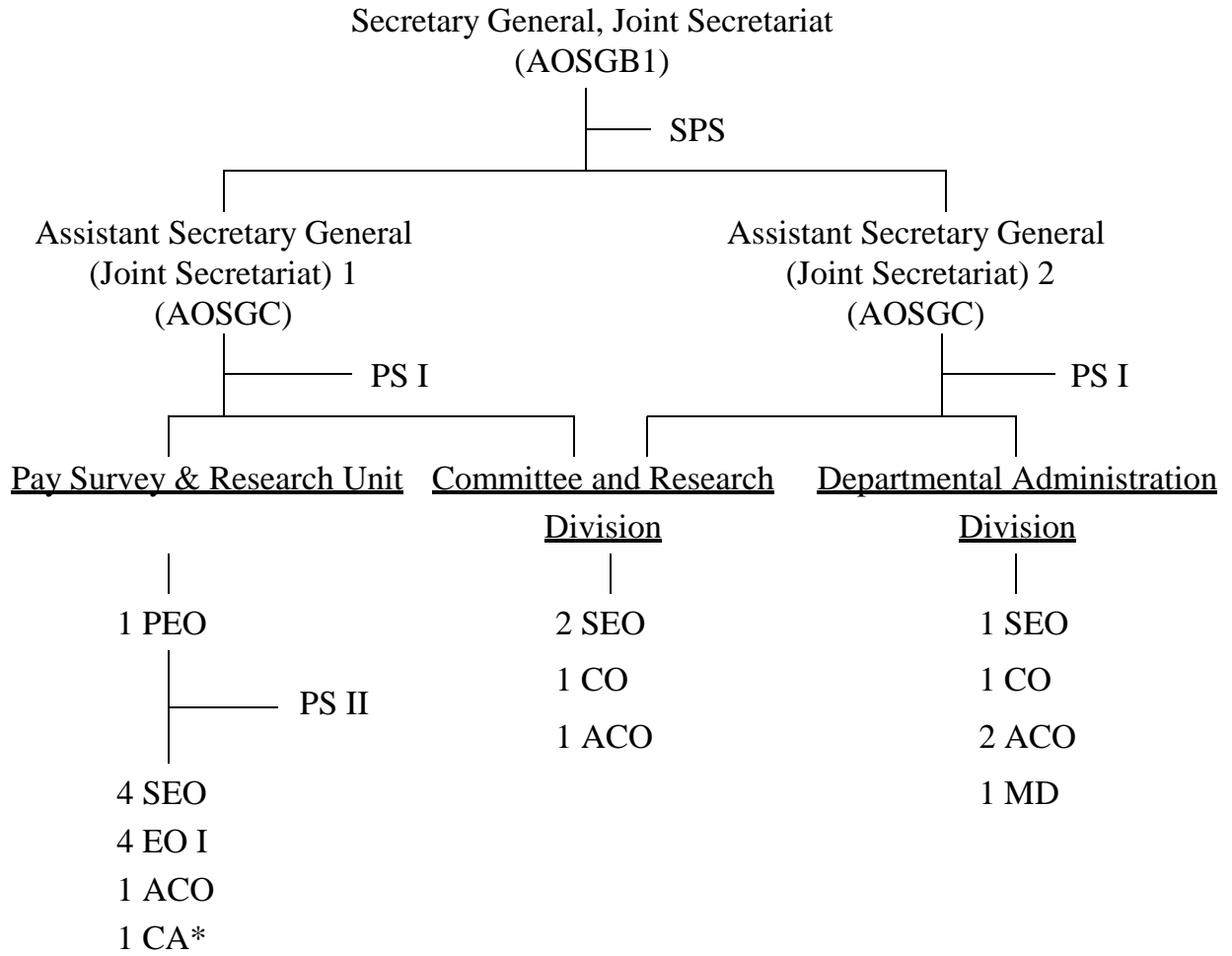
<u>Posts</u>	<u>Proposed posts for the Joint Secretariat</u>	<u>Posts to be redeployed from Head 175 to the Joint Secretariat</u>
Senior Executive Officer	7	2
Executive Officer I	4	-
Senior Personal Secretary	1	-
Personal Secretary I	2	1
Personal Secretary II	1	-
Clerical Officer	2	1
Assistant Clerical Officer	4	1
Clerical Assistant	1	-
Motor Driver	1	-
Total :	23	5

Enclosure 5 to EC(2001-02)20

Non-directorate posts to be deleted from Head 174 and Head 175 upon merging of the Secretariats of Standing Commission and SCDS

Post	Number
<u>From Head 174</u>	
Executive Officer I	1
Clerical Assistant	1
Sub-total	<u>2</u>
<u>From Head 175</u>	
Personal Secretary II	1
Assistant Clerical Officer	1
Clerical Assistant	2
Office Assistant	1
Sub-total	<u>5</u>
Total	7

Proposed Organisation of the Joint Secretariat



Legend :

- AOSGB1 - Administrative Officer Staff Grade B1 (D4)
- AOSGC - Administrative Officer Staff Grade C (D2)
- PEO - Principal Executive Officer (D1)
- SEO - Senior Executive Officer
- EO I - Executive Officer I
- SPS - Senior Personal Secretary
- PS I/II - Personal Secretary I/II
- CO - Clerical Officer
- ACO - Assistant Clerical Officer
- CA - Clerical Assistant
- MD - Motor Driver
- * time-limited post

Standing Commission on Civil Service
Salaries and Conditions of Service

Terms of reference

- I. To advise and make recommendations to the Chief Executive in respect of the non-Directorate Civil Service, other than the Judiciary and the Disciplined Services, on –
- (a) the principles and practices governing grade, rank and salary structure;
 - (b) the salary and structure of individual grades;
 - (c) whether overall reviews of pay scales (as opposed to reviews of the salary of individual grades) should continue to be based on surveys of pay trends in the private sector conducted by the Pay Survey and Research Unit, or whether some other mechanism should be substituted;
 - (d) the methodology for surveys of pay trends in the private sector conducted by the Pay Survey and Research Unit, subject to advice under I(c) and having regard to the advice of the Pay Trend Survey Committee;
 - (e) matters relating to those benefits, other than salary, which the Commission advises as being relevant to the determination of the civil service remuneration package, including the introduction of new benefits or proposed changes to existing benefits;
 - (f) suitable procedures and machinery to enable staff associations and staff to discuss with management their views on matters within the terms of reference of the Commission;
 - (g) the circumstances in which it would be appropriate for the Commission itself to consider any issue, and how staff associations and management might present their views to the Commission in such circumstances; and
 - (h) such matters as the Chief Executive may refer to the Commission.

- II. The Commission shall keep the matters within its terms of reference under continuing review, and recommend to the Chief Executive any necessary changes.
- III. The Commission shall give due weight to any wider community interest, including financial and economic considerations, which in its view are relevant.
- IV. The Commission shall give due weight to the need for good staff relations within the Civil Service, and in tendering its advice shall be free to make any recommendations which would contribute to this end.
- V. In considering its recommendations and advice, the Commission shall not prejudice the 1968 Agreement between the Government of the Hong Kong Special Administrative Region and the Main Staff Associations (1998 Adapted Version).
- VI. The staff associations making up the Staff Side of the Senior Civil Service Council and the Model Scale 1 Staff Consultative Council may jointly or individually refer matters relating to civil service salaries or conditions of service to the Commission.
- VII. The heads of departments may refer matters relating to the structure, salaries or conditions of service of individual grades to the Commission.
- VIII. The Commission shall not consider cases of individual officers.
- IX. The Commission may wish to consider in the light of experience whether changes in its composition or role are desirable.
- X. In carrying out its terms of reference, the Commission should ensure that adequate opportunities are provided for staff associations and management to express their views. The Commission may also receive views from other bodies which in its view have a direct interest.

Standing Committee on Disciplined Services
Salaries and Conditions of Service

Terms of reference

- I. To advise and make recommendations to the Chief Executive in respect of the disciplined services on –
- (a) the principles and practices governing grade, rank and salary structures including the creation and abolition of grades and ranks at all levels;
 - (b) salary levels and structure of individual grades;
 - (c) the evaluation of jobs for the purpose of determining salaries and conditions of service;
 - (d) conditions of service and benefits other than salary that are relevant to the determination of remuneration;
 - (e) assessment of levels of, and eligibility for, allowances payable specifically to disciplined services staff;
 - (f) any matters affecting the disciplined services that require to be specially considered in relation to the machinery for the regular overall review of public service pay below the bottom point of the directorate in the general civil service;
 - (g) annual pay awards for ranks and grades remunerated at levels equivalent to or above the bottom point of the directorate in the general civil service;
 - (h) creation of permanent posts in ranks and grades remunerated at levels equivalent to or above the bottom point of the directorate in the general civil service;
 - (i) consultative machinery and procedures to enable management and staff to discuss matters within the Standing Committee's terms of reference;
 - (j) the need for special or regular reviews to be commissioned or undertaken by the Standing Committee itself, on matters within its purview; and

- (k) matters referred to the Standing Committee by the Chief Executive or matters which the Standing Committee considers appropriate to its terms of reference.

- II. The Standing Committee shall not advise on the salaries and conditions of service of the heads of the disciplined services unless specifically invited to do so by the Chief Executive.

- III. The Standing Committee shall operate through sub-committees : the Police Sub-Committee, the General Disciplined Services Sub-Committee, the Independent Commission Against Corruption Sub-Committee and such other sub-committees as the Standing Committee may establish. All submissions to the Standing Committee shall be considered in the first instance by the sub-committees, which shall be responsible for formulating their own recommendations separately. The Standing Committee shall oversee the work of the sub-committees, approve their recommendations (amended if the Standing Committee sees fit) and submit them to the Chief Executive.

- IV. The Standing Committee shall participate in the annual pay trend survey exercise through nominating one or two members to the Pay Trend Survey Committee.

- V. The heads of the disciplined services may jointly or individually refer any matters relating to the pay and conditions of service of the disciplined services to the Standing Committee. In addition, the Official Side and Staff Side of the Police Force Council, of the Disciplined Services Consultative Council and of the ICAC Staff Consultative Committee may jointly or individually refer such matters to the Standing Committee.

- VI. The Standing Committee shall give due weight to any wider community interest, including financial and economic considerations, which in its view are relevant.

- VII. The Standing Committee shall not consider cases of individual officers nor be involved in appointments, promotions and discipline matters.

- VIII. The Standing Committee shall consider in the light of experience whether any amendments to its terms of reference are desirable, and if so, recommend appropriate changes.

- IX. In carrying out its terms of reference, the Standing Committee, through its sub-committees, shall ensure that adequate opportunities are provided for staff associations or management to express their views. The Standing Committee, through its sub-committees, may also receive views from other bodies which in its view have a direct interest.

**Standing Committee on Directorate
Salaries and Conditions of Service**

Terms of Reference

- (a) The Committee will keep under review the structure (i.e. the number of levels and the pay rates appropriate to each post) of the Directorate, including the grouping of departments for salary purposes, together with other conditions of service of Directorate officers, and will make recommendations to the Chief Executive, HKSAR.

- (b) The Committee will also, when it so determines, conduct an overall review. In the course of this, the Committee should accept the existing internal structure of departments and not consider the creation of new Directorate posts. If, however, the Committee in an overall review discovers anomalies, it may comment upon and refer such matters to the Chief Secretary for Administration.

**Standing Committee on Judicial
Salaries and Conditions of Service**

Terms of reference

- (a) The Committee will keep under review the structure, i.e. the number of levels and the pay rates appropriate to each rank of judicial officer together with the other conditions of service of judicial officers, and will make recommendations to the Chief Executive, HKSAR.
- (b) The Committee will also, when it so determines, conduct an overall review. In the course of this, the Committee should accept the existing internal structure of the Judiciary and not consider the creation of new judicial offices. If, however, the Committee in an overall review discovers anomalies, it may comment upon and refer such matters to the Chief Justice, Court of Final Appeal.