

TABLE 21: RETIREMENT BENEFITS LOWER BAND

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Pension/ Gratuity	91	200 5177	4114 8220	17551 11709	PS CS
* Life Assurance	70	42 393	571 633	2848 934	PS CS
* Long Term Disability	53	42 366	386 590	2135 868	PS CS

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

TABLE 22: TRANSPORT BENEFITS LOWER BAND

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Company Car	NIL	NIL	NIL	NIL	PS
		NIL	NIL	NIL	CS
Car Allowance	NIL	NIL	NIL	NIL	PS
		NIL	NIL	NIL	CS
Transport Allowance	21	1625	2130	5616	PS
		NIL	NIL	NIL	CS

TABLE 23: LEAVE PASSAGE BENEFIT LOWER BAND

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	

Nil reported

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TABLE 24: MISCELLANEOUS BENEFITS & ALLOWANCES LOWER BAND

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Telephone	NIL	NIL NIL	NIL NIL	NIL NIL	PS CS
Club Fees	NIL	NIL NIL	NIL NIL	NIL NIL	PS CS
Meal Allowances	17	91 NIL	1091 NIL	3600 NIL	PS CS
Utility Allowances	4	2059 NIL	3167 NIL	4461 NIL	PS CS
Recreation Allowance	6	70 NIL	139 NIL	220 NIL	PS CS
Servants	NIL	NIL NIL	NIL NIL	NIL NIL	PS CS
Personal Loans	9	137 400	1123 400	4613 400	PS CS
* Other Allowances	21	120 48	4558 1526	19145 4779	PS CS

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

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TABLE 25: HOUSING BENEFITS* MOD SCALE 1

Benefit	Percentage Private Sector Organisations	Minimum	Value		Private Sector/ Civil Service
			Average	Maximum	
Rent Allowance	NIL	NIL	NIL	NIL	PS
Housing Loan	17	295	1142	1555	PS
Company Flat	11	10000	15428	27000	PS

* MOD Scale 1 staff are not entitled to housing benefits.

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TABLE 26: MEDICAL BENEFITS MOD SCALE 1

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Medical Assistance	68	300	1235	2225	PS
		316	316	316	CS
Dental Assistance		NIL	NIL	NIL	PS
		1400	1400	1400	CS

TABLE 27: RETIREMENT BENEFITS MOD SCALE 1

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Pension/ Gratuity	70	200 3922	3296 4998	3555 6242	PS CS
* Life Assurance	62	34 NIL	521 NIL	1786 NIL	PS CS
* Long Term Disability	53	42 NIL	362 NIL	2135 NIL	PS CS

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

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TABLE 28: TRANSPORT BENEFITS MOD SCALE I

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Company Car	NIL	NIL NIL	NIL NIL	NIL NIL	PS CS
Car Allowance	NIL	NIL NIL	NIL NIL	NIL NIL	PS CS
Transport Allowance	15	1625 NIL	2131 NIL	5616 NIL	PS CS

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TABLE 29: LEAVE PASSAGE BENEFIT MOD SCALE 1

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	

Nil reported.

TABLE 30: MISCELLANEOUS BENEFITS & ALLOWANCES MOD SCALE 1

Benefit	Percentage Private Sector Organisations	Value			Private Sector/ Civil Service
		Minimum	Average	Maximum	
Telephone	NIL	NIL	NIL	NIL	PS
		NIL	NIL	NIL	CS
Club Fees	NIL	NIL	NIL	NIL	PS
		NIL	NIL	NIL	CS
Meal Allowance	17	91	1263	4944	PS
		NIL	NIL	NIL	CS
Utility Allowance	4	2059	3117	4461	PS
		NIL	NIL	NIL	CS
Recreation Allowance	6	70	114	220	PS
		NIL	NIL	NIL	CS
Servants	NIL	NIL	NIL	NIL	PS
		NIL	NIL	NIL	CS
Personal Loan	6	137	1091	4613	PS
		300	357	400	CS
* Others	21	120	4367	19145	PS
		243	2590	5624	CS

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