

JOB FAMILIES EVALUATED IN THE PRIVATE SECTOR

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|-----|--------------------|---|
| (1) | ACCOUNTING/FINANCE | MANAGEMENT OR FINANCE ACCOUNTANT<br>JUNIOR ACCOUNTANT<br>BOOK KEEPER<br>ACCOUNTS CLERK<br>COST CLERK  |
| (2) | ENGINEERING        | ENGINEER UP TO 7 YEARS EXPERIENCE<br>ENGINEER 3 - 5 YEARS EXPERIENCE<br>GRADUATE ENTRANT<br>SENIOR TECHNICIAN<br>JUNIOR TECHNICIAN                              |
| (3) | SECRETARIAL        | SECRETARY/PA<br>DEPARTMENTAL SECRETARY<br>SHORTHAND TYPIST<br>DICTAPHONE TYPIST<br>COPY TYPIST  |
| (4) | OFFICE SERVICES    | ADMINISTRATION MANAGER<br>ADMINISTRATION OFFICER<br>SENIOR CLERK<br>CLERK<br>TELEPHONIST<br>RECEPTIONIST<br>CHAUFFEUR/DRIVER<br>HEAD SECURITY<br>SECURITY GUARD |

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|-----------------------------------|---|
| (5) ELECTRONIC DATA<br>PROCESSING | SENIOR SYSTEMS ANALYST<br>SYSTEM ANALYST<br>PROGRAMMER/ANALYST<br>PROGRAMMER<br>DATA PREP<br>COMPUTER OPERATION                           |
| (6) SUPPLY/PURCHASING             | PURCHASING MANAGER<br>PURCHASING OFFICER<br>WARE HOUSE SUPT<br>STORES CLERK/STORE MAN<br>FORK LIFT OPERATOR<br>LABOURER<br>DRIVER         |
| (7) SALES                         | SALES MANAGER<br>SALES EXECUTIVE<br>SALES REPRESENTATIVE<br>VAN SALESMAN<br>SALES/ORDER CLERK   |
| (8) PERSONNEL                     | PERSONNEL MANAGER<br>EMPLOYEE RELATIONS OFFICER<br>EMPLOYEE SERVICES OFFICER<br>RECRUITMENT OFFICER<br>PERSONNEL CLERK<br>WELFARE OFFICER |

ANNEX D

- 3 -

(9) LEGAL/SECRETARIAL	HEAD OF LEGAL COMPANY SECRETARIAL LAWYERS (COMPANY) CLERKS
(10) MARKETING	MARKETING MANAGER PRODUCT MANAGER PRODUCT SPECIALIST ADVERTISING PRODUCT RESEARCH/DESIGN
(11) PRODUCTION	FACTORY MANAGER WORKS SUPERINTENDANT PRODUCTION PLANNER LINE SUPERVISORS CHARGE HANDS SKILLED OPERATIVES NON SKILLED OPERATIVES

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371

JOB MATCHING CIVIL SERVICE MASTER PAY SCALE- PRIVATE SECTOR  
SELECTED ANALOGUES

Job Evaluation Range	Equivalent Civil Service Salary HK\$	Engineers Private Sector Average Salary HK\$	Accountants Private Sector Average Salary HK\$	Administrators Private Sector Average Salary HK\$	Computer Staff Private Sector Average Salary HK\$	Secretaries/ Typists Private Sector Average Salary HK\$
612 - 702	295,000	296,750	263,750	264,000	260,000	-
500 - 611	270,000	265,500	220,500	204,500	216,500	-
438 - 499	229,000	189,750	186,750	174,750	188,000	-
391 - 437	204,000	152,000	151,500	143,500	147,500	-
310 - 390	168,500	125,750	142,500	140,750	125,000	-
260 - 309	130,000	110,500	107,000	118,750	100,500	-

Technicians	Bookkeepers/ Clerks	Clerks	Programmers/ Operators
219 - 259	110,000	101,500	83,000
180 - 218	92,000	80,000	80,750
160 - 179	79,000	73,000	69,000
135 - 159	68,000	61,000	66,000
120 - 134	57,000	51,000	53,500
100 - 119	49,500	46,500	44,750

Messengers

55 - 70	41,000	31,000	-
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Note All salaries are hours adjusted. Civil Service Salaries are the average of all jobs over the appropriate range calculated from chart 4 as there are no differences in salaries between professions.

JOB MATCHING CIVIL SERVICE (MODEL SCALE 1) - PRIVATE SECTOR  
SELECTED ANALOGUES

Title	Evaluation Range	Civil Service Equivalent Salary HK\$	Private Sector Equivalent Salary HK\$
Senior Artisans	150 - 180	54,750	51,500
Drivers (Buses, Heavy Trucks, etc)	120 - 140	51,750	57,750
Artisans	110 - 130	49,000	42,500
Drivers (Vans, Cars, etc)	95 - 115	45,500	46,000
Workmen	80 - 100	42,000	38,000
Workmen	65 - 80	38,750	34,250
Watchmen	55 - 75	37,500	38,000

Note All salaries are hours adjusted. Civil Service Salaries are the average of all jobs over the appropriate range calculated from chart 4 as there are no differences in salaries between professions.