

ANNEX G

CIVIL SERVICE RANKS EVALUATED IN THE SURVEY

PAY BAND	PAY SCALE	RANKS EVALUATED	EVALUATION RANGE	MEDIAN	WEIGHTED AVERAGE
U/U MPS (including Disciplined Services)	48 - 51	Regional Nursing Officer (1) Chief Social Work Officer (1) Senior Electrical & Mechanical Engineer (2) Senior Statistician (1) Senior Medical & Health Officer (2) Chief Executive Officer (4) Senior Marine Officer (1) Chief Management Service Officer (3) Senior Quantity Surveyor (1) Senior Housing Manager (1) Senior Architect (2) Senior Dental Officer (1) Senior Crown Counsel (2) Chief Information Officer (1) Senior Administrative Officer (3) Chief Chinese Language Officer (1) Senior Assessor (1) Senior Superintendent RHKPF (2) Senior Superintendent Correctional Services (1) Senior Superintendent Customs & Excise (1) Senior Divisional Officer Fire Services (1)	551 - 702	634	641

445

CIVIL SERVICE RANKS EVALUATED IN THE SURVEY

PAY BAND	PAY SCALE	RANKS EVALUATED	EVALUATION RANGE	MEDIAN	WEIGHTED AVERAGE
U MPS (including Disciplined Services)	38 - 47	Chief Land Executive (1) Superintendent of Urban Services (1) Senior Accounting Officer (1) Senior Social Work Officer (1) Senior Executive Officer (5) Treasury Accountant (1) Senior Nursing Officer (2) Chief Health Inspector RSD (1) Crown Counsel (3) Senior Chinese Language Officer (1) Project Manager EDP' (2) Senior Transport Officer (1) Senior Physiotherapist (3) Social Work Officer (2) Senior Medical Technologist (1) Housing Manager (2) Geotechnical Engineer (2) Engineer (3) Senior Land Executive (2) Chief Technical Officer (2) Rating & Valuation Surveyor (3) Estate Surveyor (2) Environmental Protection Officer (2) Medical & Health Officer (4)	247 - 571	466	428

446

CIVIL SERVICE RANKS EVALUATED IN THE SURVEY

PAY BAND	PAY SCALE	RANKS EVALUATED	EVALUATION RANGE	MEDIAN	WEIGHTED AVERAGE
U MPS (including Disciplined Services)		Administrative Officer (4) Principal Survey Officer (2) Principal Technical Officer (2) Assistant Principal Immigration Officer (1) Superintendent Correctional Services (1) Divisional Officer Fire Services (1) Superintendent RHKPF (3) Chief Immigration Officer (1) Chief Inspector RHKPF (4) Senior Inspector Customs & Excise (1) Senior Immigration Officer (3) Inspector/Senior Inspector RHKPF (5) Principal Officer Correctional Services (4) Senior Station Officer Fire Services (1)			

CIVIL SERVICE RANKS EVALUATED IN THE SURVEY

PAY BAND	PAY SCALE	RANKS EVALUATED	EVALUATION RANGE	MEDIAN	WEIGHTED AVERAGE
M MPS (including Disciplined Services)	14 - 37	Superintendent of Posts (1) Executive Officer 1 (6) Health Inspector 1 (3) Chinese Language Officer 1 (2) Assistant Housing Manager (3) Tax Inspector 1 (2) Land Executive (2) Senior Survey Officer (3) Transport Officer 1 (2) Assistant Social Work Officer (4) Assistant Superintendent of Posts (2) Nursing Officer II (4) Clerk of Works II (3) Senior Technical Officer (3) Executive Officer II (3) Chinese Language Officer II (2) Transport Officer II (2) Works Supervisor 1 (4) Health Inspector II (4) Assistant Clerk of Works (4) Senior Clerical Officer (6) Survey Officer (4) Registered Nurse (5) Housing Assistant (4) Supervisor Typing Services (1)	125 - 396	208	207

448

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PAY BAND	PAY SCALE	RANKS EVALUATED	EVALUATION RANGE	MEDIAN	WEIGHTED AVERAGE
M MPS (including Disciplined Services)		Senior Personal Secretary (1) Senior Postal Officer (3) Senior Overseer (2) Land Inspector I (4) Technical Officer (4) Overseer (4) Personal Secretary (1) Senior Typist (1) Clerical Officer I (4) Senior Foreman (4) Head Estate Caretaker (3) Tax Inspector II (3) Works Supervisor II (4) Enrolled Nurses (5) Stenographers (2) Clerical Officers II (5) Senior Estate Caretaker (3) Foreman (6) Postal Officer (3) Postmen (4) Inspector Customs & Excise (3) Assistant Immigration Officer (3) Officer Correctional Services (4)	125 - 396	208	207

448

CIVIL SERVICE RANKS EVALUATED IN THE SURVEY

PAY BAND	PAY SCALE	RANKS EVALUATED	EVALUATION RANGE	MEDIAN	WEIGHTED AVERAGE
(Disciplined Services Rank & File)		Station Sergeant RHKPF (4) Sergeant RHKPF (5) Principal Fireman (4) Senior Customs Officer (3) Senior Immigration Assistant (4) *Experienced Constable (CID) RHKPF (1) Assistant Officer 1 Correctional Services (4) Senior Fireman (4) *Seasoned Constable RHKPF (2) *Experienced Customs Officer (1) *Junior Constable RHKPF (4) Assistant Officer II Correctional Services (5) Fireman (4) *Customs Officer (Entry) (3) Immigration Assistant (4)	104 - 247	148	144

X50

* These are not official Civil Service Titles but reflect the wide range of positions we found for Constable RHKPF and Customs officer.

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PAY BAND	PAY SCALE	RANKS EVALUATED	EVALUATION RANGE	MEDIAN	WEIGHTED AVERAGE
L MPS	1 - 13	Amenities Assistant III (3) Butcher (1) Estate Caretaker (4) Typist (1) Telephone Operator (1) Clerical Assistant (3) X-Ray Assistant (1) Photo Printer I (1) Office Assistant (2)	73 - 132	104	109

5



CIVIL SERVICE RANKS EVALUATED IN THE SURVEY

PAY BAND	PAY SCALE	RANKS EVALUATED	EVALUATION RANGE	MEDIAN	WEIGHTED AVERAGE
Model Scale 1		Senior Artisan (4) Special Driver (4) Cook (4) Artisan (7) Ganger (4) Motor Driver (4) Operating Theatre Assistant (4) Workman I (7) Chainman (4) Ward Attendant (4) Workman II (4) Watchman (4)	65 - 178	112	104

452