

Grading Factors

Main Factors

- A The Importance of the Department to Hong Kong, taking into account the economic or social effects on Hong Kong of good or bad decisions taken by the head of department, and of good or bad judgement exercised by him.
- B The Financial Effects or implications on Government funds, having regard not only to the size of the funds controlled, but also to the difficulty of ensuring efficient control and the extent to which the head of department is in a position to vary revenue and expenditure by taking decisions and exercising judgement.
- C The Difficulty of the Decisions to be taken and the difficulty of the judgement to be exercised, having regard to the amount of planning and forecasting required, the amount of information and guidance available and the nature of the problems.
- D The Time Available in times of stress to take the decisions or assess the situation.

- E The Difficulty of Administering the Department, taking into account its size, complexity and geographical location, and the variety and nature of its duties.
- F The Political/Social Abilities required, taking into account the political, social and public relations duties of the head of department within Hong Kong or overseas.

Additional Factors

- G The Leadership Required as regards staff, morale and man-management and the importance of these factors to the efficiency of the department.
- H The Market Value of the Director outside the Government service, taking into account his qualifications and experience and the demand for his services.
- I The Personal Responsibility of the head of department in addition to his normal duties as the head of his department.

J The Inter-relationship with other departments,  
taking into account the extent to which the  
department is called upon to advise other  
departments.