

CHAPTER 3

COMMENTS ON THE METHOD OF COMPARISON

3.1 In Chapter III of their report, the Consultants gave an account of the method used in comparing private and public sector total packages. The Consultants also confirmed that they had adhered to the agreed methodology contained in the Standing Commission's Report No. 16 and the subsequent modifications put forward by the Acting Governor.

3.2 Members of PLSAC had the following comments regarding this chapter of the Consultants' report :

3.2.1 Association of Expatriate Civil Servants

The Association regretted that China Light and Power Co. Ltd. had not been included in the survey in view of the fact that Hay had recently completed a comprehensive study on the restructuring of the company.

The Chairman advised that as China Light and Power Co. Ltd. followed, to a large extent, the civil service grade structure and levels of pay, the Standing Commission did not consider that they were a suitable company for inclusion in the survey. Furthermore, since the Hong Kong Electric Co. Ltd. had already been invited to take part in the survey, the inclusion of another large utility company would result in the public utilities sector being over-represented. In any event, the Chairman pointed out, the Hay study referred to by the Association had no relevance to the Pay Level Survey.

3.2.2 Hong Kong Chinese Civil Servants' Association

The Association wondered whether and if so how, in the course of their survey, the Consultants had taken into account those jobs which had been granted additional increments in their pay scales in recognition of certain job factors inherent in these jobs, which were not taken into account by the three Hay Guide Charts in the survey.

The Consultants advised that the special nature of any particular job had been taken into account in the know-how element in job evaluation. The fact that an increment had been granted in the pay scales in recognition of certain job factors inherent in any particular job would not be taken into consideration in job evaluation.

3.3 The following additional information arising from this chapter of the Consultants' report was requested by several members of the Committee :

- (i) details of the criticisms of the Hay method of job evaluation made by Ruskin College, Oxford. (The Consultants subsequently distributed the relevant document to the Committee); and
- (ii) information on transportation subsidies given to employees in the private sector. The Consultants confirmed that all available information would be provided, except that which the companies had requested be kept confidential.