

Senior Civil Service Council (Staff Side)

ASSOCIATION OF EXPATRIATE
CIVIL SERVANTS
OF HONG KONG

HONG KONG
CHINESE CIVIL SERVANTS'
ASSOCIATION

SENIOR NON-EXPATRIATE
OFFICERS'
ASSOCIATION

Ref SS/P/14 IV

RM. 338
CENTRAL GOVERNMENT OFFICES
EAST WING,
LOWER ALBERT ROAD,
HONGKONG.

TEL. NO.: 5-951813

28 November 1986

The Chairman,
Pay Level Survey Advisory Committee,
c/o Standing Commission on Civil Service
Salaries and Conditions of Service,
Room 1801, 18th floor,
Admiralty Centre Tower 1,
18, Harcourt Road,
Hong Kong.

Dear Sir,

Pay Level Survey for Non-Directorate Civil Servants

I refer to the provisional report submitted by the Hay Management Consultants on the pay level survey for non-directorate civil servants.

I should be grateful if the following additional information and material is provided to the Staff Side of the Senior Civil Service Council :-

- (a) Although overall job evaluation results have been given, evidence in support of these results has not been provided. The Staff Side feels strongly that individual evaluation results of all the jobs surveyed in both the civil service and private sectors should be provided so that the Staff Side is able to cross-check the validity of these results;

/(b) ...

- (b) The kinds and limits of the fringe benefits available to the civil servants are stipulated in the accessible Civil Service Regulations, but similar information is not provided for the private companies. In the absence of such comparable statistics, it is impossible to make a reasonable assessment about the validity of the calculations. The Staff Side requests a detailed breakdown of the kinds and utilization of the fringe benefits as recorded by the consultants for each of the private companies under survey;
- (c) It was mentioned that the work of these consultants has been, and will be, monitored by the Pay Level Survey Steering Group (PLSSG). The Staff Side considers that it should be given a copy of the PLSSG report on the work of the consultants so far and now requests a copy of it; and
- (d) The Staff Side understands that representatives of the Pay Survey and Research Unit (PSRU) were present at job survey interviews and at the evaluation sessions. The Staff Side considers that the PSRU report on the interviews and evaluation sessions be submitted to the Staff Side and now requests that this is made available.

Because of the tight time-frame for consultation, we would appreciate if the above is provided to us as soon as possible, preferably before the third PLSAC meeting scheduled to be held on 8 December.

Yours faithfully,



(MA Siu-leung)
Staff Side Chairman
Senior Civil Service Council