

CHAPTER 8

SUMMARY OF FINDINGS

8.1 INTRODUCTION

8.1.1 To recapitulate on the sequence of events leading up to Hay's final report on the findings of the Pay Level Survey, their initial report on the findings of the Pay Level Survey was discussed by the PLSAC, which then submitted its own report to us for our consideration. We subsequently gave our instructions to Hay on the modifications to be made to the method of calculation and they re-evaluated certain fringe benefits in accordance with the revised instructions. The amended methodology is described in Chapter 7 and the rest of this chapter summarizes the findings of the survey resulting from the application of that methodology. As in previous chapters, the format of the ensuing paragraphs adheres closely to that of our First Report on the Pay Level Survey (Report No. 16), for ease of reference.

8.1.2 A full account of the methodology used and the findings obtained by Hay can be found in their report on the Pay Level Survey, which is included at Appendix VIII.

8.2 PRESENTATION OF HAY'S FINDINGS IN CHART FORM

8.2.1 The following twelve charts give a comparison of base salaries and total packages in the civil service and the private sector. The first two charts show the general situation and the remaining ten show the position for each of the five pay bands, in the following order :

Chart A : Comparison of Overall Base Salaries in the Civil Service and the Private Sector and Range of Hay Points for Individual Pay Bands in the Civil Service;

Chart B : Comparison of Overall Total Packages in the Civil Service and the Private Sector and Range of Hay Points for Individual Pay Bands in the Civil Service;

Chart C : Comparison of Base Salaries in the Civil Service and the Private Sector for the Upper/Upper Band;

- Chart D*: Comparison of Total Packages in the Civil Service and the Private Sector for the Upper/Upper Band;
- Chart E : Comparison of Base Salaries in the Civil Service and the Private Sector for the Upper Band;
- Chart F*: Comparison of Total Packages in the Civil Service and the Private Sector for the Upper Band;
- Chart G : Comparison of Base Salaries in the Civil Service and the Private Sector for the Middle Band;
- Chart H : Comparison of Total Packages in the Civil Service and the Private Sector for the Middle Band;
- Chart I : Comparison of Base Salaries in the Civil Service and the Private Sector for the Lower Band;
- Chart J : Comparison of Total Packages in the Civil Service and the Private Sector for the Lower Band;
- Chart K : Comparison of Base Salaries in the Civil Service and the Private Sector for the Model Scale 1 Band;
- Chart L : Comparison of Total Packages in the Civil Service and the Private Sector for the Model Scale 1 Band;

8.2.2 It should be noted that, because Charts A and B are intended to give overall comparisons of base salaries and total packages in the two sectors, they do not reflect the broadbanding system in the civil service. Since Hay found that a certain overlapping of job sizes occurred in each case where the range of jobs in one pay band ended and that in the next pay band began, the continuous lines shown in Charts A and B, at all points where two pay bands overlap, represent only the average salaries or average total packages for those jobs surveyed in both pay bands. Hay have advised that such overlaps may be due to the difference in the approaches to job evaluation taken by Hay and by the Administration.

* See paragraph 8.2.3 for further explanation.