

### **Review of 1968 Agreement in 1981**

The Standing Commission in its Report No. 4 (1980) recommended that the 1968 Agreement should be reviewed to see if it met the present day needs and to consider what improvements might be introduced. A major review on the 1968 Agreement was subsequently conducted in 1981 and completed in 1982. It resulted in the 1982 revised version of the 1968 Agreement. Major revisions include :

- (a) To introduce certain terminology change, e.g. to amend the terminologies of “Colonial Secretary”, “Deputy Colonial Secretary” and “Establishment Officer” to “Chief Secretary” and “Secretary for the Civil Service” (Clause 1).
- (b) To add an requirement that the Chief Secretary may grant central recognition of an association to the Council after consulting the Council (Clause 1).
- (c) To state explicitly in the Agreement that staff on the MOD 1 pay scale, Police Force and directorate officers are excluded from the provisions of the Agreement (Clause 3(4)).
- (d) To add a clause stating that “existing administrative channels shall first be used in an effort to enable agreement to be reached” before appointing an independent Committee of Inquiry (Clause 7(1)).
- (e) To add a clause stating that in the event of the establishment of a consultative council representing MOD 1 staff, SCSC and the MOD 1 Council shall function as distinct and separate entities (Clause 14).
- (f) To remove a clause which regarded the Salaries Commission as a Committee of Inquiry in the context of the 1968 Agreement (Clause 12 of the original Agreement).

The Constitution of the SCSC was also revised in 1982. Major revisions include -

- (a) To expand the functions of SCSC so that it can consider “matters referred by departmental consultative councils concerning the interpretation and general application of service-wide policies falling within the scope of the Council.” (Para. 8(g) of the revised Constitution).
- (b) To expand the functions of the SCSC to read “Discussion of the general principles governing conditions of service, e.g. recruitment, hours of work, remuneration, promotion, discipline, leave, housing, pensions, etc...”

(additional words are underlined) (Para. 8(c) of the revised Constitution).