

**The Administration's response to the issues raised by
Legislative Council Panel on Public Service on
the Pay Level Survey and
the development of an improved pay adjustment mechanism
at the meeting held on 20 November 2006**

(i) *Distribution by economic sectors*

As at end November 2006, the Phase Two Consultant commissioned by the Administration to conduct the Pay Level Survey (PLS) has completed job matching interviews with 98 private sector companies which have agreed to take part in the PLS. Their distribution by economic sectors is as follows:

<u>Economic Sectors</u>	<u>Number of Companies</u>
Community, Social and Personal Services	16
Construction	20
Financing, Insurance, Real Estate and Business Services	20
Hotels and Restaurants	5
Manufacturing	9
Transport, Storage, Communication and Utility	13
Wholesale, Retail and Import/Export	15

(ii) *Employment size*

2. The actual employment size of the private sector companies will be known only when the PLS has been completed. At this stage, we only have a rough estimate of their number of employees by range as follows:

<u>Employment Size(Number of Staff)</u>	<u>Number of Companies</u>
Between 100 and 300	23
Between 301 and 500	20
Between 501 and 1000	25
Between 1001 and 5000	24
Above 5001	6

(iii) Posts selected for job matching

3. The Phase Two Consultant is responsible for identifying private sectors jobs in the surveyed private sector companies that are broadly comparable with the relevant civil service benchmark jobs. The Consultant is currently undertaking this work through interviews and discussions with the concerned companies and, is, therefore, not yet in a position to provide the job matching results.

Civil Service Bureau
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