

TABLE 11: LEAVE PASSAGE BENEFITS UPPER BAND

| Benefit          | Percentage<br>Private Sector<br>Organisations | Minimum     | Value        |              | Private Sector/<br>Civil Service |
|------------------|---|-------------|--------------|--------------|----------------------------------|
|                  |   |             | Average      | Maximum      |                                  |
| Leave<br>Passage | 9   | 1816<br>NIL | 18564<br>NIL | 76080<br>NIL | PS<br>CS                         |

TABLE 12: MISCELLANEOUS BENEFITS &amp; ALLOWANCES UPPER BAND

| Benefit                 | Percentage<br>Private Sector<br>Organisations | Value       |              |               | Private Sector/<br>Civil Service |
|-------------------------|---|-------------|--------------|---------------|----------------------------------|
|                         |   | Minimum     | Average      | Maximum       |                                  |
| Telephone               | 9   | 700<br>NIL  | 733<br>NIL   | 800<br>NIL    | PS<br>CS                         |
| Club Fees               | 6   | 1800<br>NIL | 2226<br>NIL  | 2880<br>NIL   | PS<br>CS                         |
| Meal<br>Allowance       | 19  | 1040<br>NIL | 1371<br>NIL  | 1680<br>NIL   | PS<br>CS                         |
| Utility<br>Allowance    | 11  | 576<br>NIL  | 6755<br>NIL  | 12960<br>NIL  | PS<br>CS                         |
| Recreation<br>Allowance | 8   | 220<br>NIL  | 2027<br>NIL  | 3700<br>NIL   | PS<br>CS                         |
| Servants                | NIL   | NIL<br>NIL  | NIL<br>NIL   | NIL<br>NIL    | PS<br>CS                         |
| Personal<br>Loans       | 13  | 90<br>400   | 2757<br>400  | 5510<br>400   | PS<br>CS                         |
| *<br>Others             | 28  | 800<br>104  | 12404<br>950 | 42840<br>3468 | PS<br>CS                         |

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

TABLE 13: HOUSING BENEFITS\* MIDDLE BAND

| Benefit        | Percentage<br>Private Sector<br>Organisations | Value   |         |         | Private Sector/<br>Civil Service |
|----------------|---|---------|---------|---------|----------------------------------|
|                |   | Minimum | Average | Maximum |                                  |
| Rent Allowance |   | NIL     | NIL     | NIL     | PS                               |
| Housing Loan   | 25  | 300     | 6250    | 17950   | PS                               |
| Company Flat   | 9   | 12000   | 18150   | 29200   | PS                               |

\* Civil Service Values under the agreed methodology are zero.

6.65

TABLE 14: MEDICAL BENEFITS MIDDLE BAND

| Benefit               | Percentage<br>Private Sector<br>Organisations | Value   |         |         | Private Sector/<br>Civil Service |
|-----------------------|---|---------|---------|---------|----------------------------------|
|                       |   | Minimum | Average | Maximum |                                  |
| Medical<br>Assistance | 89  | 300     | 3000    | 6300    | PS                               |
|                       |   | 316     | 316     | 316     | CS                               |
| Dental<br>Assistance  | 23  | 160     | 1000    | 2400    | PS                               |
|                       |   | 1400    | 1400    | 1400    | CS                               |

TABLE 15: RETIREMENT BENEFITS MIDDLE BAND

| Benefit                      | Percentage<br>Private Sector<br>Organisations | Value       |               |                | Private Sector/<br>Civil Service |
|------------------------------|---|-------------|---------------|----------------|----------------------------------|
|                              |   | Minimum     | Average       | Maximum        |                                  |
| Pension/<br>Provident        | 91  | 200<br>7964 | 5985<br>15939 | 28173<br>28830 | PS<br>CS                         |
| *<br>Life<br>Assurance       | 70  | 51<br>629   | 787<br>1262   | 484<br>2297    | PS<br>CS                         |
| *<br>Long Term<br>Disability | 51  | 42<br>308   | 537<br>1182   | 3648<br>2758   | PS<br>CS                         |

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

TABLE 16: TRANSPORT BENEFITS MIDDLE BAND

| Benefit                | Percentage<br>Private Sector<br>Organisations | Value       |             |             | Private Sector/<br>Civil Service |
|------------------------|---|-------------|-------------|-------------|----------------------------------|
|                        |   | Minimum     | Average     | Maximum     |                                  |
| Company<br>Car         | NIL   | NIL<br>NIL  | NIL<br>NIL  | NIL<br>NIL  | PS<br>CS                         |
| Car<br>Allowance       | NIL   | NIL<br>NIL  | NIL<br>NIL  | NIL<br>NIL  | PS<br>CS                         |
| Transport<br>Allowance | 21  | 1625<br>NIL | 2233<br>NIL | 7980<br>NIL | PS<br>CS                         |

TABLE 17: LEAVE PASSAGE BENEFITS MIDDLE BAND

| Benefit          | Percentage<br>Private Sector<br>Organisations | Value       |             |             | Private Sector/<br>Civil Service |
|------------------|---|-------------|-------------|-------------|----------------------------------|
|                  |   | Minimum     | Average     | Maximum     |                                  |
| Leave<br>Passage | 6   | 1816<br>NIL | 2147<br>NIL | 5460<br>NIL | PS<br>CS                         |

469

TABLE 18: MISCELLANEOUS ALLOWANCES MIDDLE BAND

| Benefit              | Percentage<br>Private Sector<br>Organisations | Value       |             |               | Private Sector/<br>Civil Service |
|----------------------|---|-------------|-------------|---------------|----------------------------------|
|                      |   | Minimum     | Average     | Maximum       |                                  |
| Telephone            | 6   | 576<br>NIL  | 773<br>NIL  | 1212<br>NIL   | PS<br>CS                         |
| Club Fees            | NIL   | NIL<br>NIL  | NIL<br>NIL  | NIL<br>NIL    | PS<br>CS                         |
| Meal Allowance       | 19  | 91<br>NIL   | 1096<br>NIL | 3600<br>NIL   | PS<br>CS                         |
| Utility Allowance    | 6   | 2746<br>NIL | 3514<br>NIL | 4461<br>NIL   | PS<br>CS                         |
| Recreation Allowance | 6   | 70<br>NIL   | 168<br>NIL  | 220<br>NIL    | PS<br>CS                         |
| Servants             | NIL   | NIL<br>NIL  | NIL<br>NIL  | NIL<br>NIL    | PS<br>CS                         |
| Personal Loan        | 11  | 137<br>400  | 1650<br>400 | 4613<br>400   | PS<br>CS                         |
| *<br>Others          | 28  | 120<br>72   | 6900<br>790 | 82635<br>4779 | PS<br>CS                         |

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



TABLE 19: HOUSING BENEFITS\* LOWER BAND

| Benefit        | Percentage<br>Private Sector<br>Organisations | Value   |         |         | Private Sector/<br>Civil Service |
|----------------|---|---------|---------|---------|----------------------------------|
|                |   | Minimum | Average | Maximum |                                  |
| Rent Allowance |   | NIL     | NIL     | NIL     | PS                               |
| Housing Loan   | 19  | 278     | 3488    | 15000   | PS                               |
| Company Flat   | 11  | 10000   | 14630   | 27000   | PS                               |

\* Civil Service Values under the agreed methodology are zero.

TABLE 20: MEDICAL BENEFITS LOWER BAND

| Benefit               | Percentage<br>Private Sector<br>Organisations | Value   |         |         | Private Sector/<br>Civil Service |
|-----------------------|---|---------|---------|---------|----------------------------------|
|                       |   | Minimum | Average | Maximum |                                  |
| Medical<br>Assistance | 89  | 300     | 2986    | 6287    | PS                               |
|                       |   | 316     | 316     | 316     | CS                               |
| Dental<br>Assistance  | 23  | 160     | 946     | 2400    | PS                               |
|                       |   | 1400    | 1400    | 1400    | CS                               |