

公務及司法人員薪俸及服務條件諮詢委員會聯合秘書處  
Joint Secretariat for the Advisory Bodies on Civil Service and  
Judicial Salaries and Conditions of Service

本會檔號 Our Ref.: JS/SC6/PIU/20

LC Paper No. CB(4)246/14-15(01)

尊函檔號 Your Ref.: CB(4)235/14-15(02)

電話 Tel.: 2912 8528

9 December 2014

Clerk to Panel on Public Service  
Legislative Council  
Legislative Council Complex  
1 Legislative Council Road  
Central  
Hong Kong  
(Attn: Miss Mary SO)

Dear Miss SO,

**The Administration's Response to the Issues Raised at the Meeting of  
Panel on Public Service held on 17 November 2014**

At the meeting of the Legislative Council Panel on Public Service held on 17 November 2014, the Administration was requested to provide the following information:

- (a) breakdown of the private sector pay indicator for each Job Level ("JL") set out in Table 5 of the Standing Commission on Civil Service Salaries and Conditions of Service's Report on the Civil Service Pay Level Survey 2013; and
- (b) reason(s) why only 80 private sector organisations provided data for JL 5 and the data of the matched private sector jobs for JL 5.

2. The relevant information is set out at Annex for Members' reference.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'F. Chan', written in a cursive style.

(Ms Florence CHAN)  
for Secretary General,

Joint Secretariat for the Advisory Bodies on  
Civil Service and Judicial Salaries and Conditions of Service

## Annex

### **(a) Breakdown of the private sector pay indicator for each Job Level (“JL”)**

The private sector pay indicator for each JL is derived by aggregating the base salary, the variable pay and fringe benefits paid in cash for that particular JL. The breakdown of private sector pay indicators for each JL is set out below –

Job Level	Base Salary (Annual)(\$)	Variable Pay and Fringe Benefits paid in Cash (annual)(\$)	Private Sector Pay Indicator (annual)(\$)
	(a)	(b)	(c)=(b)+(a)
Job Level 1	169,377	13,159	182,536
Job Level 2	310,622	27,167	337,789
Job Level 3	542,397	71,901	614,298
Job Level 4	817,520	106,114	923,634
Job Level 5	1,141,771	192,198	1,333,969

### **(b) Reason(s) why only 80 private sector organisations provided data for JL 5 and the data of the matched private sector jobs for JL 5**

2. Under the broadly-defined Job Family-Job Level method, civil service benchmark jobs are compared with private sector jobs which are broadly comparable in various job-related aspects including the job content, work nature, level of responsibility and typical requirements on qualification and experience.

3. Civil servants in JL 5 are senior managers and lead professionals. In general, they possess a wealth of expertise and play an important role in implementing Government policies and projects and discharge higher-level duties, such as strategic planning, supervision of large-scale projects, and provision of professional advice, etc. They also need to take up supervisory duties.

4. Depending on the organisation hierarchy, broadly comparable counterparts of these senior managers and lead professionals are not available in some of the participating organisations, especially those with a relatively flat organisation hierarchy. Out of the 128 participating organisations, 80 organisations have identified broadly comparable counterparts of JL 5 jobs and provided data for this JL.