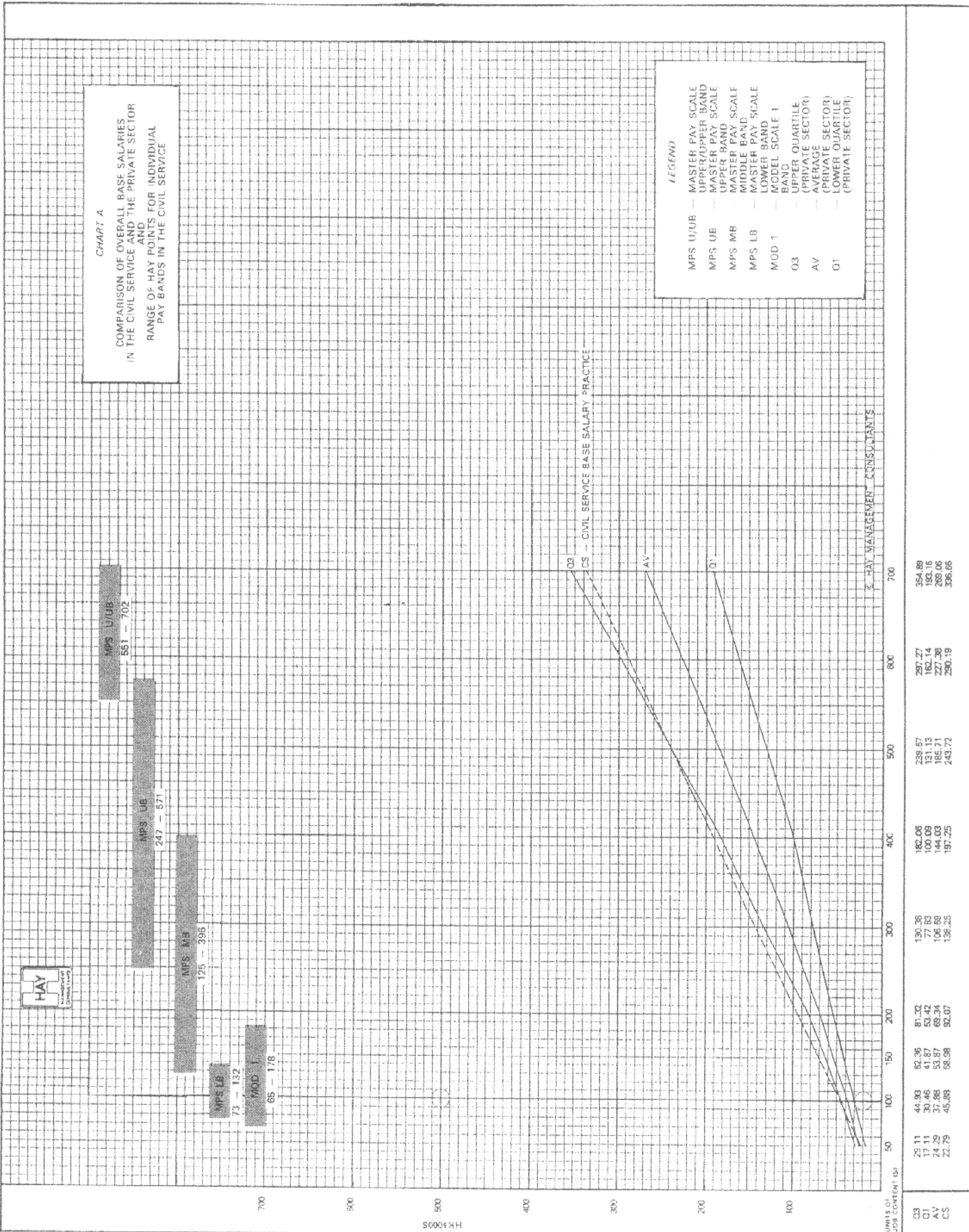


CHART A

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

LEGEND

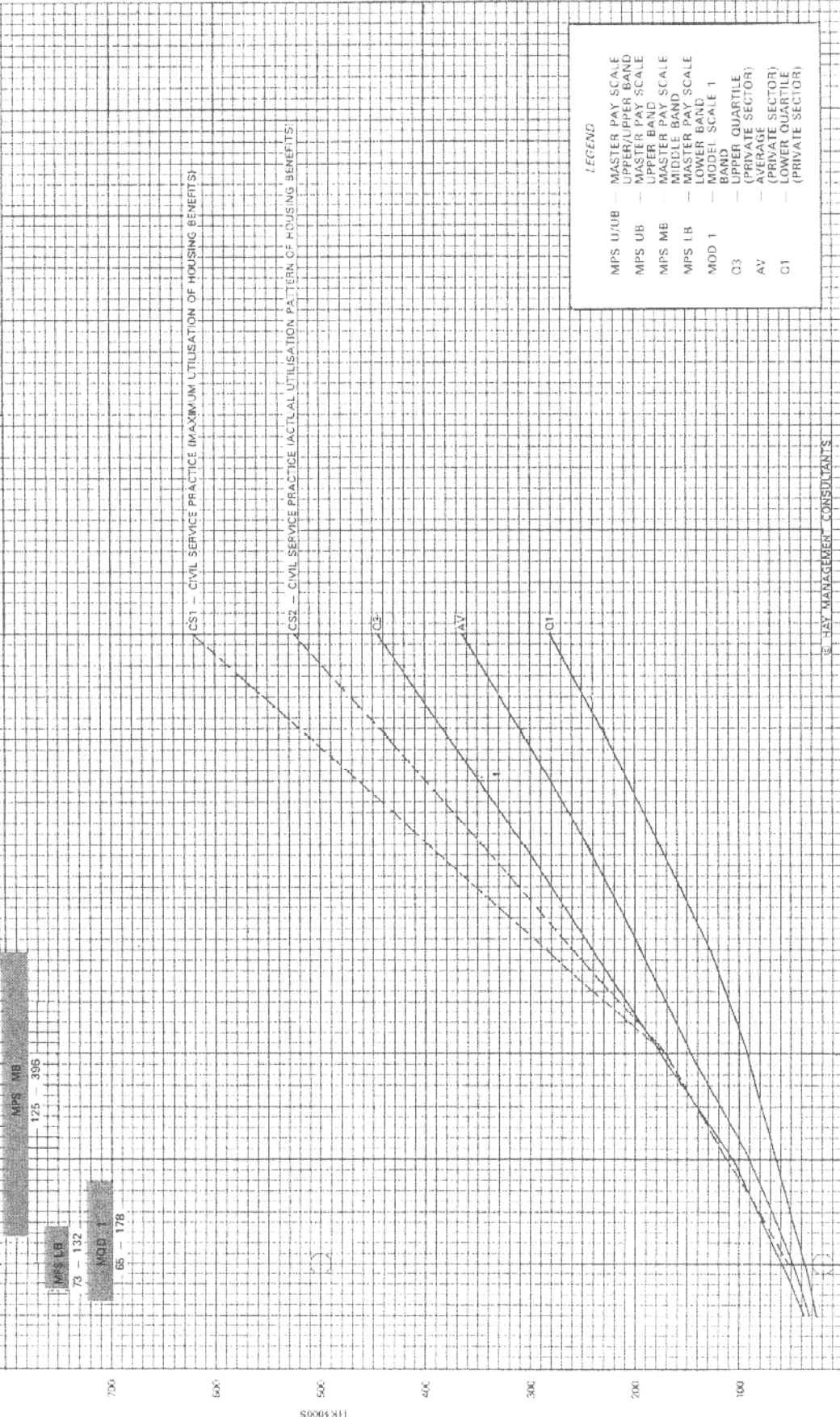
- MPS U/UB --- MASTER PAY SCALE UPPER BAND
- MPS UB --- MASTER PAY SCALE UPPER BAND
- MPS MB --- MASTER PAY SCALE MIDDLE BAND
- MPS LB --- MASTER PAY SCALE LOWER BAND
- MOD 1 --- MODEL SCALE 1 BAND
- O3 --- UPPER QUANTILE (PRIVATE SECTOR)
- AV --- AVERAGE QUANTILE (PRIVATE SECTOR)
- O1 --- LOWER QUANTILE (PRIVATE SECTOR)



JOB CONTENT (%)	O3	AV	O1
50	25.11	44.93	62.36
100	34.38	71.87	103.42
150	44.93	103.42	150.00
200	57.14	138.25	200.00
300	80.07	200.00	275.00
400	103.42	275.00	366.66
500	138.25	366.66	476.19
600	180.00	476.19	600.00
700	227.38	600.00	750.00



CHART B
COMPARISON OF OVERALL TOTAL PACKAGES
IN THE CIVIL SERVICE AND THE PRIVATE SECTOR
RANGE OF HAY POINTS FOR INDIVIDUAL
PAY BANDS IN THE CIVIL SERVICE



LEGEND

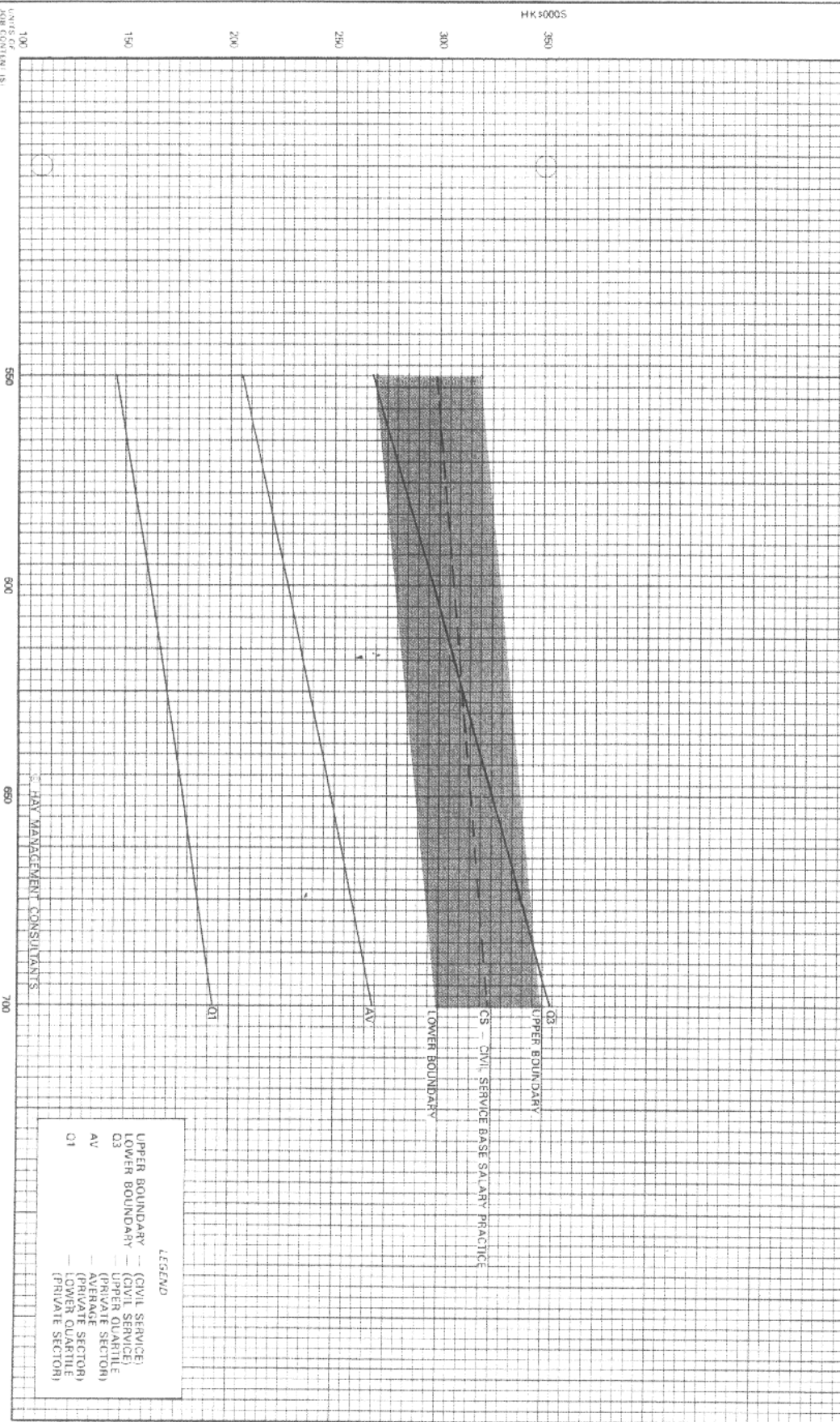
- MPS U/UB --- MASTER PAY SCALE UPPER/UPPER BAND
- MPS UB --- MASTER PAY SCALE UPPER BAND
- MPS MB --- MASTER PAY SCALE MIDDLE BAND
- MPS LB --- MASTER PAY SCALE LOWER BAND
- MOD 1 --- MODEL SCALE 1 BAND
- Q3 --- UPPER QUARTILE (PRIVATE SECTOR)
- AV --- AVERAGE (PRIVATE SECTOR)
- O1 --- LOWER QUARTILE (PRIVATE SECTOR)

UMTS OF JOB CONTENT (S)

UMTS OF JOB CONTENT (S)	CS1 - CIVIL SERVICE PRACTICE (MAXIMUM UTILISATION OF HOUSING BENEFITS)	CS2 - CIVIL SERVICE PRACTICE (ACTUAL UTILISATION PATTERN OF HOUSING BENEFITS)	Q3 - HAY MANAGEMENT CONSULTANTS	AV - HAY MANAGEMENT CONSULTANTS	O1 - HAY MANAGEMENT CONSULTANTS
50	38.93	27.16	32.73	---	---
100	59.72	38.06	45.75	52.72	52.72
150	82.21	50.04	60.86	82.86	82.86
200	108.07	63.20	80.96	112.59	112.59
300	176.54	91.70	128.85	172.46	172.46
400	240.43	128.85	178.66	240.17	240.17
500	308.18	178.66	240.17	308.67	308.67
600	374.92	240.17	284.56	374.92	374.92
700	446.67	308.18	347.87	446.67	446.67



CHART C
COMPARISON OF BASE SALARIES
IN THE
CIVIL SERVICE AND
THE PRIVATE SECTOR
FOR THE UPPER/UPPER BAND



LEGEND

- UPPER BOUNDARY --- (CIVIL SERVICE)
- LOWER BOUNDARY --- (CIVIL SERVICE)
- O3 --- (PRIVATE SECTOR)
- AV --- (PRIVATE SECTOR)
- O1 --- (PRIVATE SECTOR)

S. HAY MANAGEMENT CONSULTANTS

UNITS OF
HK\$ CONTAIN 100

O3
O1
AV
CS

288.47
146.63
206.54
288.97

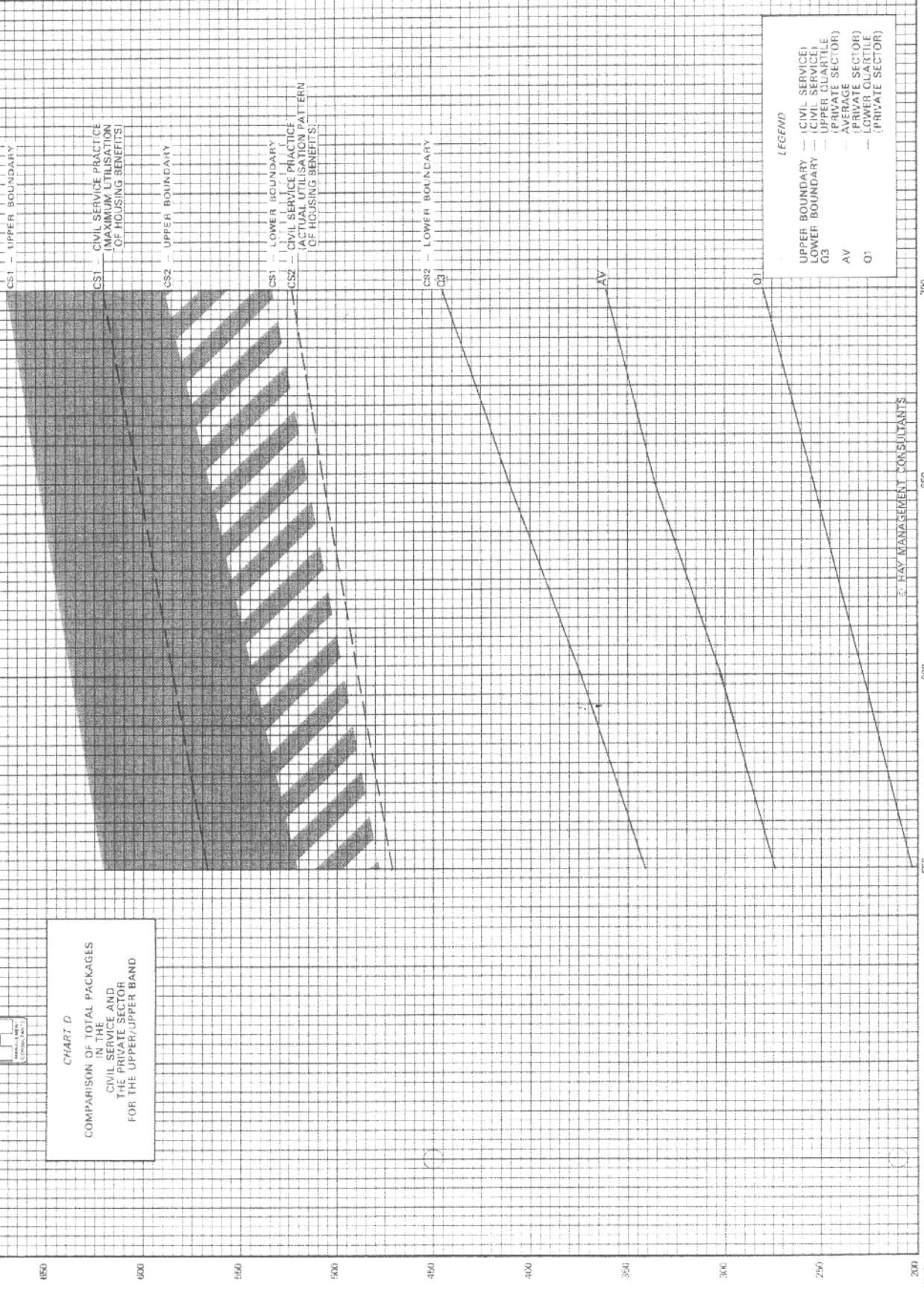
297.27
162.14
227.38
307.38

326.06
177.65
248.22
316.90

364.89
193.16
268.06
324.41



CHART D
 COMPARISON OF TOTAL PACKAGES
 IN THE
 CIVIL SERVICE AND
 THE PRIVATE SECTOR
 FOR THE UPPER/UPPER BAND

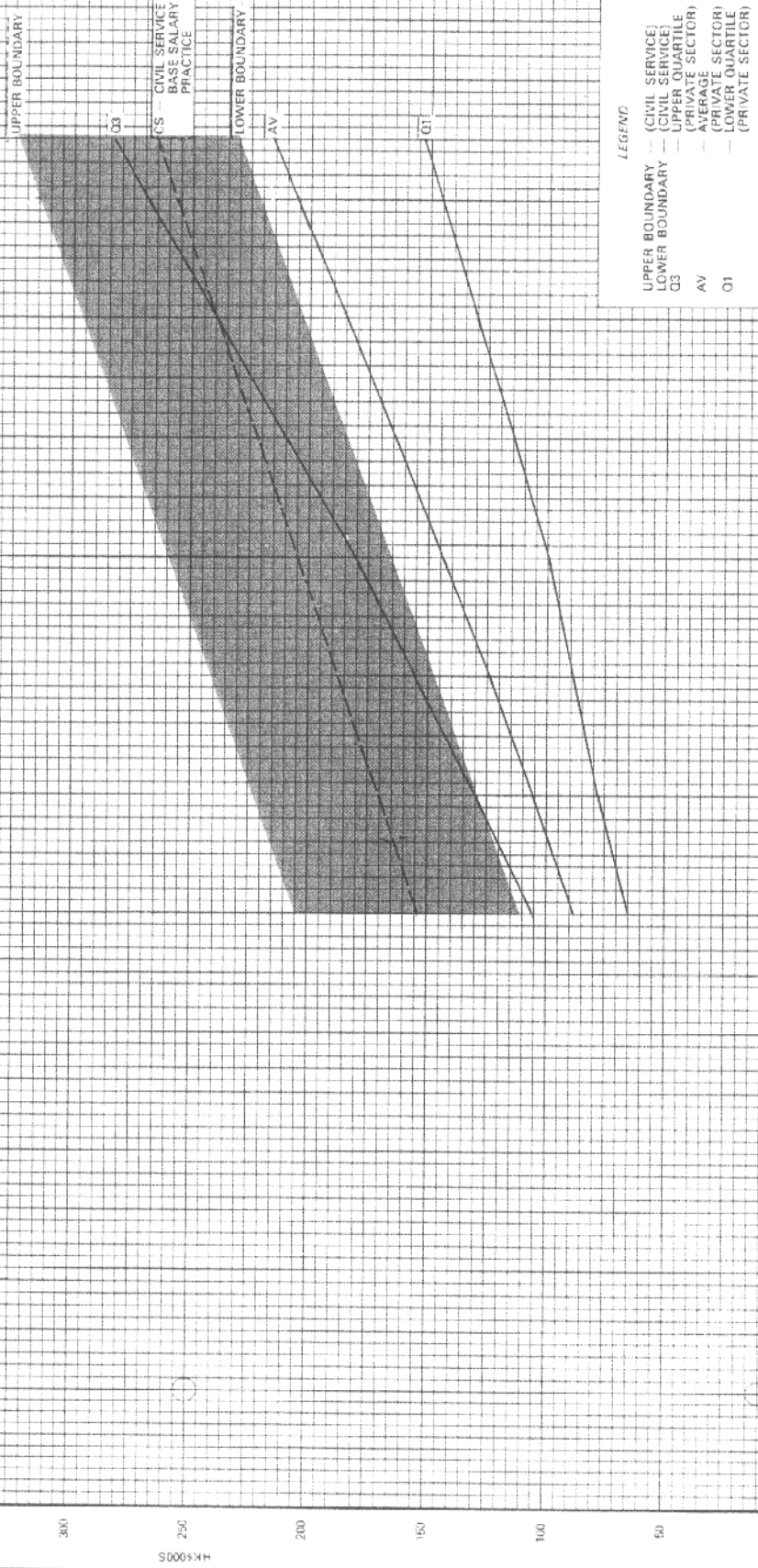


	650	660	670
CS1	341.67	410.29	446.67
O1	203.72	264.84	280.90
AV	274.10	338.39	361.54
CS2	567.10	602.94	620.86
	472.38	506.30	523.29

Unit 5.01
 HAY MANAGEMENT CONSULTANTS



CHART E
COMPARISON OF BASE SALARIES
IN THE
CIVIL SERVICE AND
THE PRIVATE SECTOR
FOR THE UPPER BAND



LEGEND

- UPPER BOUNDARY (CIVIL SERVICE)
- LOWER BOUNDARY (CIVIL SERVICE)
- Q3 (CIVIL SERVICE)
- Q1 (CIVIL SERVICE)
- AV (PRIVATE SECTOR)
- O1 (PRIVATE SECTOR)
- UPPER QUANTILE (PRIVATE SECTOR)
- LOWER QUANTILE (PRIVATE SECTOR)

Job Category	250	300	350	400	450	500	550	575
Q3	106.80	130.28	156.72	182.06	210.86	238.67	268.47	298.47
Q1	66.63	77.83	88.69	100.09	115.61	131.13	146.63	166.63
AV	88.06	106.66	124.98	144.03	164.86	185.71	206.54	226.54
CS	184.10	171.28	188.46	206.64	222.82	240.00	257.18	274.36

NUMBER OF JOB CATEGORIES (Y)

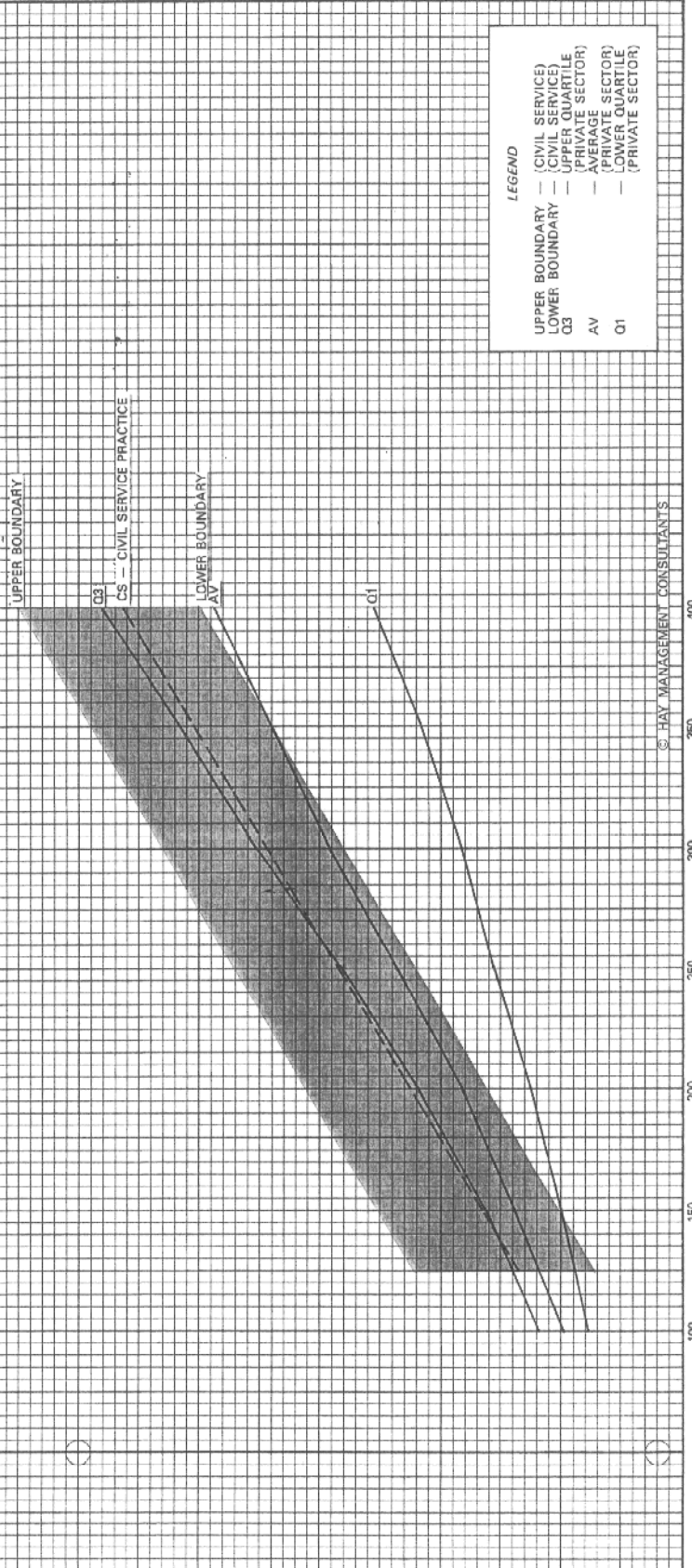
HAY MANAGEMENT CONSULTANTS (X)

HK30005



CHART H
COMPARISON OF TOTAL PACKAGES
IN THE
CIVIL SERVICE AND
THE PRIVATE SECTOR
FOR THE MIDDLE BAND

300
250
200
150
100
50
0
UNITS OF
JOB CONTENT (H)

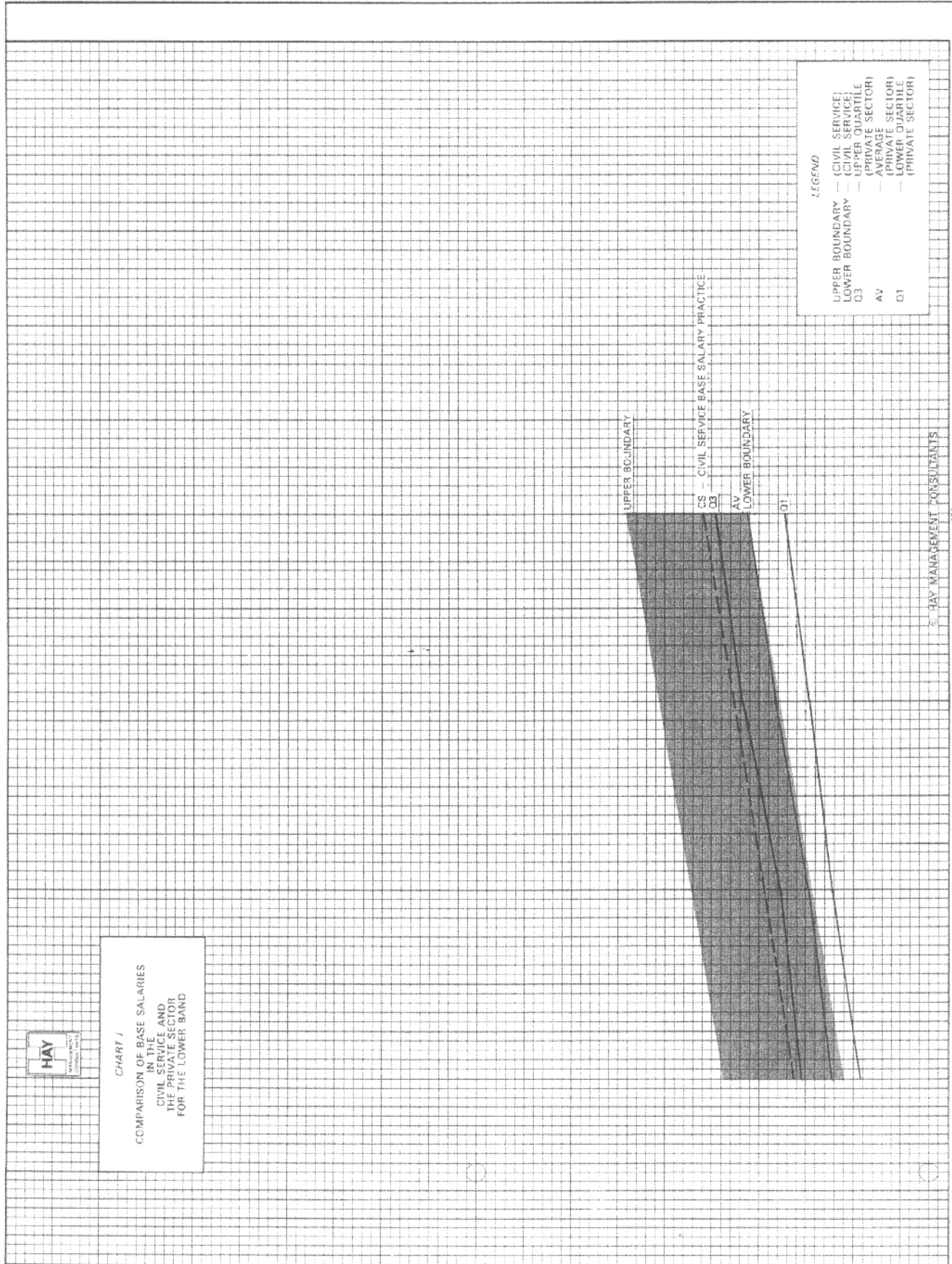


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UNITS OF JOB CONTENT (H)	100	150	200	250	300	350	400
O3	59.72	82.21	106.07	142.20	176.34	207.77	240.43
O1	38.05	50.04	63.20	77.45	91.70	106.80	128.55
AV	49.15	69.64	90.16	113.36	146.50	170.63	194.67
CS	83.82	83.82	113.37	142.03	172.46	202.00	231.55



CHART 1
COMPARISON OF BASE SALARIES
IN THE
CIVIL SERVICE AND
THE PRIVATE SECTOR
FOR THE LOWER BAND



LEGEND

UPPER BOUNDARY	(CIVIL SERVICE)
LOWER BOUNDARY	(CIVIL SERVICE)
03	UPPER QUARTILE (PRIVATE SECTOR)
AV	AVERAGE (PRIVATE SECTOR)
01	LOWER QUARTILE (PRIVATE SECTOR)

HAY MANAGEMENT CONSULTANTS

150
62.36
41.87
53.87
64.56

125
53.64
36.17
45.90
56.66

100
44.93
30.46
37.88
48.76

75
37.14
23.85
31.19
40.87

LIMITS OF JOB CENTER 15

03
01
AV
CS



CHART J

COMPARISON OF TOTAL PACKAGES
IN THE
CIVIL SERVICE AND
THE PRIVATE SECTOR
FOR THE LOWER BAND

150

HK 50005

125

100

75

50

25

LEGEND

- UPPER BOUNDARY (CIVIL SERVICE)
- LOWER BOUNDARY (CIVIL SERVICE)
- O3 (CIVIL SERVICE) UPPER QUANTILE (PRIVATE SECTOR)
- AV (PRIVATE SECTOR) LOWER QUANTILE (PRIVATE SECTOR)
- O1 (PRIVATE SECTOR)

UPPER BOUNDARY
O3 - CIVIL SERVICE PRACTICE
AV
LOWER BOUNDARY
O1

HAY MANAGEMENT CONSULTANTS

150

125

100

75

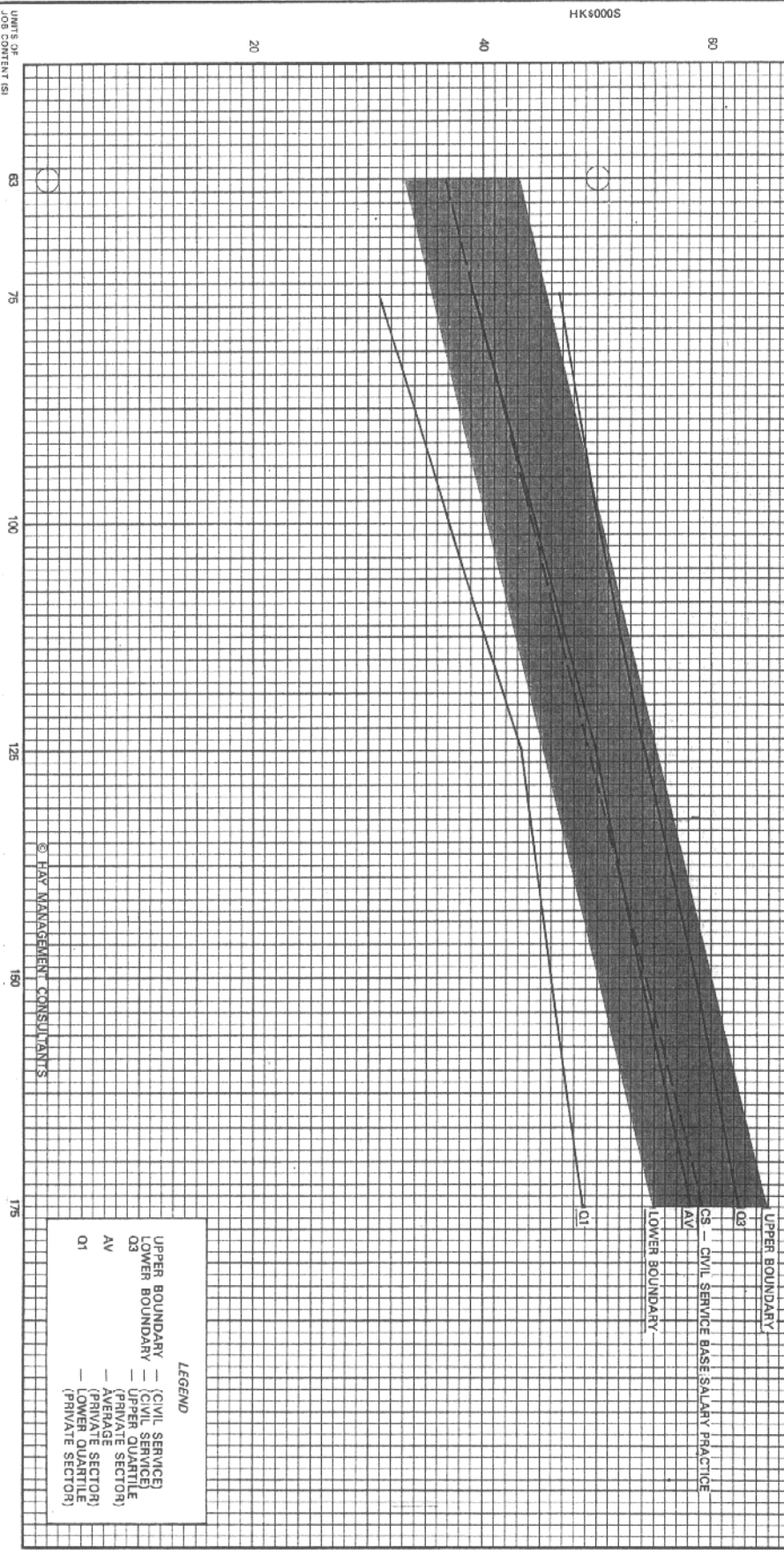
UNITS OF
100 COUNCIL PTS

C3	50.29	59.72	70.56	82.21
O1	32.71	38.05	44.04	50.04
AV	40.79	49.15	59.35	68.64
C5	52.00	61.48	70.97	80.45



CHART K
COMPARISON OF BASE SALARIES
IN THE
CIVIL SERVICE AND
THE PRIVATE SECTOR
FOR THE MODEL SCALE 1 BAND

HK60005



O3
 O1
 AV
 CS

46.82
 31.33
 39.39
 39.35

50.18
 37.29
 44.63
 44.30

54.30
 43.35
 49.95
 49.25

58.44
 46.22
 53.99
 54.20

62.30
 48.89
 58.24
 59.15

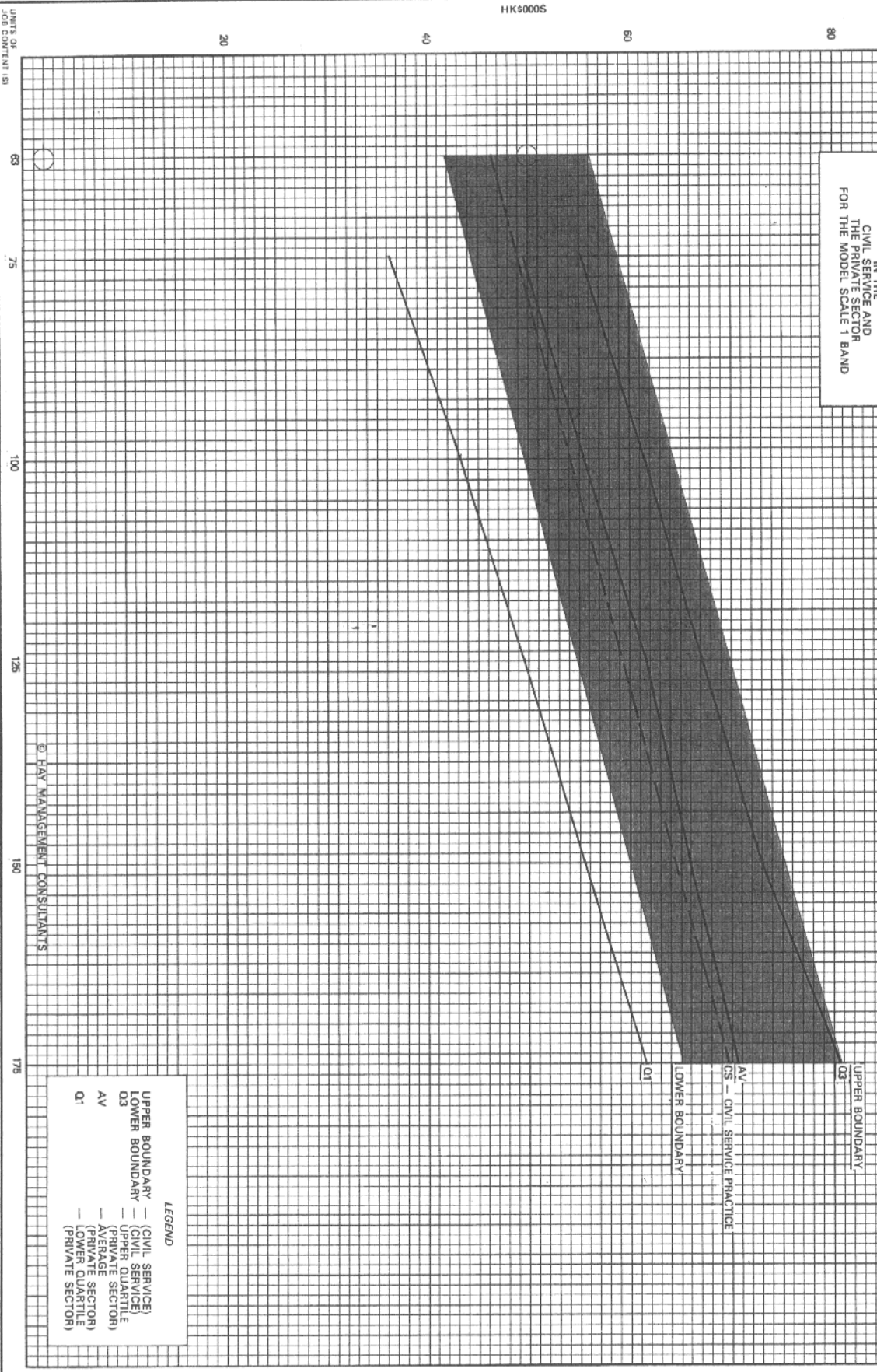
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LEGEND

UPPER BOUNDARY — (CIVIL SERVICE)
 LOWER BOUNDARY — (CIVIL SERVICE)
 O3 — UPPER QUANTILE (PRIVATE SECTOR)
 AV — AVERAGE (PRIVATE SECTOR)
 O1 — LOWER QUANTILE (PRIVATE SECTOR)



CHART 1
COMPARISON OF TOTAL PACKAGES
IN THE
CIVIL SERVICE AND
THE PRIVATE SECTOR
FOR THE MODEL SCALE 1 BAND



LEGEND

UPPER BOUNDARY — (CIVIL SERVICE)
 LOWER BOUNDARY — (CIVIL SERVICE)
 O3 — (UPPER QUANTILE)
 AV — (PRIVATE SECTOR)
 O1 — (AVERAGE SECTOR)
 CS — (LOWER QUANTILE)
 — (PRIVATE SECTOR)

UNITS OF JOB CONTENT (S)

O3 63 75 100 125 190 176
 O1 55 67 92 117 142 117
 AV 48 60 85 110 135 110
 CS 45 57 82 107 132 107

HK6000S