



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

AUGUST 1986 PAY LEVEL SURVEY
LOCAL STAFF
TOTAL COMPENSATION
CHART 12
HONG KONG

UPPER BOUNDARY
03
CS - CIVIL SERVICE PRACTICE (EXCLUDING HOUSING BENEFITS)
LOWER BOUNDARY
AV

01

HAY MANAGEMENT CONSULTANTS

UNIT'S OF
1000 CURRENT US

03
01
AV
CS

300	250	200	150	100	50
400	350	300	250	200	150
240.43	207.77	175.34	142.20	106.07	82.21
128.55	109.80	91.70	77.45	63.20	50.04
154.67	170.83	146.60	118.36	90.16	69.64
231.55	202.00	172.46	142.03	113.37	83.87

HK\$000'S

- 6.2.6. Chart 12 The Total Compensation practice line for the Middle MPS pay band straddles the Upper Quartile over the entire range. At no point does it fall to Average or rise to the Upper Decile. At the average job size it is approximately HK\$5,000 or 4% above the Upper Quartile, HK\$10,000 or 8% below the Upper Decile and HK\$23,000 or 25% above Average.



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

AUGUST 1986 PAY LEVEL SURVEY
COMBINED EXPATRIATE &
LOCAL BASE SALARY
CHART 13
HONG KONG



HAY MANAGEMENT CONSULTANTS

HK\$000S

MONTHS - 150

03
01
CS

37.14
23.85
31.18
40.87

44.93
30.46
37.88
48.76

53.64
36.17
45.90
56.66

62.36
41.87
53.87
64.56

- 6.2.7. Chart 13 The Lower MPS pay band Base Salary practice line lies just above the Upper Quartile and below the Upper Decile over its entire range. At the average job size it is HK\$3,500 or 7% above the Upper Quartile, HK\$11,000 or 27% above Average and HK\$1,500 or 7% below the Upper Decile.



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

AUGUST 1986 PAY LEVEL SURVEY
LOCAL STAFF
TOTAL COMPENSATION
CHART 14 HONG KONG

UPPER BOUNDARY
O3 - CIVIL SERVICE PRACTICE (EXCLUDING HOUSING BENEFITS)
AV
LOWER BOUNDARY
O1

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UNITS OF
JOB COMPENSATION

Job Compensation	75	100	125	150
O3	50.29	56.72	70.96	82.21
AV	32.71	38.05	44.04	50.04
O1	40.79	45.15	50.35	56.94
CS	52.00	61.48	70.97	80.46



6.2.8. Chart 14 The Total Compensation practice line for the Lower MPS pay band approximates the Upper Quartile over the entire range. At the average job size it is approximately HK\$1,500 or 2.0% above the Upper Quartile HK\$12,000 or 23% above Average and HK\$6,500 or 10% below the Upper Decile.



CIVIL SERVICE PRACTICE
MOD SCALE 1
COMPARED WITH
COMPOSITE PRACTICE OF
52 COMPANIES

UPPER BOUNDARY
Q3
CS - CIVIL SERVICE BASE SALARY PRACTICE
AV.
LOWER BOUNDARY

AUGUST 1966 PAY LEVEL SURVEY
BLUE COLLAR WORKERS
BASE SALARY
CHART 15
HONG KONG

HAY MANAGEMENT CONSULTANTS

UNITS OF
\$100 CENTRAL IS.

Q3
Q1
AV.
CS

45.82
31.31
39.39
38.35

50.18
37.28
44.63
44.30

54.20
54.35
49.95
49.25

58.44
54.42
53.00
54.20

62.30
45.80
58.24
59.15

HK#0005

6.2.9. Chart 15 The MOD Scale 1 Base Salary practice line compared to the Blue Collar Section of the private sector is almost exactly on Average and below the Upper Quartile throughout the entire range. At the average job size it is approximately HK\$5,500 or 10.5% below the Upper Quartile, HK\$500 or 1% below Average, and 22% below the Upper Decile.



CIVIL SERVICE PRACTICE
MOD SCALE 1
COMPARED WITH
COMPOSITE PRACTICE OF
52 COMPANIES

UPPER BOUNDARY
03

AV
CS - CIVIL SERVICE PRACTICE (NO HOUSING BENEFITS PROVIDED)

LOWER BOUNDARY
01

AUGUST 1986 PAY LEVEL SURVEY
BLUE COLLAR WORKERS
TOTAL COMPENSATION
CHART 16
HONG KONG

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UNITS OF JOB CONTENT (SI)	63	75	100	125	150	175
03	55.29	61.55	67.25	73.05	80.72	86.72
01	36.24	43.03	49.64	55.48	61.50	67.50
AV	48.53	55.45	61.62	68.05	74.77	81.77
CS	49.06	54.24	59.42	64.61	69.79	75.79

HK\$000S

6.2.10. Chart 16 A very similar but slightly less competitive result is shown for the Total Compensation practice line compared with the Blue Collar Section of the private sector. At the average job size it is approximately HK\$7,500 or 12% below the Upper Quartile HK\$1,500 or 2.5% below Average, and HK\$23,000 or 25% below the Upper Decile.