

CHAPTER 6

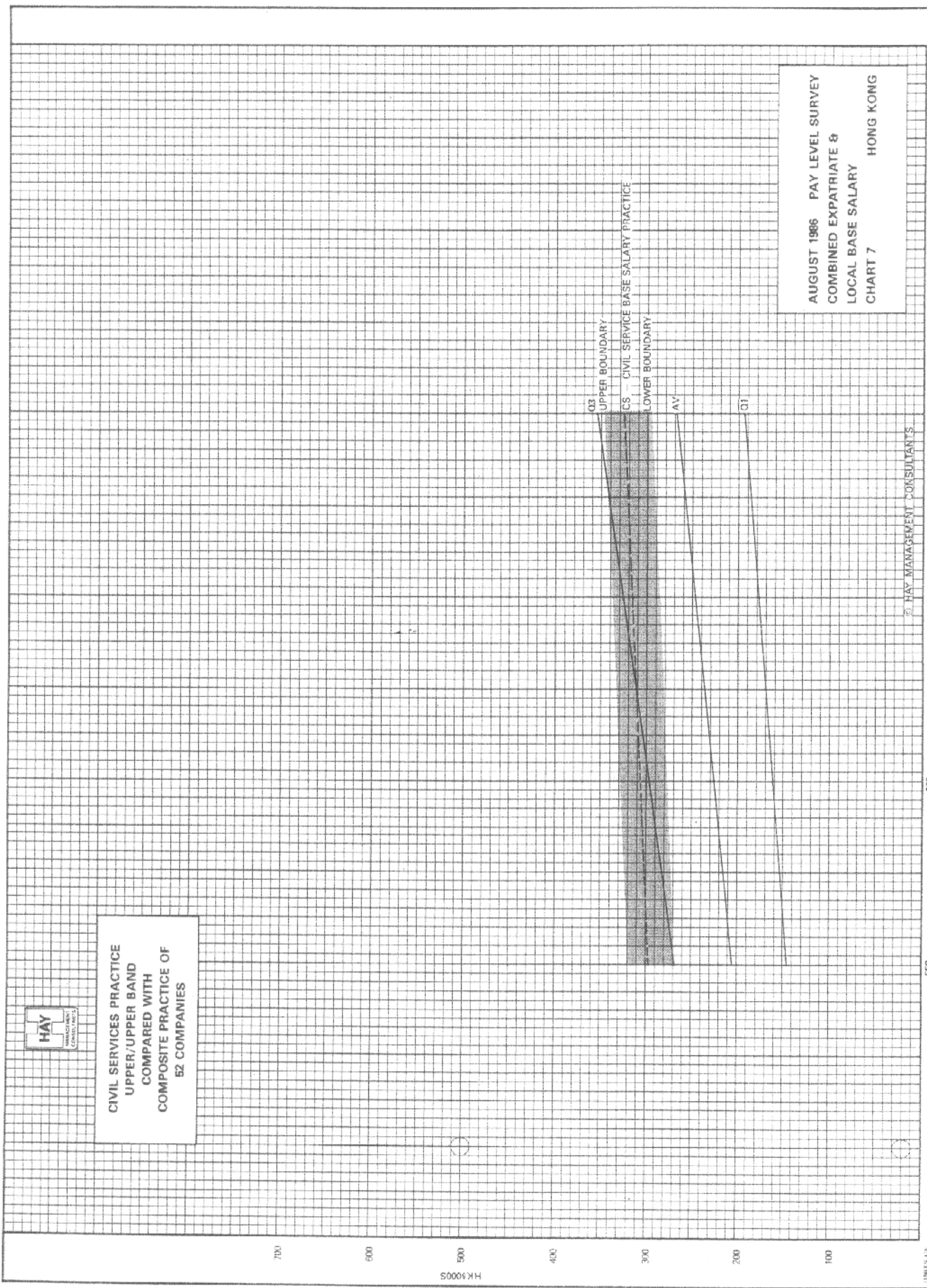
CIVIL SERVICE - INDIVIDUAL PAY BANDS6.1. Charts

- 6.1.1. We prepared scattergrams for Base Salary and Total Compensation (Base Salary + Allowances + Total Fringe Benefits) for each of the 5 Civil Service Pay Bands. The following Charts show the range of Base Salaries & Total Compensation.
- * Chart 7 : Base Salary for Upper/Upper MPS Band (48 - 51)
 - * Chart 8 : Total Compensation for Upper/Upper MPS Band (48 - 51)
 - * Chart 9 : Base Salary for Upper MPS Band (38 - 47)
 - * Chart 10 : Total Compensation for Upper MPS Band (38 - 47)
 - * Chart 11 : Base Salary for Middle MPS Band (14 - 37)
 - * Chart 12 : Total Compensation for Middle MPS Band (14 - 37)
 - * Chart 13 : Base Salary for Lower MPS Band (1 - 13)
 - * Chart 14 : Total Compensation for Lower MPS Band (1 - 13)
 - * Chart 15 : Base Salary for Model Scale 1
 - * Chart 16 : Total Compensation for Model Scale 1
- 6.1.2. The Disciplined Services Officers and Rank & File are incorporated as appropriate into the MPS Bands.
- 6.1.3. In each case we have portrayed the data as a box which covers the range of job sizes and Base Salaries and Total Compensation Packages for the Civil Service ranks in these Pay Bands, as well as the practice lines (shown as dotted lines running through the boxes).
- 6.1.4. Please note that the analysis for the Total Compensation package in this chapter is based on the maximum notional value of housing benefits for the Upper/Upper and Upper MPS pay bands.
- 6.1.5. In each case the practice lines are superimposed on the market charts for the total private sector with the exception of charts 15 & 16 where the Model Scale 1 Base Salary and Total Compensation practice lines are superimposed on the blue collar worker private sector market charts.



CIVIL SERVICES PRACTICE
 UPPER/UPPER BAND
 COMPARED WITH
 COMPOSITE PRACTICE OF
 52 COMPANIES

AUGUST 1986 PAY LEVEL SURVEY
 COMBINED EXPATRIATE &
 LOCAL BASE SALARY
 CHART 7
 HONG KONG



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Job Code	550	600	650	700
03	288.47	297.27	326.08	354.88
01	146.63	152.14	177.65	193.16
AV	206.54	227.38	248.22	269.06
CS	288.87	307.38	315.90	324.41

HK\$000S

03
01
AV
CS

6.2 Results

6.2.1. Chart 7 The Upper/Upper MPS pay band Base Salary practice line straddles the Upper Quartile for the private sector. At no point is it as high as the Upper Decile or as low as the Average. At the average job size it is approximately HK\$6,500 or 2% below the Upper Quartile, HK\$70,000 or 29% above Average, and HK\$48,500 or 14% below the Upper Decile.



CIVIL SERVICE PRACTICE
UPPER UPPER BAND
COMPARED WITH
COMPOSITE PRACTICE OF
52 COMPANIES

700

600

HK\$9005

500

400

300

200

100

UPPER BOUNDARY

CS1 -- CIVIL SERVICE PRACTICE
MAXIMUM UTILISATION OF HOUSING BENEFIT (%)

LOWER BOUNDARY

C3

AV

C1

AUGUST 1986 PAY LEVEL SURVEY
LOCAL STAFF
TOTAL COMPENSATION
CHART 8 HONG KONG

HAY MANAGEMENT CONSULTANTS

700
600
500
400
300
200
100

C3
C1
AV
CS1

341.67
203.72
274.10
567.10

374.92
228.76
303.25
585.02

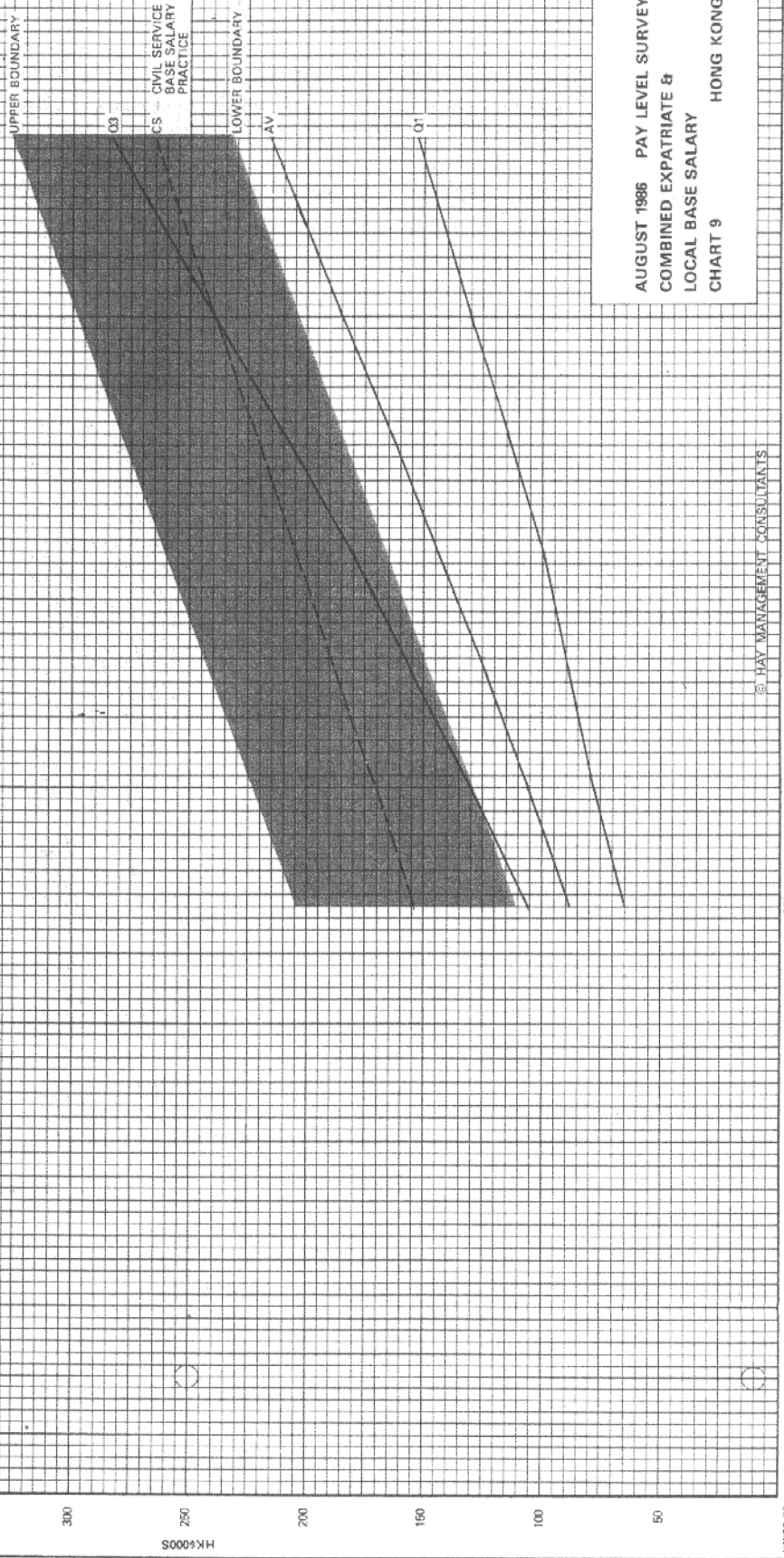
410.29
254.64
336.36
602.94

445.67
280.90
350.94
620.86

6.2.2. Chart 8 The Total Compensation practice for the Upper/Upper pay band is well above the Upper Quartile and lies above the Upper Decile over the entire range. At the average job size it is approximately HK\$196,000 or 48% above the Upper Quartile, HK\$112,000 or 20% above the Upper Decile and HK\$269,000 or 82% above Average.



CIVIL SERVICE PRACTICE
UPPER BAND
COMPARED WITH
COMPOSITE PRACTICE OF
52 COMPANIES



AUGUST 1986 PAY LEVEL SURVEY
COMBINED EXPATRIATE &
LOCAL BASE SALARY
CHART 9
HONG KONG

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UNITS OF
JOB CONTENT (S)

03
01
AV
CS

03	105.80	130.28	155.72	182.06	210.86	239.87	268.47
01	85.63	77.83	88.69	100.08	115.61	131.13	146.63
AV	88.06	106.69	124.99	144.03	164.86	185.71	206.54
CS	154.10	171.28	188.46	205.64	222.82	240.00	257.18

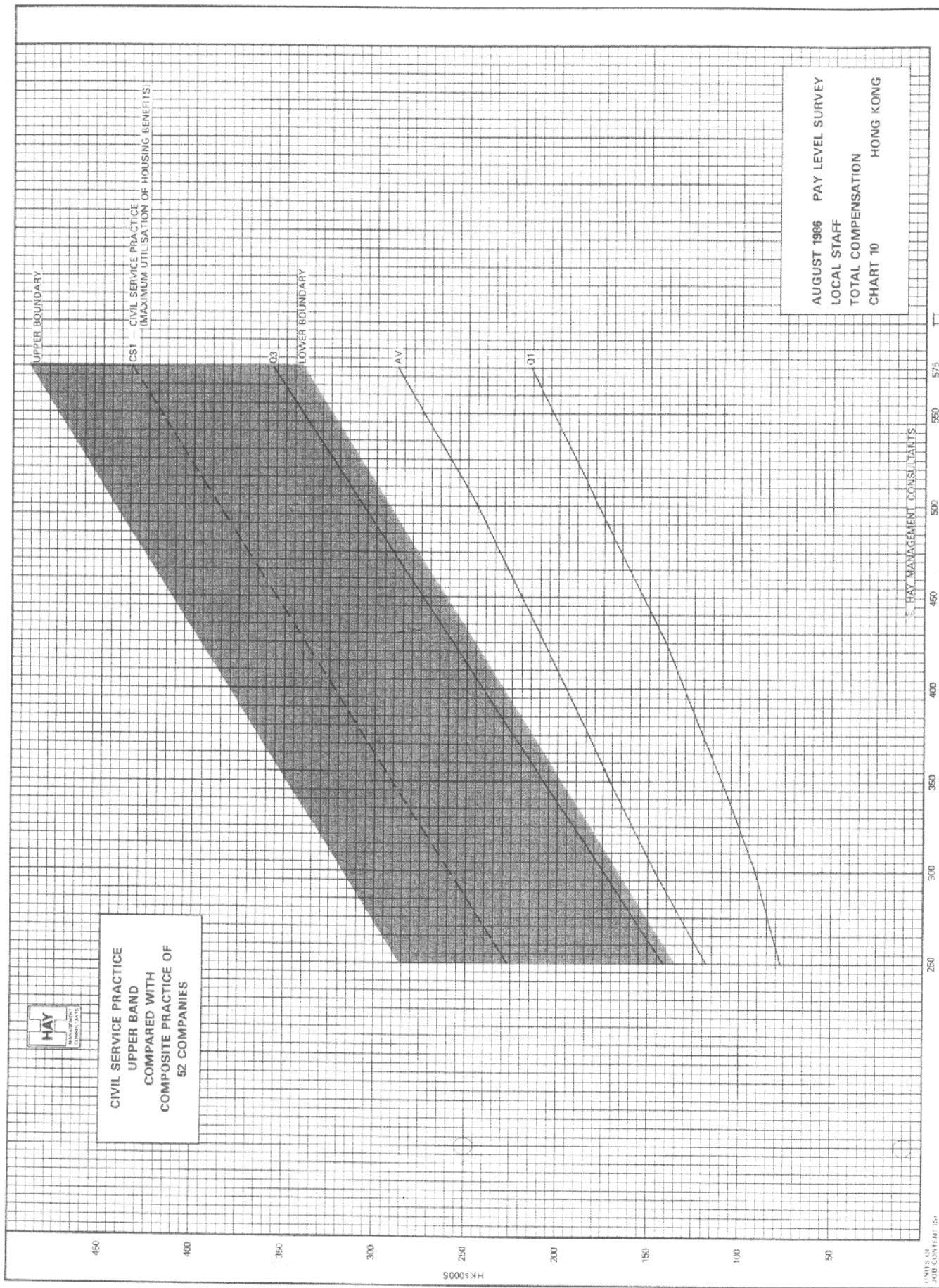
- 6.2.3. Chart 9 The Upper MPS pay band Base Salary practice line straddles the Upper Quartile for the private sector. At no point does it fall to the Average or is it as high as the Upper Decile. At the average job size it is approximately HK\$17,000 or 9% above the Upper Quartile, HK\$59,000 or 38% above Average and HK\$14,500 or 7% below the Upper Decile.



CIVIL SERVICE PRACTICE
UPPER BAND
COMPARED WITH
COMPOSITE PRACTICE OF
52 COMPANIES

CS1 - CIVIL SERVICE PRACTICE
(MAXIMUM UTILISATION OF HOUSING BENEFITS)

AUGUST 1986 PAY LEVEL SURVEY
LOCAL STAFF
TOTAL COMPENSATION
CHART 10
HONG KONG



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UNITS OF
JOB GRADE (G)

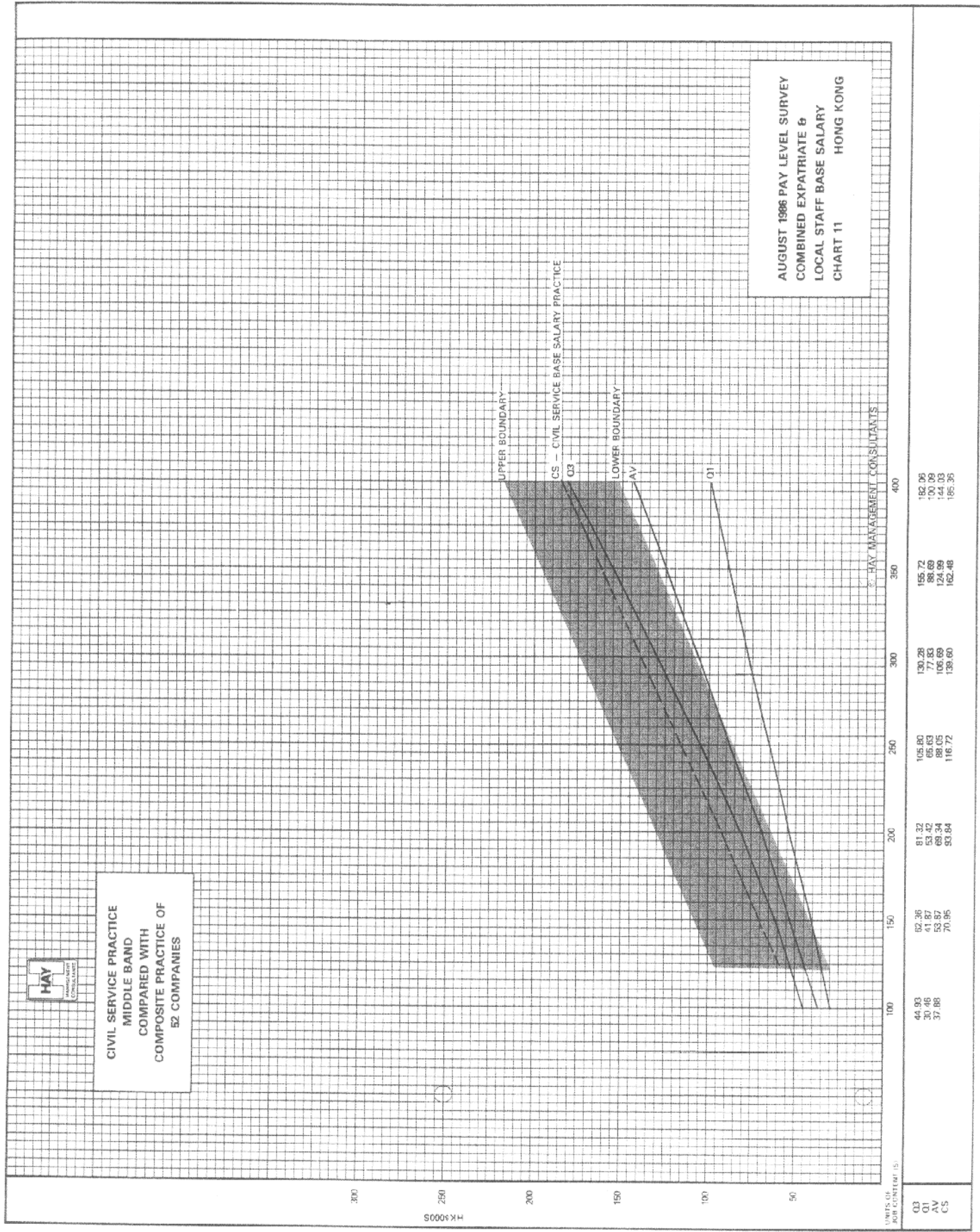
Job Grade	250	300	350	400	450	500	550	575
G3	142.20	176.34	207.77	240.43	274.30	308.19	341.55	
AV	77.85	91.70	109.80	128.55	153.61	178.96	203.72	
CS1	116.36	146.60	170.63	194.67	219.81	244.96	274.10	
CS1 (Max Util)	227.91	289.80	291.70	323.59	356.48	387.37	419.26	

- 6.2.4. Chart 10 The Total Compensation practice line for the Upper MPS pay band is well above the Upper Quartile and the Upper Decile over the entire range of job sizes. At the average job size it is approximately HK\$82,000 or 32% above the Upper Quartile, HK\$42,000 or 14% above the Upper Decile and HK\$132,000 or 64% above Average.



CIVIL SERVICE PRACTICE
MIDDLE BAND
COMPARED WITH
COMPOSITE PRACTICE OF
52 COMPANIES

AUGUST 1986 PAY LEVEL SURVEY
COMBINED EXPATRIATE &
LOCAL STAFF BASE SALARY
CHART 11
HONG KONG



UNITS OF \$10000S

03
01
AV
CS

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- 6.2.5. Chart 11 The Middle MPS pay band Base Salary practice line lies just above the Upper Quartile and below the Upper Decile over the whole range of job sizes. At the average job size it is approximately HK\$12,500 or 15% above the Upper Quartile HK\$25,000 or 35% above Average, and HK\$2,000 or 2% below the Upper Decile.