

CHAPTER 1

COMMENTS ON THE CONSULTANTS' OVERALL FINDINGS

1.1 The Consultants summarized their findings in Chapter I of their report. Members made the following comments :

1.1.1 Association of Expatriate Civil Servants

- (a) The report should include information which set out expatriate pay and fringe benefits separately. This request was set out in a letter dated 1 December 1986 to the Chairman of the Committee at Annex F.

The Chairman pointed out that information on expatriate fringe benefits had been included in a separate Chapter of the report, whereas information on expatriate pay was outside the scope of the pay level survey and would be supplied separately at a later date, subject to the agreement of the Standing Commission.

- (b) The Association also suggested that analysis based on the 90% decile should also be provided on the charts.

The Consultants confirmed that in view of confidentiality, no further analysis of the exact positions on the charts would be supplied. However, further information would be provided in the report to enable members to have a better understanding of the various positions on the charts.

1.1.2 Hong Kong Chinese Civil Servants' Association

Although sometimes members of this Committee made no particular comments on the findings of the survey, this did not necessarily mean that they had no comments but, rather, it was due to the fact that they had not been given sufficient information and data to enable them to render valuable comments. All necessary information should be made available to members to enable them to verify the information and data produced by the Consultants.

1.1.3 Senior Non-Expatriate Officers Association

- (a) The Association had doubts regarding the accuracy of the Consultants' findings in view of the relatively small sample size.

The Chairman informed the Committee that advice had been received that statistically the sample used in the survey was more than adequate.

- (b) The Association also suggested that the comments made by the Consultants on civil service pay policy were inappropriate, since they would have an undue influence on public opinion regarding this policy, and they should therefore be deleted.

It was agreed that these comments should be omitted from the Consultants' report.

1.1.4 Model Scale 1 Staff Consultative Council\*

The Consultants' overall findings (page 2 of their report) should be reworded so as to exclude Model Scale 1 staff from the reference to the civil service as a whole, because this finding did not apply to Model Scale 1 staff. Model Scale 1 pay should not be compared only with the average pay practice in the private sector, but should be compared to the Upper Quartile in the private sector as well, in similar fashion to the practice adopted for the other pay bands.

The Consultants agreed, and both these points have since been taken into account and the report suitably amended.

1.1.5 Hong Kong Industrial Relations Association

The Association considered that the summary on the comparison between the total packages of the different pay bands of the civil service with that of the private sector as contained in Chapter 1 of the Consultants' report should be set out with a common reference to the Average rather than to the Upper Quartile in the private sector. The Association also suggested that the Consultants should express the results of the comparison of the total packages between the civil service and the private sector in percentage terms and should not use words like "competitive" and "broadly in line". These suggestions were noted by the Consultants.

\* Model Scale 1 Staff Consultative Council in this report refers to the Staff Side of the Council.