

CHAPTER 10

ACKNOWLEDGEMENTS

10.1 In Chapter 21 of Report No. 16, we thanked the Pay Research Advisory Committee for its contribution to the Pay Level Survey. We would like to reiterate our appreciation here since, without its advice, we could not have proceeded with the valuation of fringe benefits for the Pay Level Survey.

10.2 We would also like to thank the Pay Level Survey Advisory Committee once again. Its useful contribution throughout the Pay Level Survey has been of great benefit to us in formulating our recommendations and observations.

10.3 The Steering Group for the Pay Level Survey has put in a great deal of hard work and we would like to express our gratitude to its members. In particular, our Member, Mr. Gordon M. Macwhinnie, CBE, JP, as the Chairman of the Steering Group, the Pay Research Advisory Committee and the Pay Level Survey Advisory Committee, deserves our special appreciation in view of his dedication and guidance during the Pay Level Survey. Bearing in mind the time constraints imposed on the survey and the need for meticulous attention to detail, his effort is all the more commendable. We believe that this Report constitutes irrefutable evidence of his hard work and tenacity of purpose.

10.4 Our thanks are likewise extended to the many Government Departments and private sector companies which participated in the survey, giving so generously of their time and assistance. Without their co-operation, the Pay Level Survey would simply not have been possible. A list of the companies which participated in the survey may be found at Annex C of Hay's report, which is included at Appendix VIII.

10.5 Our thanks go to Messrs. Towers, Perrin, Forster and Crosby Inc. and Hay Management Consultants (Hong Kong) Ltd. for their valuable advice on the subjects referred to them. A great deal of work was involved in the survey by the consultants, particularly by Hay, and their contribution to the completion of the survey is gratefully acknowledged.

10.6 Finally, we accord a special gesture of thanks to the Secretary-General and his staff in the Commission Secretariat, whose dedication to duty, involving many hours of overtime and often under considerable pressure, has been in the best traditions of the Hong Kong Civil Service.