

# AECS

Ref O 1

Gordon M. Macwhinnie Esq., C.B.E., J.P.,  
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,  
HONG KONG.

12th December, 1986.

Dear Mr. Macwhinnie,

Re: Pay Level Survey

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The AECS is unable to be represented at the 10th PLSAC Meeting on 15th December. Mr. Masters is away on leave and I have a prior engagement. However, Mr. Brian Barrett will be attending as our observer.

In view of the "breakneck" pace which you are setting I do not want to miss the boat completely and submit the following in writing.


The first concerns the frequency of meetings - we require more time to consider the HAY/MSL report and not more meetings crammed into the same period. I would object to an additional meeting on Thursday 18th December.

At the 9th PLSAC meeting on 8 December, HAY/MSL refused to produce figures on expatriate pay in the private sector. I have not yet seen the minutes but I think Mr. Duke said it was not within their terms of reference. If you refer to the Acting Governor's letter of 14th August, the Acting Governor requested this information by saying "The Administration feels therefore that the survey of the salaries component in the private sector should comprise both expatriate and local employees". As the consultants must have this information will you, therefore, have it made available, in written form, at or before the 11th PLSAC meeting.

Concerning the valuation of Government owned quarters, this Association strongly suspects that the rental values assessed by Jones Lang Wootton are too high. I hope that information will be forthcoming in the near future, on behalf of the staff side of the SCSC, to prove this. The Commissioner for Rating and Valuation, who acts for Government on leasing of quarters, rental valuations etc., has also studied JLW's figures. Will you request his views to be made known at the 11th PLSAC meeting.

On Pages 9 and 10 of the Report, the Consultants refer to bonuses, as follows; "We were intending to include only those bonuses paid in the private sector which were part of the regular compensation package, excluding exceptional or one-off bonuses but in the event, more of this last group were reported ". Will the Consultants advise if both contractual and regular, non-contractual bonuses were included in the salaries component for the private sector.

Yours sincerely,



A. Watson  
for AECS

cc Mr. Peter Duke, HAY/MSL  
Mr. S.L. Ma, SNEOA  
Mr. Peter Wong Hyo, HKCCSA  
Mr. Brian Barrett