

25 February 1987

His Excellency Sir David Akers-Jones, KBE, CMG, JP,  
Acting Governor of Hong Kong.

Your Excellency,

Pay Level Survey for Non-Directorate Staff

On 4 February 1986, the Executive Council advised and Your Excellency ordered that the Standing Commission on Civil Service Salaries and Conditions of Service be invited to conduct a pay level survey in the 1986/87 financial year, to establish whether the remuneration of the civil service below the Directorate level, including both salaries and fringe benefits, was broadly in line with that of employees in the private sector doing comparable work.

In our First Report on the Pay Level Survey (Report No. 16), which we submitted to Your Excellency on 14 July 1986, we presented our recommendations on the methodology to be used for the Pay Level Survey. On 14 August 1986, Your Excellency accepted our proposed methodology, subject to certain modifications, which we have since incorporated.

We now have the honour to submit our Second and Final Report on the Pay Level Survey, containing the findings of the 1986 Pay Level Survey which was carried out in accordance with the methodology as endorsed by Your Excellency.

We have the honour to be  
Your Excellency's obedient servants,

(S.Y. Chung)  
Chairman

Kim Y.S. Cham

Therese H.C. Chan

Stanley G. Elliott

Victor K.K. Fung

Vincent H.C. Ko

Alice Lam

Gordon M. Macwhinnie

Poon Chi-fai

Andrew K.W. So