

TABLE 1: HOUSING BENEFIT UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Value#			Designation*
		Minimum	Average	Maximum	
Rent Allowance	33	120000	256500	360000	PSEX
Housing Loan	22	7652	10535	13861	PSEX
Company Flat/Non Dept Quarter	67	104500 245000	267738 246795	540000 248000	PSEX CSEX/CSL
\$ Housing Benefit	-	NIL 140693	NIL 141040	NIL 141233	PSEX CSL

\$ Housing Benefit is the figure for actual utilization of the combination of housing benefit options for Civil Servants in the U/U band. Expatriate housing benefits calculated on 100% occupancy of non departmental quarter.

* Private Sector Expatriate PSEX
 Civil Service Expatriate CSEX
 Civil Service Local CSL

All figures in HK\$ per annum

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TABLE 2: MEDICAL BENEFITS UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Designation
		Minimum	Average	Maximum	
Medical Assistance	100	3255 1463	4313 1463	6287 1463	PS CSEX/CSL
Dental Assistance	33	720 1400	1560 1400	2400 1400	PS CSEX/CSL

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TABLE 3: RETIREMENT BENEFITS UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Designation
		Minimum	Average	Maximum	
Pension/ Gratuity	100	14785 43217	46735 47592	98025 49399	PSEX CSEX/CSL
Gratuity for Contract Officers		51707	55850	60398	CSEX
\$ Life Assurance	100	970 3446	7983 3789	13287 3939	PSEX CSEX/CSL
\$ Long Term Disability	81	865 3209	3120 3542	7735 3676	PS CSEX/CSL

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

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TABLE 4: TRANSPORT BENEFITS UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Designation
		Minimum	Average	Maximum	
Company Car	22	25500 NIL	36400 NIL	44100 NIL	PSEX CSEX/CSL
Car Allowance	12	5000 NIL	13900 NIL	24700 NIL	PSEX CSEX/CSL
Transport Allowance	12	1600 NIL	2400 NIL	4945 NIL	PSEX CSEX/CSL

TABLE 5: LEAVE PASSAGE BENEFITS UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Designation
		Minimum	Average	Maximum	
Leave Passage	94	12960	50052	69000	PSEX
		NIL	NIL	NIL	CS
		52496	52496	52496	CSEX

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TABLE 6: MISCELLANEOUS BENEFITS & ALLOWANCES UPPER/UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Designation
		Minimum	Average	Maximum	
Telephone	31	700 NIL	1624 NIL	1932 NIL	PSEX CSEX/CSL
Club Fees	31	2000 NIL	8480 NIL	12000 NIL	PSEX CSEX/CSL
Meal Allowance	13	1040 NIL	13020 NIL	25000 NIL	PSEX CSEX/CSL
Utility Allowance	38	1860 NIL	13552 NIL	22200 NIL	PSEX CSEX/CSL
Recreation Allowance	18	9120 NIL	12473 NIL	18500 NIL	PSEX CS EX/CSL
Servants	-	NIL NIL	NIL NIL	NIL NIL	PSEX CSEX/CSL
Personal Loans	22	917 400	1524 400	3375 400	PSEX CSEX/CSL
\$ Others	23	14400 85	28392 710	78000 2220	PSEX CSEX/CSL

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

TABLE 7: HOUSING UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Designation
		Minimum	Average	Maximum	
Rent Allowance	35	54000	157796	360000	PSEX
Housing Loan	25	5250	8585	15000	PSEX
Company Flat/Non Dept Quarter	35	104500 227874	190700 232030	300000 235704	PSEX CSEX
Home Purchase Allowance	-	72000	92760	110400	CSEX/CSL
\$ Housing Benefit	-	44472	54644	64522	CSL

\$ Housing Benefit is the figure for actual utilization of the combination of housing benefit options for Civil Servants in the U band. Expatriate housing benefits calculated on 100% occupancy of non departmental quarter.

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TABLE 8: MEDICAL BENEFITS UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Designation
		Minimum	Average	Maximum	
Medical Assistance	100	1945 1463	4689 1463	6287 1463	PSEX CSEX/CSL
Dental Assistance	27	720 1400	1560 1400	2400 1400	PSEX CSEX/CSL

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TABLE 9: RETIREMENT BENEFITS UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Designation
		Minimum	Average	Maximum	
Pension/ Gratuity	100	12915 25863	45164 33640	844676 41791	PSEX CSEX/CSL
Gratuity Contract Officers	-	31621	40480	54795	CSEX
\$ Life Assurance	100	706 2062	5897 2630	11457 3332	PSEX CSEX/CSL
\$ Long Term Disability	100	1186 1920	3740 2894	6400 3103	PSEX CSEX/CSL

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

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TABLE 10: TRANSPORT BENEFITS UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Designation
		Minimum	Average	Maximum	
Company Car	-	NIL NIL	NIL NIL	NIL NIL	PSEX CSEX/CSL
Car Allowance	18	24700 NIL	25100 NIL	25500 NIL	PSEX CSEX/CSL
Transport Allowance	27	2000 NIL	5450 NIL	11945 NIL	PSEX CSEX/CSL

TABLE 11: LEAVE PASSAGE BENEFITS UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Designation
		Minimum	Average	Maximum	
Leave Passage	100	12030	49092	69000	PSEX
		NIL	NIL	NIL	CSL
		19090	19090	19090	CSEX

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TABLE 12: MISCELLANEOUS BENEFITS & ALLOWANCES UPPER BAND

Benefit	Percentage Private Sector Organisations	Value			Designation
		Minimum	Average	Maximum	
Telephone	27	516 NIL	1049 NIL	1932 NIL	PSEX CSEX/CSL
Club Fees	22	2000 NIL	3820 NIL	5640 NIL	PSEX CSEX/CSL
Meal Allowance	-	NIL NIL	NIL NIL	NIL NIL	PSEX CSEX/CSL
Utility Allowance	38	1860 NIL	6561 NIL	12960 NIL	PSEX CSEX/CSL
Recreation Allowance	-	NIL NIL	NIL NIL	NIL NIL	PSEX CSEX/CSL
Servants	-	NIL NIL	NIL NIL	NIL NIL	PSEX CSEX/CSL
Personal Loans	27	1917 400	2220 400	2542 400	PSEX CSEX/CSL
\$ Others	-	NIL 104	NIL 950	NIL 3468	PSEX CSEX/CSL

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