

CHAPTER 17

SCHOOL PASSAGES

17.1 INTRODUCTION

Proposal in Report No. 7

17.1.1 School passages were not amongst the benefits considered in our Report No. 7.

17.2 WORKING GROUP'S VIEW

17.2.1 The Working Group considered school passages together with Overseas Education Allowances and did not make separate comment on school passages.

17.3 PAY RESEARCH ADVISORY COMMITTEE'S PRELIMINARY VIEW

School Passages in the Civil Service

17.3.1 In the civil service, local officers with dependent children being educated in the United Kingdom and overseas officers with dependent children being educated in their country of origin, at a recognized educational establishment, were entitled to claim up to five student passages during a period of 30 months (2½ student passages if the children were between 19 and 21) so that they could visit their parents in Hong Kong. Travelling expenses in the country of education might be claimed on each occasion a school passage was taken. Baggage allowances were also payable when a child began or finished education overseas. As an alternative to children visiting their parents in Hong Kong, the cheapest economy return passages from Hong Kong to the country in which the children were being educated could be provided for the spouse of an officer to visit their children, provided that more than one child was being educated in the country to be visited. Travelling expenses in the country of education, in connection with such a visit, were also payable.

17.3.2 For pay level surveys, because the number of passages granted was small relative to the number of civil servants eligible, the Pay Research Advisory Committee considered that it would be inappropriate to include school passages in public sector total packages.

School Passages in the Private Sector

17.3.3 In the private sector, it is very unusual for companies to provide school passages to local employees. For this reason and for the sake of consistency, therefore, the Pay Research Advisory Committee felt that school passages should not be included in private sector total packages.

17.4 CONSULTANTS' ADVICE

17.4.1 School passages were not referred to TPF & C for advice.

17.5 PAY RESEARCH ADVISORY COMMITTEE'S RECOMMENDATION

17.5.1 The Pay Research Advisory Committee recommended that school passages, in both the civil service and the private sector, should be excluded from total packages for pay level comparisons.

17.6 VIEWS EXPRESSED AT PAY LEVEL SURVEY
ADVISORY COMMITTEE MEETINGS

17.6.1 The Hong Kong Institute of Personnel Management suggested that since school passages and education allowances were closely related, it was suggested that the case for school passages should be reconsidered if the case for Overseas Education Allowances was reviewed. (Paragraph 4.6 of the PLSAC's Report Part II at Appendix X refers).

17.7 STANDING COMMISSION'S RECOMMENDATION

17.7.1 We recommend that school passages in both the private and the public sectors should similarly be excluded from total packages for pay level comparisons since Overseas Education Allowances are excluded from total packages in both sectors.