

CHAPTER 12

SUMMARY OF CHANGES MADE TO THE CONSULTANTS' REPORT

12.1 A list of changes made to the Consultants' report as a result of the deliberations of the Committee and changes to the methodology as agreed by the Standing Commission is appended below :

<u>Item</u>	<u>Original</u>	<u>Amended</u>	<u>Reference to Consultants' First Report</u>
1.	Reference of Model Scale 1 staff to the civil service as a whole in the Consultants' overall findings	The Consultants' overall findings reworded to exclude Model Scale 1 staff from the reference to the civil service as a whole	Page 2 of Chapter I
2.	Comments made by the Consultants on civil service pay policy	These comments omitted from the Consultants' report	Page 3 of Chapter I
3.	Base salary and total compensation of Model Scale 1 approximately at the average practice for the private sector	Comparison to the Upper Quartile in the private sector as well, with the base salaries and total compensation being 10.5% and 12% below the Upper Quartile respectively	Page 25 of Chapter VI
4.	Only Government-owned quarters included in the calculation of housing benefits in the civil service	Leased quarters also included in the calculation of housing benefits in the civil service	Chapter VII

<u>Item</u>	<u>Original</u>	<u>Amended</u>	<u>Reference to Consultants' First Report</u>
5.	Valuation of medical benefits on the assumption that third class hospital accommodation would only be available to Model Scale 1 staff and that all patients would choose a European diet, with the following insurance premiums -	Medical benefits calculated on the revised assumption of hospitalization at third class standard with Asian diet for Model Scale 1 and the lower and middle bands of the Master Pay Scale, with the following revised insurance premiums -	Chapter VII & Tables 2, 8, 14, 20 and 26 of Annex H

<u>Band</u>	<u>Amount</u> \$	<u>Band</u>	<u>Amount</u> \$
Upper/upper)		Upper/upper)	
Upper)		Upper)	1,463
Middle)	2,046	Middle)	
Lower)		Lower)	316
Model Scale 1)	888	Model Scale 1)	

<u>Item</u>	<u>Original</u>	<u>Amended</u>	<u>Reference to Consultants' First Report</u>
6.	The valuation of dental benefits based on the assumption of four inspections, four corrections and two emergency treatment per family of four persons per year, with the insurance premiums of \$2,010	The valuation of dental benefits based on the revised assumption of four inspections, two corrections and one emergency treatment per family of four persons per year; revised insurance premiums being \$1,400	Chapter VII & Tables 2, 8, 14, 20 and 26 of Annex H

7.	Calculation of retirement benefits based on a wastage rate of 2% for the civil service, with the following insurance premiums -	Two wastage rates used in the calculation of retirement benefits in the civil service, viz. 3.63% for the Master Pay Scale or equivalent and 3.84% for the Model Scale 1, with the following revised premiums -	Chapter VII and Table 3 to this chapter
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<u>Band</u>	<u>Amount</u> \$	<u>Band</u>	<u>Amount</u> \$
Upper/upper	49,383	Upper/upper	47,592
Upper	35,793	Upper	33,640
Middle	17,186	Middle	15,939
Lower	8,582	Lower	8,220
Model Scale 1	5,667	Model Scale 1	4,998

<u>Item</u>	<u>Original</u>	<u>Amended</u>	<u>Reference to Consultants' First Report</u>
8.	Chapter on 'The Disciplined Services'	This chapter to be expanded to elaborate more on the inherent job nature of the disciplined services	Chapter IX
9.	Chapter on 'The Effects of Taxation'	This chapter to be expanded to incorporate further views from the Consultants	Chapter X