

TABLE 1: HOUSING BENEFITS UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Value#			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Rent Allowance	17	13000	107000	258000	PS
Housing Loan	36	2873	13944	43800	PS
Company Flat/Non Dept Quarter	NIL	NIL 245000	NIL 246795	NIL 248000	PS CS
* Housing Benefit		140693	141040	141233	CS

* Housing Benefit is the figure for the pattern of actual utilization of the combination of housing benefit options for Civil Servants in the U/U band.

All figures in HK\$ per annum.

TABLE 2: MEDICAL BENEFITS UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Medical Assistance	91	300 1463	3684 1463	6583 1463	PS CS
Dental Assistance	25	160 1400	999 1400	2400 1400	PS CS

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TABLE 3: RETIREMENT BENEFITS UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Pension/ Gratuity	91	2262 43217	23074 47592	99716 49399	PS CS
* Life Assurance	74	228 3446	2809 3789	12877 3939	PS CS
* Long Term Disability	59	68 3209	1580 3542	4647 3676	PS CS

* Provided either as part of the retirement plan or by a separate scheme.

TABLE 4: TRANSPORT BENEFITS UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Company Car	11	25500 NIL	31763 NIL	44100 NIL	PS CS
Car Allowance	9	12000 NIL	17650 NIL	23300 NIL	PS CS
Transport Allowance	19	1625 NIL	2904 NIL	11945 NIL	PS CS

TABLE 5: LEAVE PASSAGE BENEFITS UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Minimum	Value		Private Sector, Civil Service
			Average	Maximum	
Leave Passage	17	3632 NIL	24886 NIL	76080 NIL	PS CS

TABLE 6: MISCELLANEOUS BENEFITS & ALLOWANCES UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Telephone	11	600 NIL	1260 NIL	1932 NIL	PS CS
Club Fees	17	5400 NIL	8400 NIL	12000 NIL	PS CS
Meal Allowance	17	1040 NIL	1322 NIL	1680 NIL	PS CS
Utility Allowance	11	3100 NIL	10908 NIL	18840 NIL	PS CS
Recreation Allowance	6	3220 NIL	6170 NIL	9120 NIL	PS CS
Servants	NIL	NIL NIL	NIL NIL	NIL NIL	PS CS
Personal Loans	13	90 400	2228 400	5510 400	PS CS
* Others	30	14400 85	28392 710	78000 2220	PS CS

* Shift Allowances and other payments related to the nature of the job.

TABLE 7: HOUSING BENEFITS UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Rent Allowance	15	13000 NIL	55667 NIL	258000 NIL	PS CS
Housing Loan	28	1552	11403	25322	PS
Company Flat/Non Dept Quarter	NIL	NIL NIL	NIL NIL	NIL NIL	PS CS
Home Purchase Allowance		72000	92760	110400	CS
* Housing Benefit		44472	54644	64522	CS

* Figures based on the pattern of actual utilization of a combination of benefits available to Civil Servants in the upper band.

TABLE 8: MEDICAL BENEFITS UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Medical Assistance	89	300 1463	3469 1463	6583 1463	PS CS
Dental Assistance	25	160 1400	932 1400	2400 1400	PS CS

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TABLE 9: RETIREMENT BENEFITS UPPER BAND

Benefit	Percentage Private Sector Organisations	Minimum	Value		Private Sector/ Civil Service
			Average	Maximum	
Pension/ Gratuity	91	2080 25863	15589 33640	48597 41791	PS CS
* Life Assurance	74	221 2062	1686 2630	7412 3332	PS CS
* Long Term Disability	56	68 1920	1244 2894	9062 3103	PS CS

* Provided either as part of the retirement plan or by a separate scheme.

TABLE 10: TRANSPORT BENEFITS UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Company Car	4	25500 NIL	26250 NIL	27000 NIL	PS CS
Car Allowance	6	14400 NIL	23000 NIL	30000 NIL	PS CS
Transport Allowance	19	1625 NIL	2315 NIL	7020 NIL	PS CS