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2 March 2012

Clerk to Panel
Panel on Public Service
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong
(Attn: Miss Lilian Mok)

Dear Miss Mok,

Starting Salaries Survey and Pay Level Survey

Thank you for your letter of 22 February 2012, enclosing a list of follow-up actions after the Panel Meeting on 20 February 2012.

Regarding item 6 on the list, we provide at **Annex** the findings of the 2006 Pay Level Survey. In the Survey, staff on the Model Scale 1 Pay Scale belonged to Job Level 1, and the Civil Service Pay Indicator was 3% higher than the Private Sector Pay Indicator at Job Level 1.

We would be grateful if you could kindly pass this letter to Members for information.

Yours sincerely,

A handwritten signature in cursive script, appearing to read 'Winnie Chui'.

(Miss Winnie Chui)
for Secretary for the Civil Service

Findings of the 2006 Pay Level Survey

Job Level	Civil Service Pay Indicator*	Private Sector Pay Indicator[#]	Difference[^]
Job Level 1 (MPS 0 – 10 & MOD 1)	\$139,055	\$135,113	+3%
Job Level 2 (MPS 11 – 23)	\$275,575	\$280,758	-2%
Job Level 3 (MPS 24 – 33)	\$479,243	\$457,722	+5%
Job Level 4 (MPS 34 – 44)	\$790,947	\$794,965	-1%
Job Level 5 (MPS 45 – 49)	\$1,049,361	\$1,106,342	-5%

Notes:

- * *Civil service pay indicator at each job level is determined by the notional mid-point salary plus the actual average expenditure on fringe benefits.*
- # *Private sector pay indicator at each job level is determined by the upper third quartile (P75) of total cash compensation of private sector pay.*
- ^ *A positive difference means that the civil service pay indicator is larger than the private sector pay indicator, and vice versa. No adjustment would be made to the relevant civil service pay points where the difference between the two pay indicators is within the +/- 5% range.*

*MPS stands for Master Pay Scale.
MOD 1 stands for Model Scale 1 Pay Scale.*