

**THE HONG KONG INSTITUTE OF SURVEYORS
JUNIOR ORGANIZATION**

&

**THE ROYAL INSTITUTION OF CHARTERED SURVEYORS
HONG KONG BRANCH, JUNIOR ORGANIZATION**

REPORT

ON

**SURVEYING GRADUATES' SALARY & EMPLOYMENT SURVEY
1992**

APRIL 1993

© Copyright Reserved

CONTENTS

EXECUTIVE SUMMARY

- 1 INTRODUCTION
- 2 POPULATION
- 3 METHODOLOGY
- 4 GENERAL PARTICULARS
- 5 EMPLOYMENT
- 6 SALARY INCOME
- 7 TRAINING
- 8 OTHER COMMENTS
- 9 CONCLUSION
- 10 RECOMMENDATIONS

FIGURES

ANNEX 1 : SAMPLE COPY OF THE QUESTIONNAIRE

ANNEX 2 : SUMMARY OF STATISTICAL RESULT

ANNEX 3 : SUB-COMMITTEE MEMBERSHIP

All rights reserved. No part of this publication may be reproduced or transmitted in any form or by any means without the written permission of the Junior Organization of the HKIS and RICS(HKB).

1 Introduction

- 1.1 In March 1992, the then Committee of the Junior Organization (JO) realised that in order to improve services to its members, there was a need to collect and understand the members' particulars, one of which was the salary spectrum of surveying graduates.
- 1.2 Generally, "Salary" is taken as a personal matter, however a market rate would be an useful indicator to both surveying graduates and their employers.
- 1.3 A sub-committee was formed to undertake this survey from September to December 1992. The Sub-committee considered that the purposes of this survey would be threefold :-
 - 1.3.1 To understand the wide range of particulars, in terms of employment and qualifications, of the JO members;
 - 1.3.2 To reveal the salary spectrum of the surveying graduates as at 1st October 1992;
 - 1.3.3 To collect the graduates' views on the present situation of the on-job training leading to their TPC/APC, and then professional surveying qualification.
- 1.4 This report contains the main findings of the survey of which a brief summary will be published in "Surveying".

2 Population

- 2.1 The sub-committee intended to include all JO members who have graduated since 1989, ie those with not more than 3 year working experience. However, the membership record maintained in the Joint Office was unable to identify those members falling within this period.
- 2.2 The Sub-committee managed to pick up a list of young members from the JO's membership record. In addition, it was considered to be appropriate to include those potential members who recently graduated in relevant courses of the Hong Kong University, the City Polytechnic of Hong Kong and the Hong Kong Polytechnic. This was achieved through the help of the Departments at the University / Polytechnics and student representatives of JO Committee.
- 2.3 A thousand questionnaires were sent out. The response rate was 31.1% representing 311 completed or partially completed valid questionnaires. 23.2% of the respondents graduated before 1989. Though they were beyond the scope of this survey, it was decided to present an overall picture. As far as possible, the salary spectrum is presented in such a way for the readers to distinguish them from other graduates.
- 2.4 Compared with the result of a similar survey conducted by Estates Gazette in UK in February 1992 (22%), the response rate was not unreasonable low.

3 Methodology

- 3.1 As personal salary was deemed to be private information, the survey was conducted in the form of a self-completed questionnaire. To ensure confidentiality, no signature or name was required. In addition, upon the completion of this survey, all returned questionnaires would be destroyed.
- 3.2 No pilot test had been conducted when drafting the questionnaire. However, the draft had been scrutinized by members of the JO Committee. A thousand questionnaires with stamped returned envelopes were sent out for this survey. A sample of the questionnaire is attached to this report in Annex I.
- 3.3 The data obtained in the returned questionnaires were analysed with the application of a data-base programme. To highlight the salary difference of graduates with different backgrounds, in education and employment, the data was analyzed by means of dividing into several groups.
- 3.4 However, the analysis would probably be varied in relation to the extent of sample size. As such, the readers are reminded to take a cautious view in interpreting the information presented in this report.

4 General Particulars

- 4.1 Generally, the survey confirms that the coverage of RICS(HK) is wider than that of HKIS. 277 out of 311 respondents were associate members or attached members of RICS whereas only 139 were registered with HKIS. (Fig 1)
- 4.2 The response from the QS Division was greater than the other divisions. As there was only a limited response from both the LS and P&D divisions, their data has been analyzed together with other suitable sectors to avoid any undesirable disclosure. The distribution of the responses is summarised in Fig 2.
- 4.3 The result probably indicates that the surveying field is still dominated by Male. Only 20% of the respondents are female. (Fig 3)
- 4.4 The age distribution of the respondents was highly concentrated in the age band of 21-25. However, the presence of a significant percentage within the age band of 26-30 may indicate that some of the graduates had years of work experience before taking the CEM Diploma Course, for instance. (Fig 4)
- 4.5 Academic Qualification
 - 4.5.1 The survey indicated that more degree-holders entered into the surveying field. (Fig 5) Local polytechnics, followed by overseas polytechnics were dominant in the surveying education. (Fig 6)
 - 4.5.2 76.2% of the respondents have graduated since 1989. More specifically, the response was evenly distributed in terms of the years of working experience. (Fig 7)
 - 4.5.3 18.5% of the respondents stated that they had currently undertaken a further study. Law was the most popular subject taken by the graduates. Some graduates claimed that they were still pursuing the subject of surveying through correspondence courses. (Fig 8)
 - 4.5.4 Only a few (5.8%) reported that they had obtained other professional qualifications. Most of them are ACI Arb and MCI OB. (Fig 9)

5 Employment

- 5.1 With only 1% unemployment rate, it indicated that the labour market in the surveying field was in a full employment situation. (Fig 10) In view of the high response rate from the QS division, it was obvious that a large proportion (47.6%) of the respondents were working in the QS field, which was followed by the GP (23.8%). (Fig 11)
- 5.2 The private practice firm (44.4%) was still playing a significant role in taking up the surveying graduates. This was followed by the Government (19.3%) and Construction Company (18.0%). (Fig 12)
- 5.3 The survey revealed that most of the members (50.2%) had only one salary review in 1991. (Fig 13)
- 5.4 April (31.8%) was the most popular month in 1991 for reviewing salaries. The other popular months were January (23.2%) and July (13.1%). (Fig 14)
- 5.5 The survey indicated that quite a number of members (40.0%) were not aware of the way in which salary reviews were made. However, it also demonstrated that the most popular way in reviewing salaries was "Company wide flat rate plus performance". (Fig 15)
- 5.6 The survey indicated that a moderate salary increase of 10-15% was expected in the forthcoming year. In fact, this range was the most frequently applied range to the surveying graduates in 1991. (Fig 16)
- 5.7 The most popular kind of benefits offered by the employers was the "Contributory Pension/Provident Fund". (Table 1)

Fringe Benefits	No.	%
Pension - Contributory	114	45.4
Pension - Non-contributory	31	12.4
Home Purchase Allowance	25	10.0
Subsidised Study	66	26.3
Contract Gratuity	10	4.0
Health Insurance	164	65.3
Professional Subscription	43	17.1
Travel Allowance	4	1.6
Duty Meal	1	0.4

250 Responded

Table 1 Fringe Benefits

- 5.8 Only half of the graduates felt comfortable on their present salary level and benefit. Only 2 stated that they were overpaid. (Fig 17)
- 5.9 The survey revealed that quite a number of graduates (25%) intended to leave their present companies over the next three months. (Fig 18) Most of them were dissatisfied with the job/organisation (52%) and also would like to have an improved salary (48%). (Fig 19)

- 5.10 54.4% claimed that they intended to leave the present company after obtaining a professional surveying qualification. (Fig 20)
- 5.11 "Nature of work" was the most important criteria considered in job selection. Others were "Promotion Prospects" and "Job Satisfaction". The factor of "Migration Opportunity" was ranked as the least important. (Fig 21)

6 Salary Income

6.1 In the survey, the graduates were asked to supply their income level as at 1st October 1992. To reflect the actual earning power of the graduates, two ways of measurement were adopted in this report.

6.1.1 for those fresh graduates leaving school in the Summer of 1992, only the monthly income (ie Basic Salary + Allowance + Commission) was considered; whereas

6.1.2 for those other graduates a proxy of the monthly equivalent salary income which was computed by the means of the following equation

$$\frac{\text{Plus} \quad \text{(Basic Salary x No. of Months in 1991).}}{\text{Divided by} \quad \text{(Monthly allowance + Commission) x 12}}{12}$$

was taken into consideration.

6.2 The salary spectrum was analysed by grouping the graduates in accordance with the educational, professional and working backgrounds. Only the median salary income for each group was used here. (A comprehensive statistical result is attached to this report in Annex II.)

6.3 Being affected by the sample size, the result for certain sub-groups may provide a distorted or biased picture. In order to minimise this undesirable effect, the salary income for each group plotted against the years of working experience would probably provide a reasonable trend.

6.4 As shown in Fig. 22, the earning power of the graduates in all disciplines was generally on an upward trend. Both BS and GP had a substantial review in their 3rd year, whilst the QS only had such jump in his 4th year. A possible explanation for this discrepancy could be the variation in the minimum period of professional experience required for TPC/APC in each respective division.

6.5 As shown in Fig. 23, graduates working in the Government received a higher starting salary but this situation declined over time. In their 4th year, other graduates reduced the gap with better pay. Relatively speaking, graduates in the Private Practice earned less whereas graduates in the Public Corporations received the highest pay.

6.6 The survey indicated that graduates working in the QS field received the lowest salary in median term. (Fig. 24)

6.7 However, no clear trend could be identified in examining the effect caused by different academic backgrounds as the data shown in Fig. 25 was quite varied.

- 6.8 As shown in Fig. 26, the survey confirmed that the graduates working at senior levels earned more, which sound fair. Furthermore, the survey indicated that professional qualification was important for the graduates in improving their salaries level. (Fig. 27)

Table 2 Median Monthly Salary Income of Surveying Graduates

Year of Graduate	BS	GP	QS	Overall
1992	9,358	8,500	7,000	8,000
1991	10,715	11,633	11,474	11,340
1990	14,000	13,000	11,917	13,000
1989	22,000	19,833	15,004	16,250
Pre-1989	20,583	24,928	24,750	24,803

7 Training

- 7.1 Only the members (250 out of 313) who were not professional associates were asked for their comments on training. The result is summarised below.
- 7.2 58% (145) reported that they were satisfied with the training provided by their organisation whilst 36% (90) reported the contrary. (no response : 15)
- 7.3 Only 28% (71) stated that they were working under a proper training scheme. (no response : 14)
- 7.4 58% (145) stated that no provision of job rotation was available in their employment. Merely 35.2% (88) stated yes. (no response : 17)
- 7.5 Most of the graduates (77%) preferred having a wider exposure in training. This is followed by "Guidance" (55%) and "Job Rotation" (49%). (Fig 28)
- 7.6 Slightly less than half (46.8%) of the graduates expected that they would be well equipped to be a competent surveyor under the present training. Whereas 46.4% felt the contrary.

8 Other comments

- 8.1 33 respondents did share some personal comments in this section. The comments were categorised in the following seven areas :

<u>Area</u>	<u>No. of Respondents</u>
TPC/APC	5
Training	17
Salary	3
Professional Image	3
JO's role	4
Employment	3

Table 3 List of Other Comments

- 8.2 Quite a large number of the comments received were in respect of the Training. In particular, some of them, working in private as well as public sectors, pointed out that no proper on-job training scheme was provided. The major reason given was that the graduates were taken as production staff rather than as trainees. Perhaps, self-initiative was considered important in obtaining the training as one of the BS Probationers stated that

"Most of experience are gained through self-studying together with little guidance and supervision from the supervisor, under such circumstances, the training programme should be reviewed."

- 8.3 In the light of this, one GP Probationer requested "The RICS/HKIS should closely supervise the training schemes offered by the surveying firms and the qualities of both the training scheme and the qualified surveyors."
- 8.4 In respect of the format of TPC/APC, some QS probationers commented that the present assessment scheme could cause an unfair situation. On the other hand, one GP Probationer felt that the written part of the new APC was not necessary.
- 8.5 Some graduates commented that they were totally confused about the role played by the JO and the Main Council of the Institutions. One BS Graduate suggested that "HKIS should organise some seminars for the graduate students on the way to be a Chartered Surveyor because many graduate students ... do not have any idea on these areas, such as how to join the organisation, the difference between RICS & RICS(JO)..."
(Underlines are added by the editor)
- 8.6 Other comments touched upon the low starting salary for the surveying graduates compared with other professions, the need to improve the professional image of surveying, as well as the limited job opportunities provided in the present market.

Conclusion

- 9.1 With the support of its member, the Surveying Graduates' Salary & Employment Survey received a response rate of 31.1%, where 49% of the respondents were from the QS division.
- 9.2 The survey indicated that the graduates consisted mainly of degree holders educated in both local and overseas polytechnics.
- 9.3 Most of the graduates were working in private practice firms even though they obtained slightly lower salaries.
- 9.4 In the forthcoming salary review, most of the graduates expected a moderate increment of 11-15%, which was consistent with the increment level that most graduates received in 1991.
- 9.5 About one out of four surveying graduates claimed that they had considered looking for a new job over the next 3 months. The most common grounds were "Dissatisfaction with Job/Organisation" and "Improved Salary". In the light of this, most of the graduates would consider the "Nature of Work", "Promotion Prospects" and "Job Satisfaction" when selecting a new job.
- 9.6 The cross-sectional analysis of the salary spectrum indicated that the graduates working in the Government sector would receive a higher starting salary but this situation would soon fade out over two or three years after graduation.
- 9.7 As indicated in the survey, possession of a professional qualification could enable the graduates to improve their salary substantially.
- 9.8 Most of the respondents stated that there was no proper training scheme provided in their present job. In addition, a strong view expressed in this survey indicated the desire of the graduates to have a wide exposure with proper guidance in their on-job training.
- 9.9 In the light of inadequate training, only about half of the graduates claimed that they would be well equipped to be a competent surveyor in their present training environment.

10 Recommendations

- 10.1 Overall, the survey was successful in revealing some of the interesting features existing in the surveying field. To extend this success, the survey should be conducted on a regular basis, say Bi-annual basis. As indicated in the survey, the appropriate time to conduct the salary survey should be July as most of the members had a salary review in the first half of the year.
- 10.2 In response to the fairly strong criticism on the provision of on-job training, a more detailed survey examining the source of the problems in training provision, for instance, should be conducted by JO soon.
- 10.3 Similarly, appropriate public relation measures should be carried out to introduce the role of JO as some surveying graduates voiced that the current situation was confusing.
- 10.4 To facilitate the future survey, the existing membership record should be updated on a regular basis, particular with the capability to shortlist the members by year of entry or age.

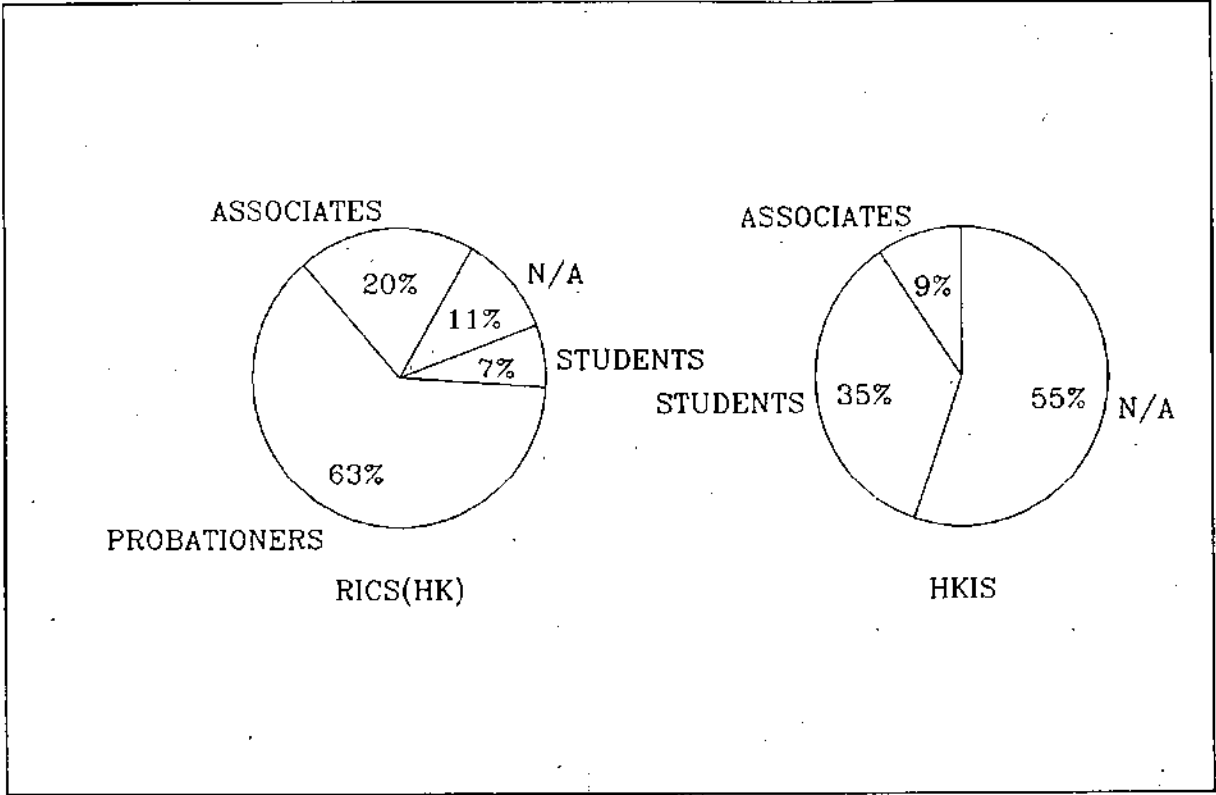


FIG 1 MEMBERSHIP DISTRIBUTION

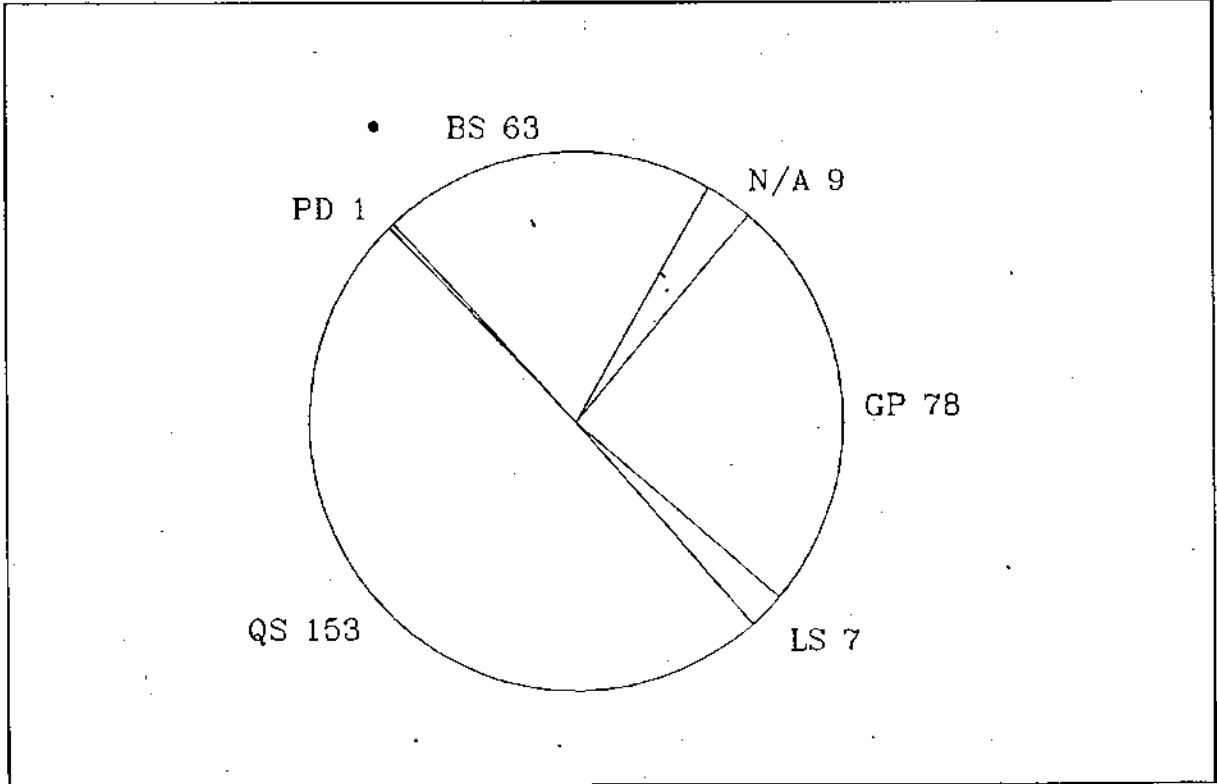


FIG 2 DIVISION DISTRIBUTION

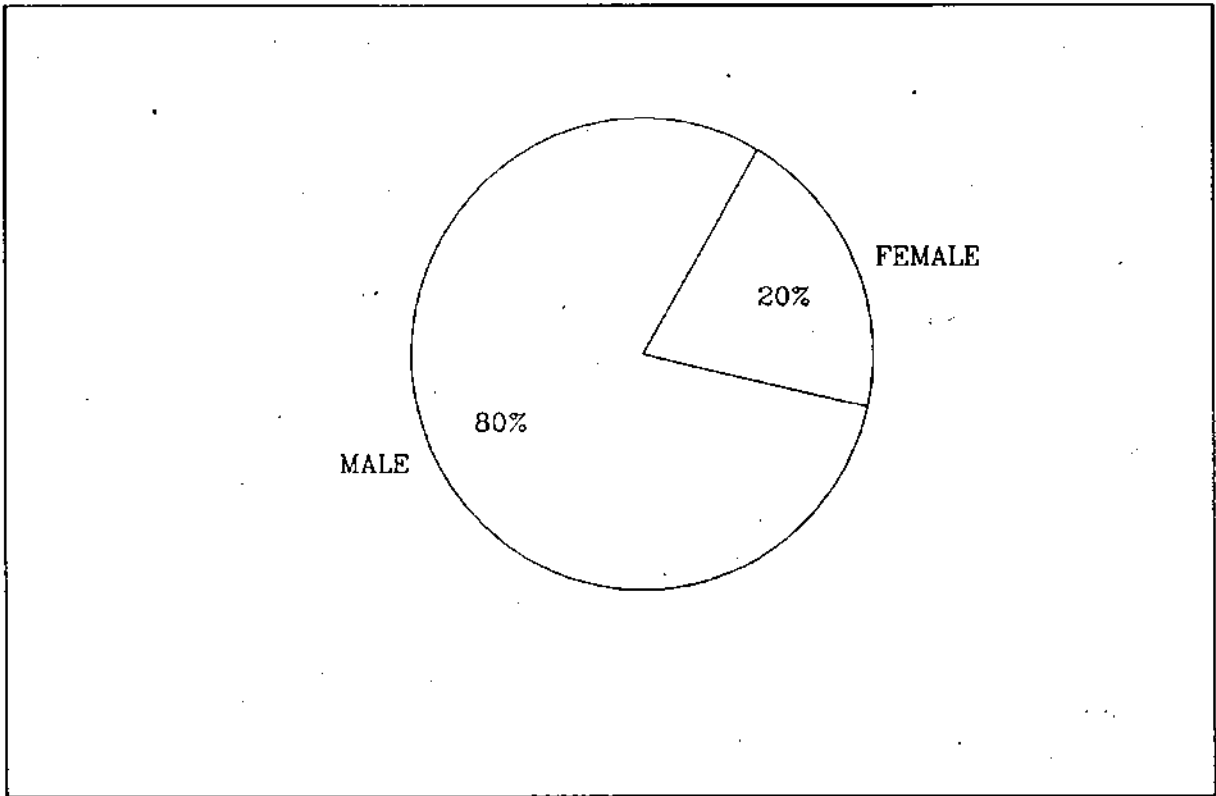


FIG 3 SEX DISTRIBUTION

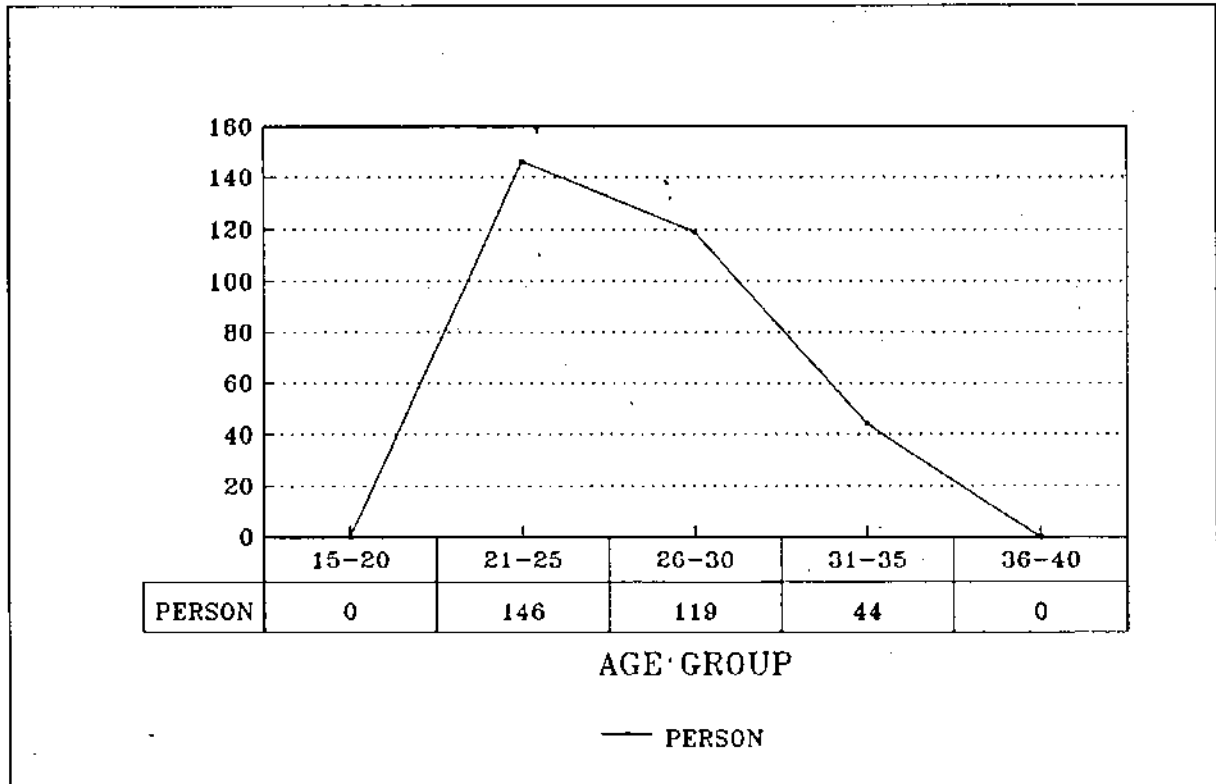


FIG 4 AGE DISTRIBUTION

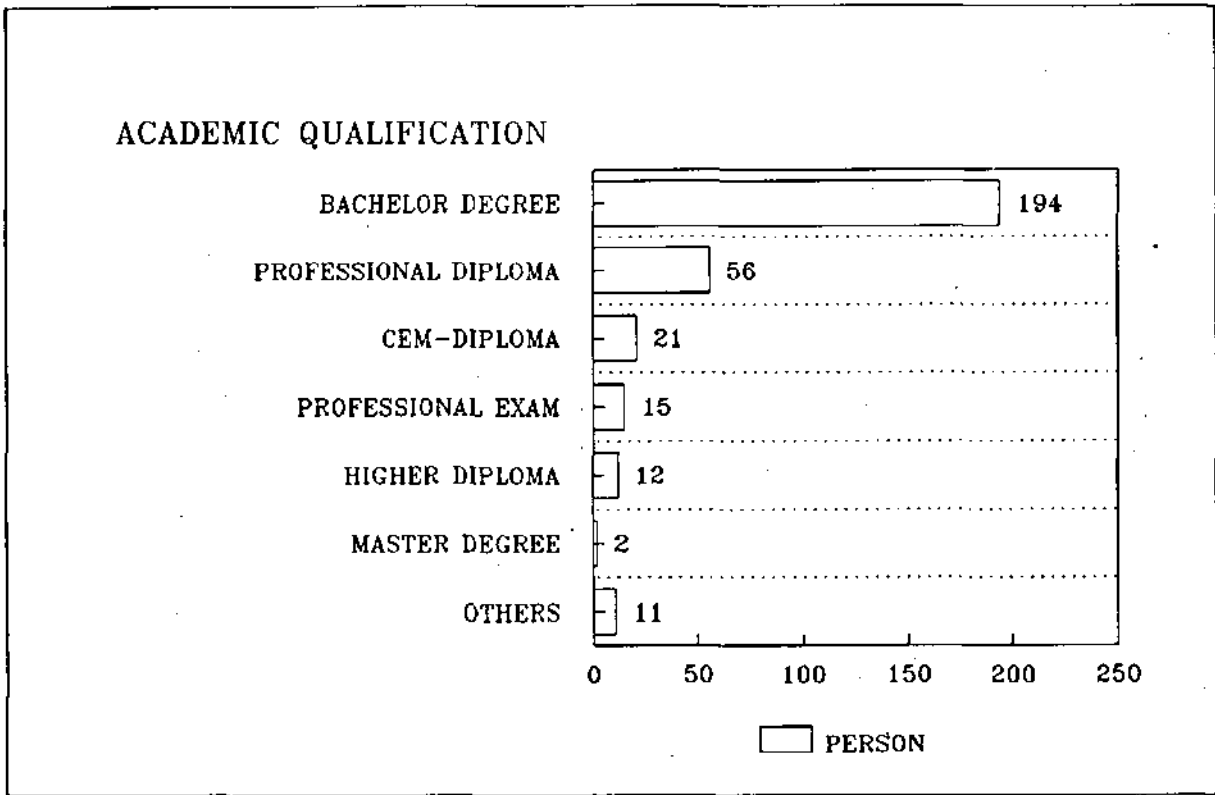


FIG 5 ACADEMIC BACKGROUND

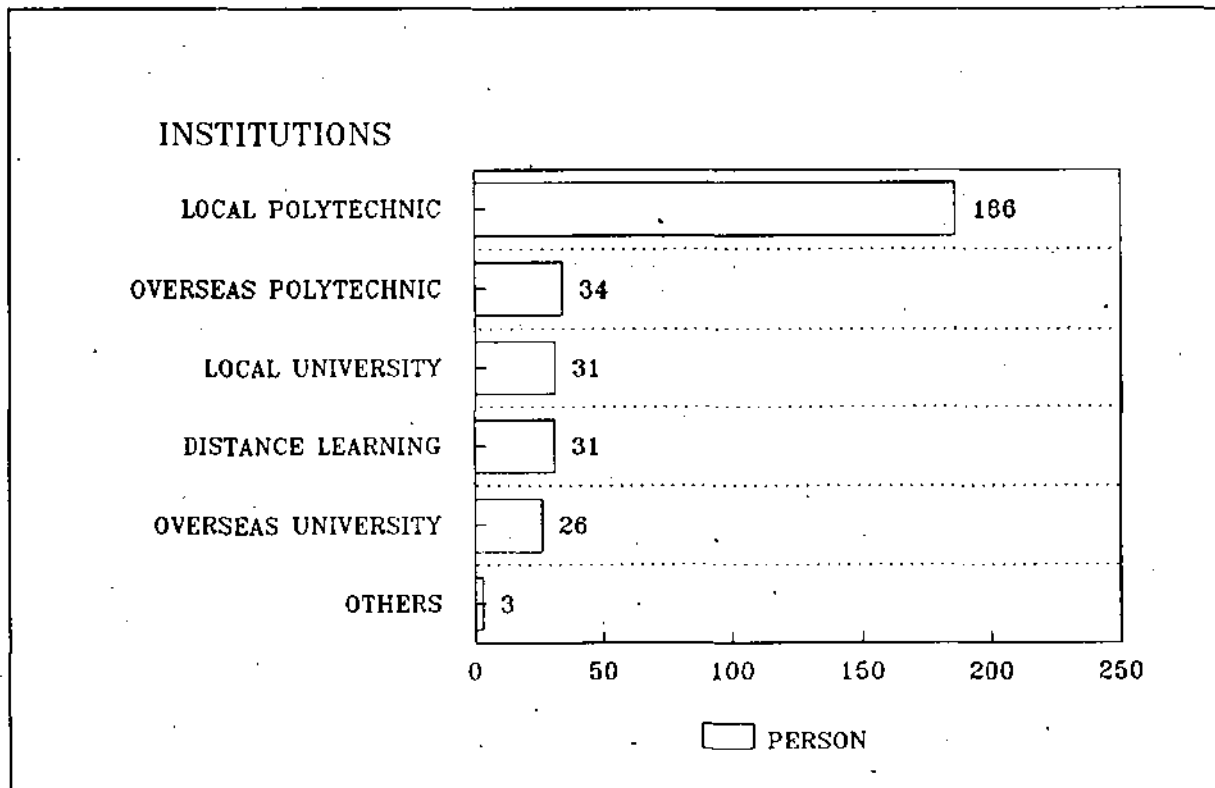


FIG 6 EDUCATIONAL INSTITUTIONS

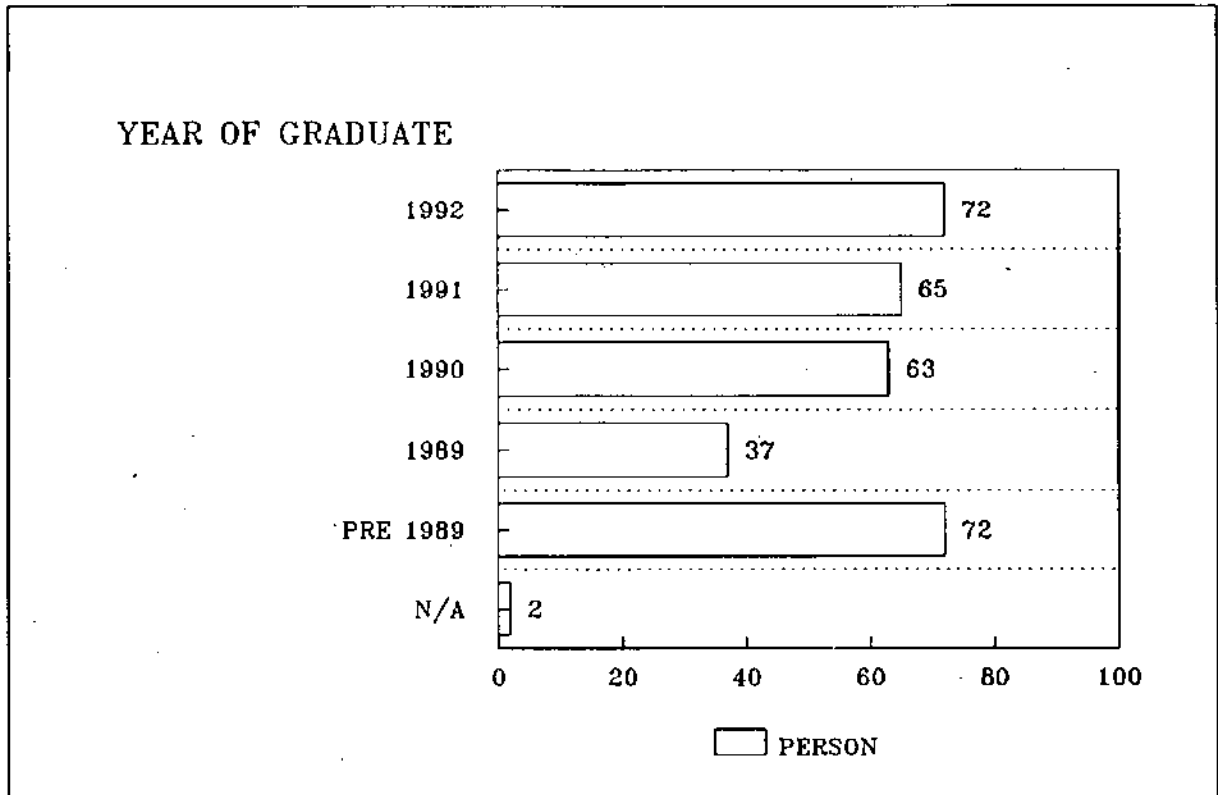


FIG 7 YEAR OF GRADUATE

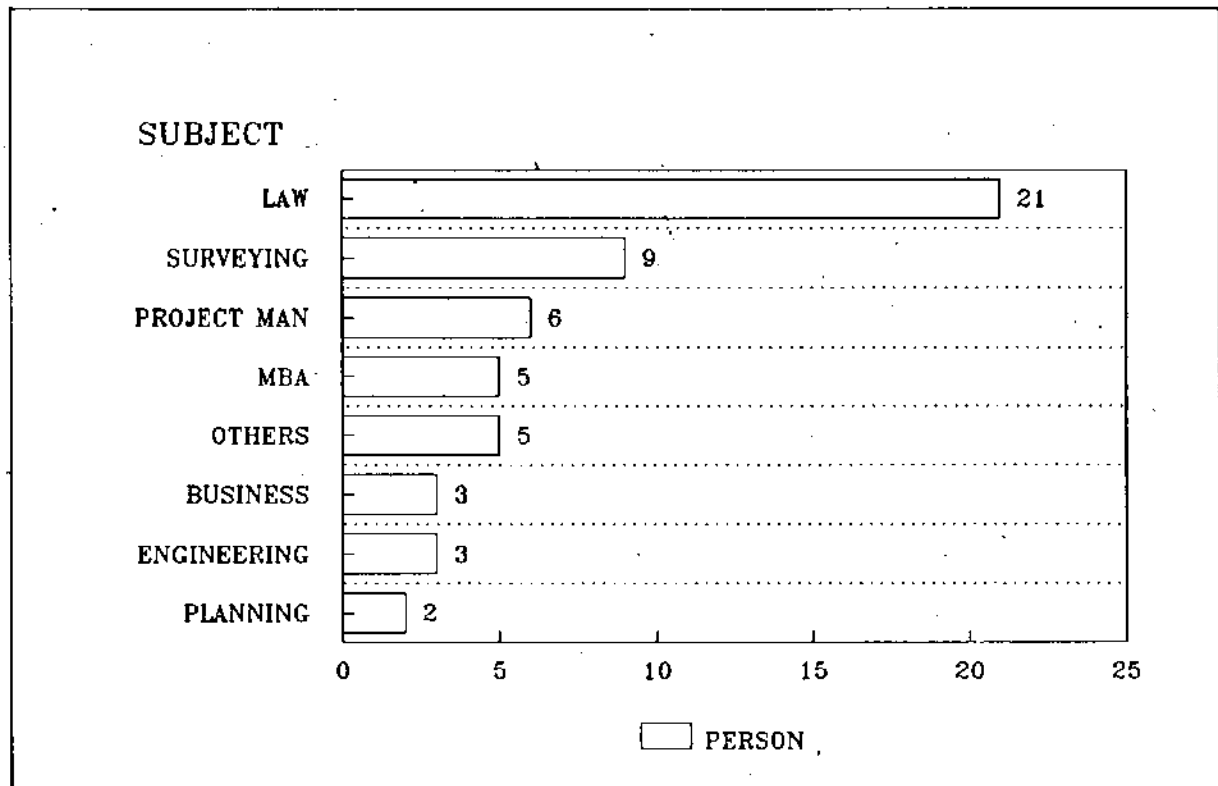


FIG 8 FURTHER STUDY

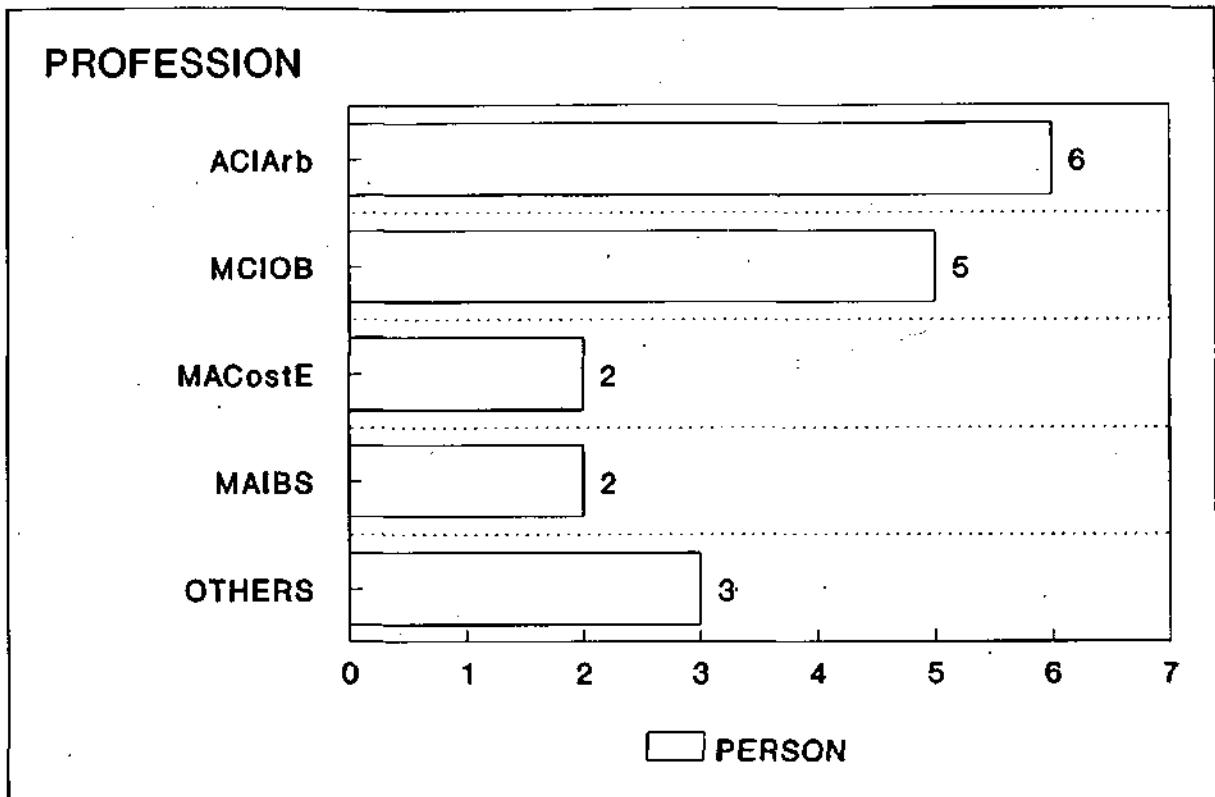


FIG 9 OTHER PROFESSIONS

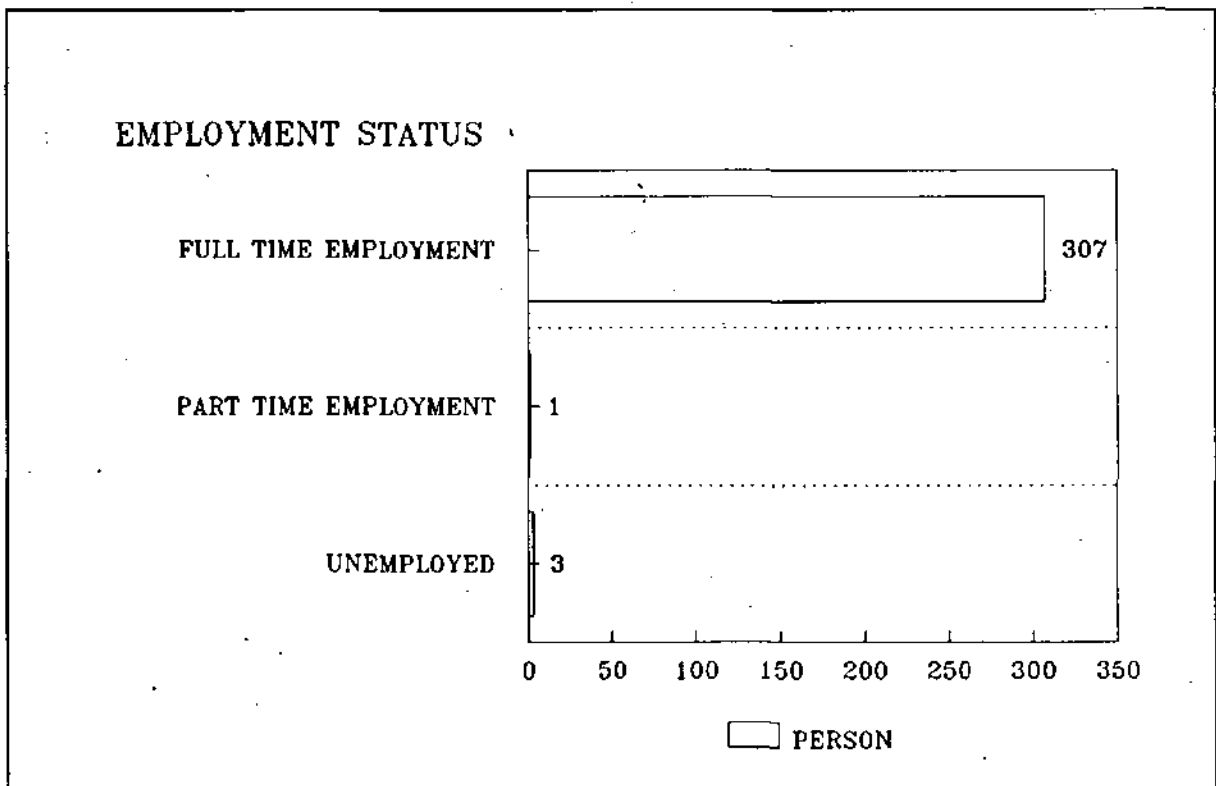


FIG 10 EMPLOYMENT SITUATION

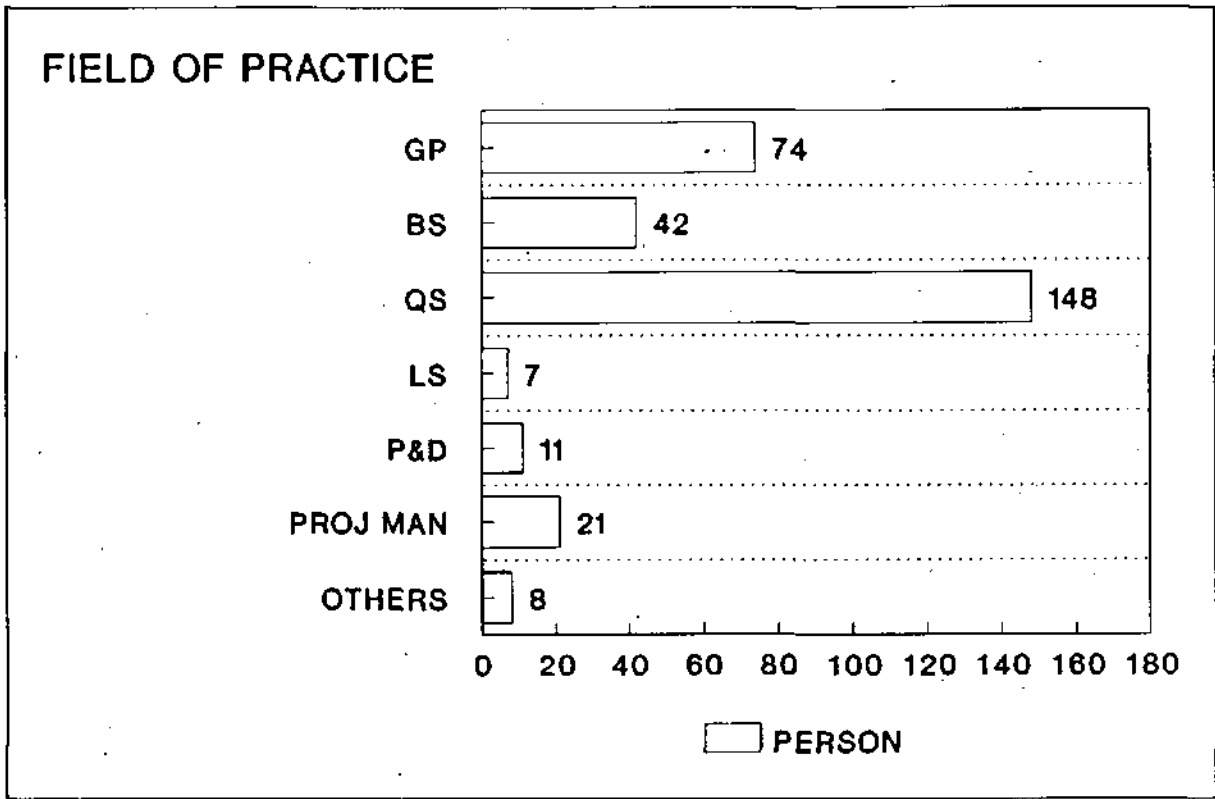


FIG 11 FIELD OF PRACTICE

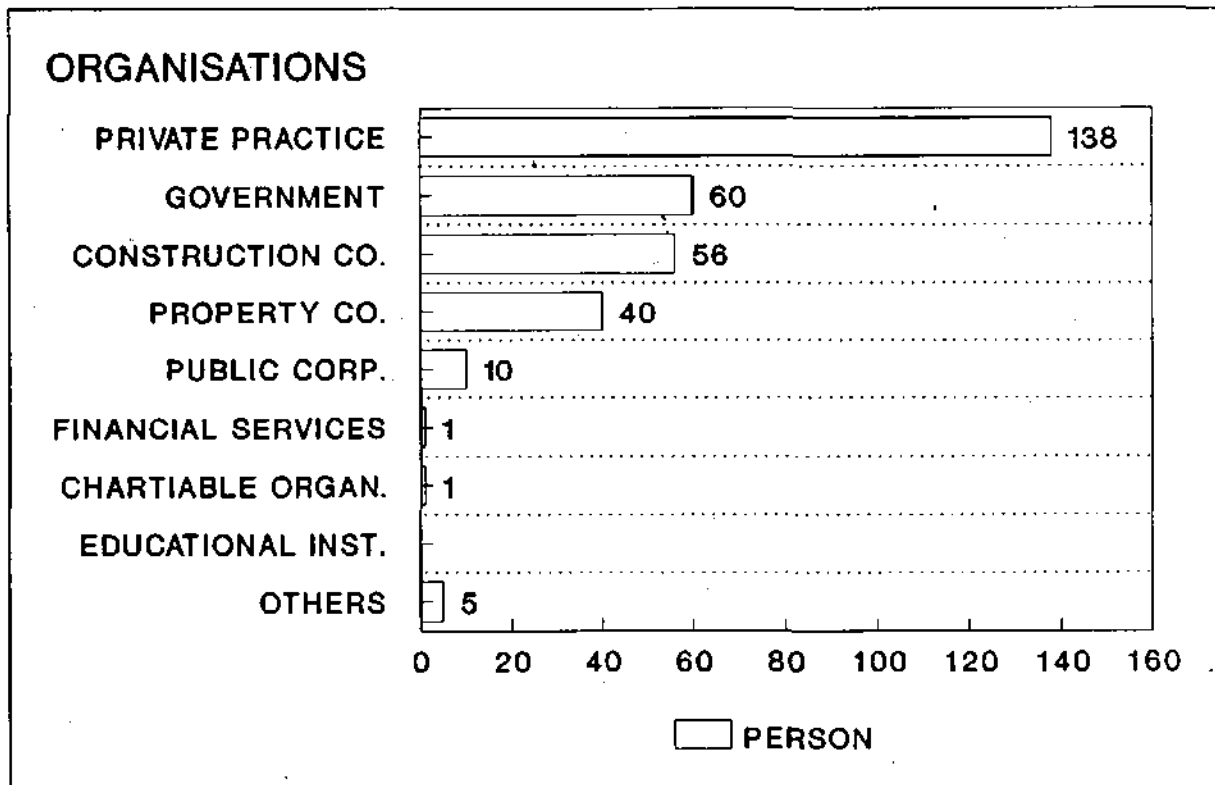


FIG 12 TYPE OF ORGANISATION

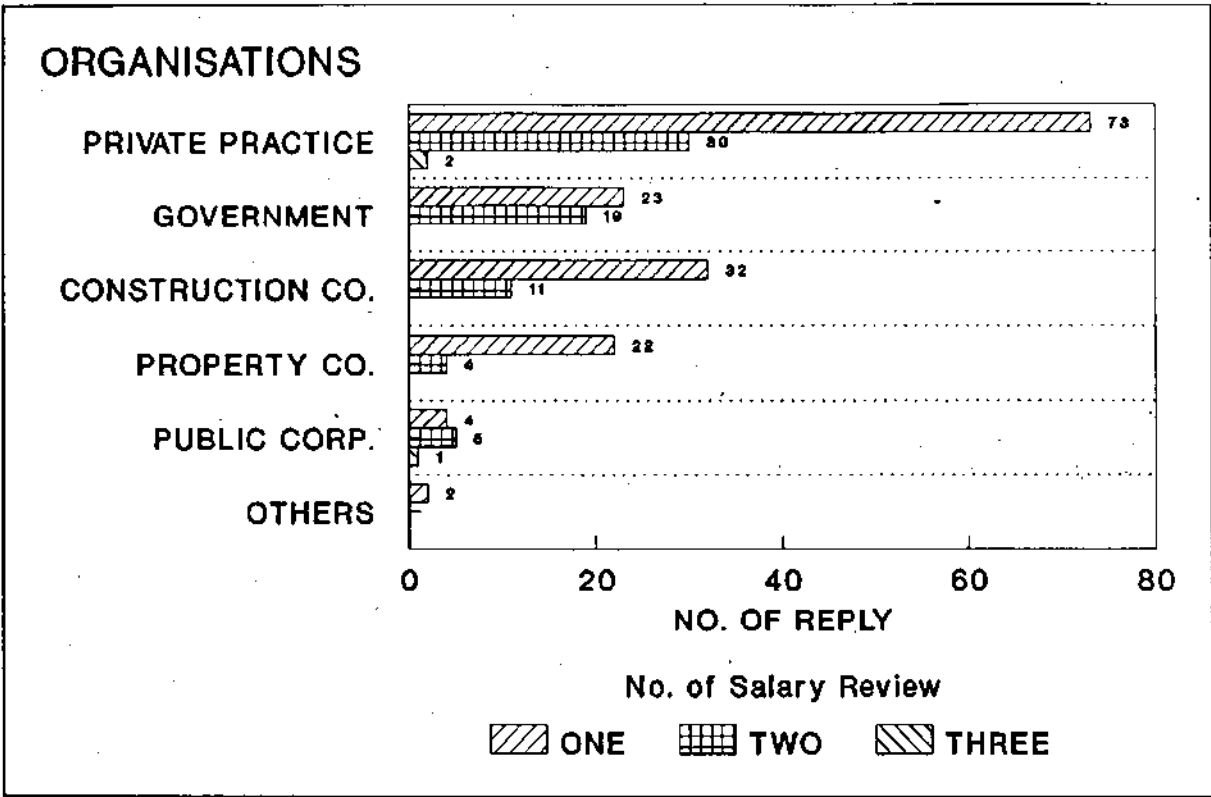


FIG 13 NO. OF SALARY REVIEW IN 1991

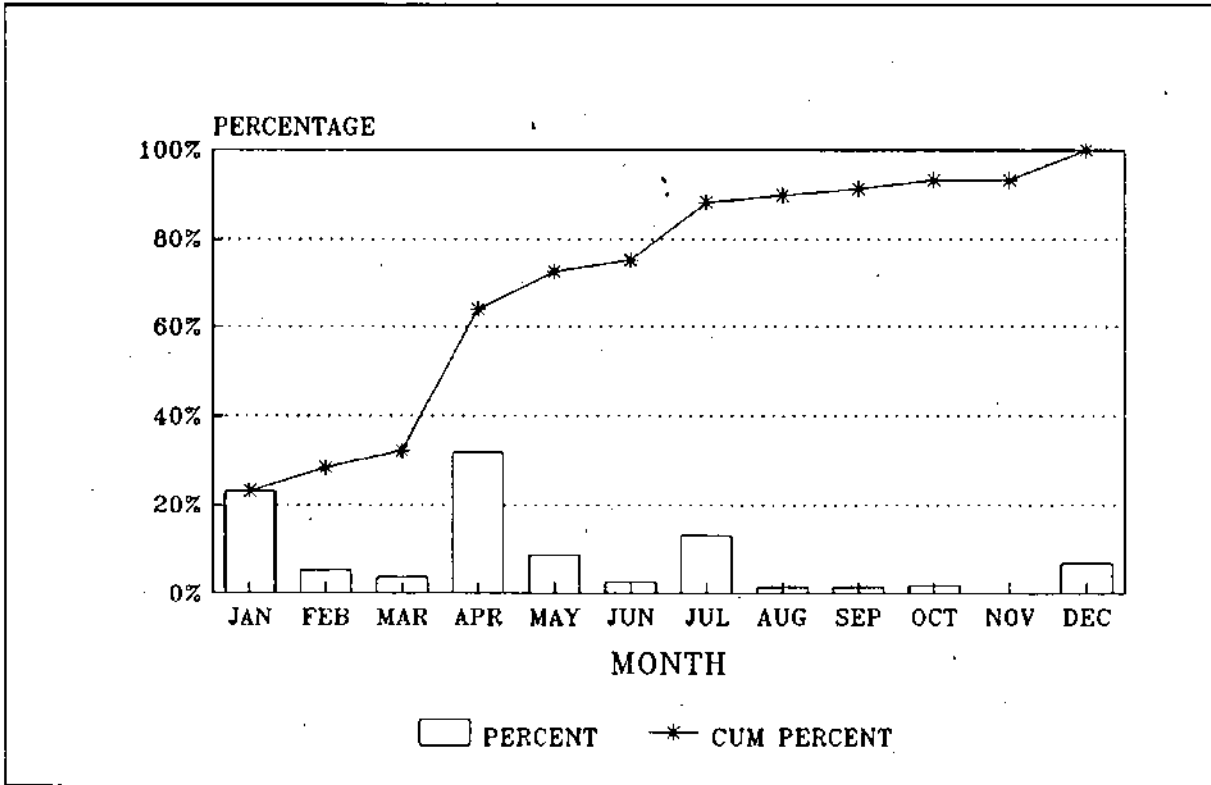


FIG 14 MONTH OF SALARY REVIEW

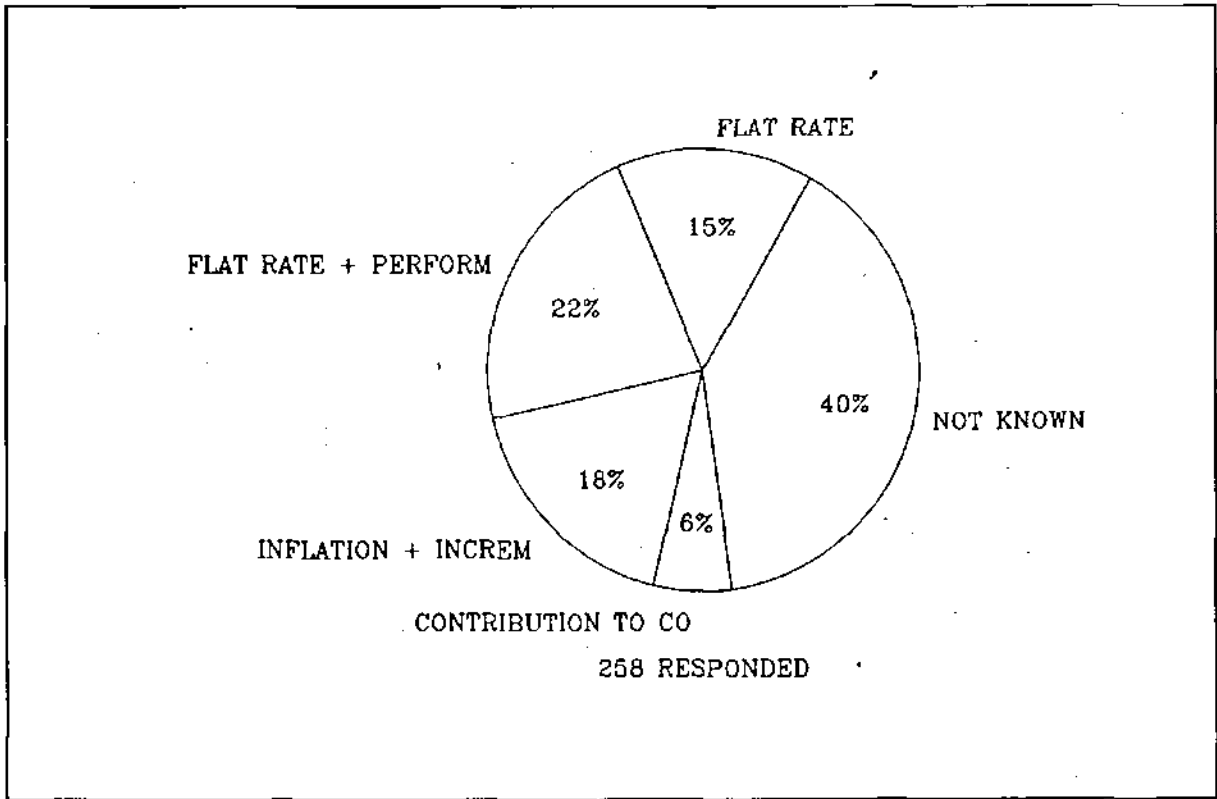


FIG 15 SALARY REVIEW FORMULA

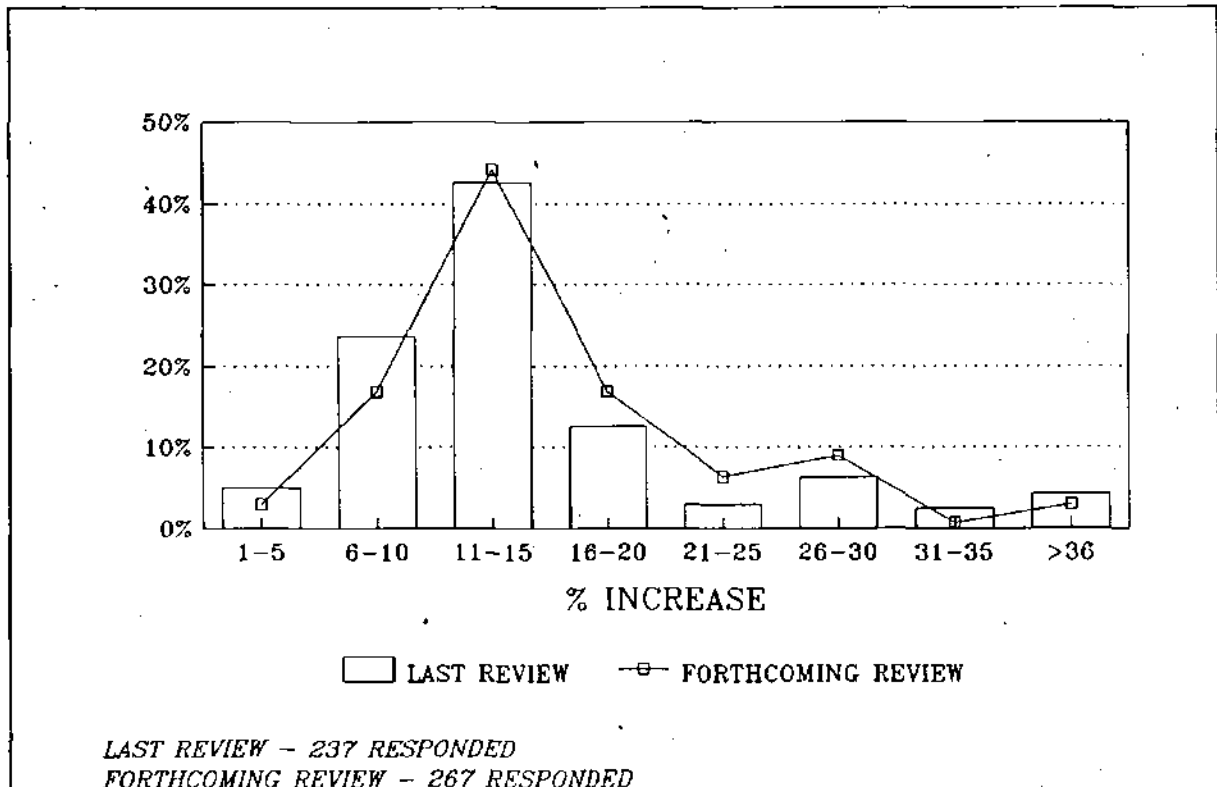


FIG 16 PERCENTAGE OF SALARY INCREMENT

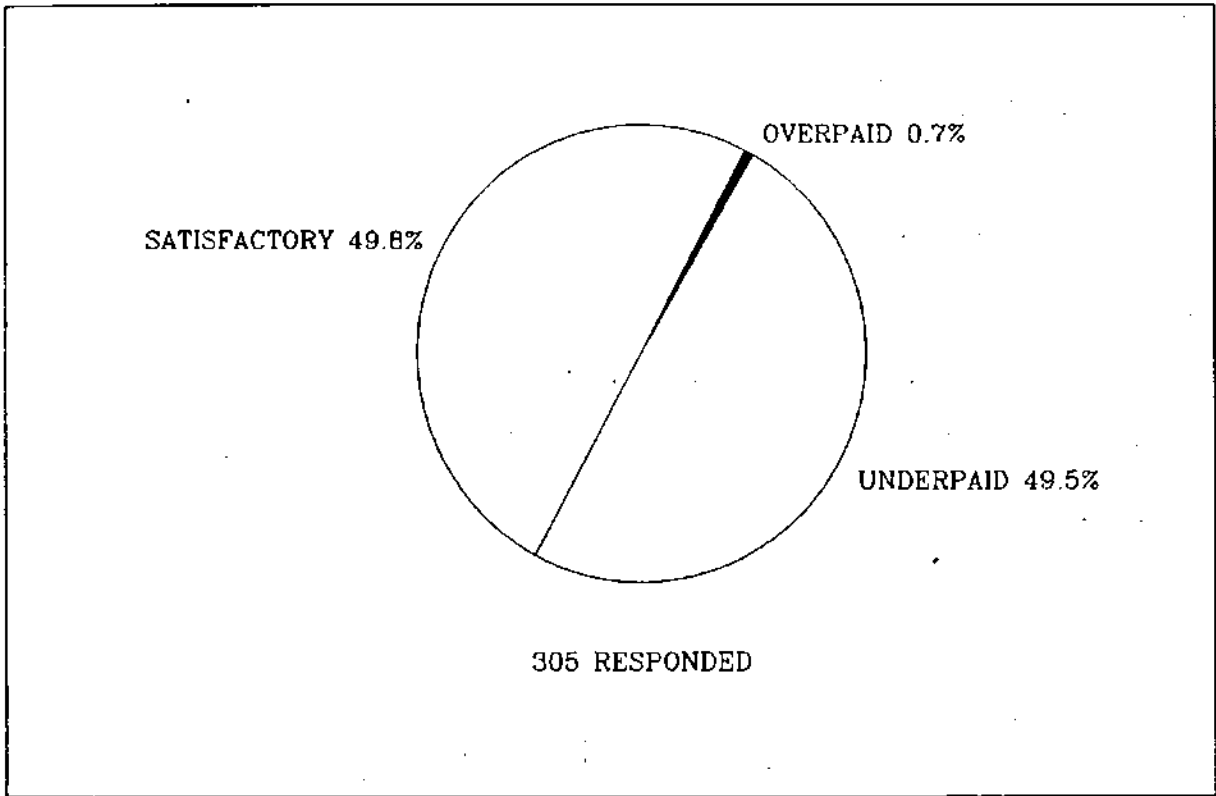


FIG 17 SATISFACTORY OF PRESENT SALARY

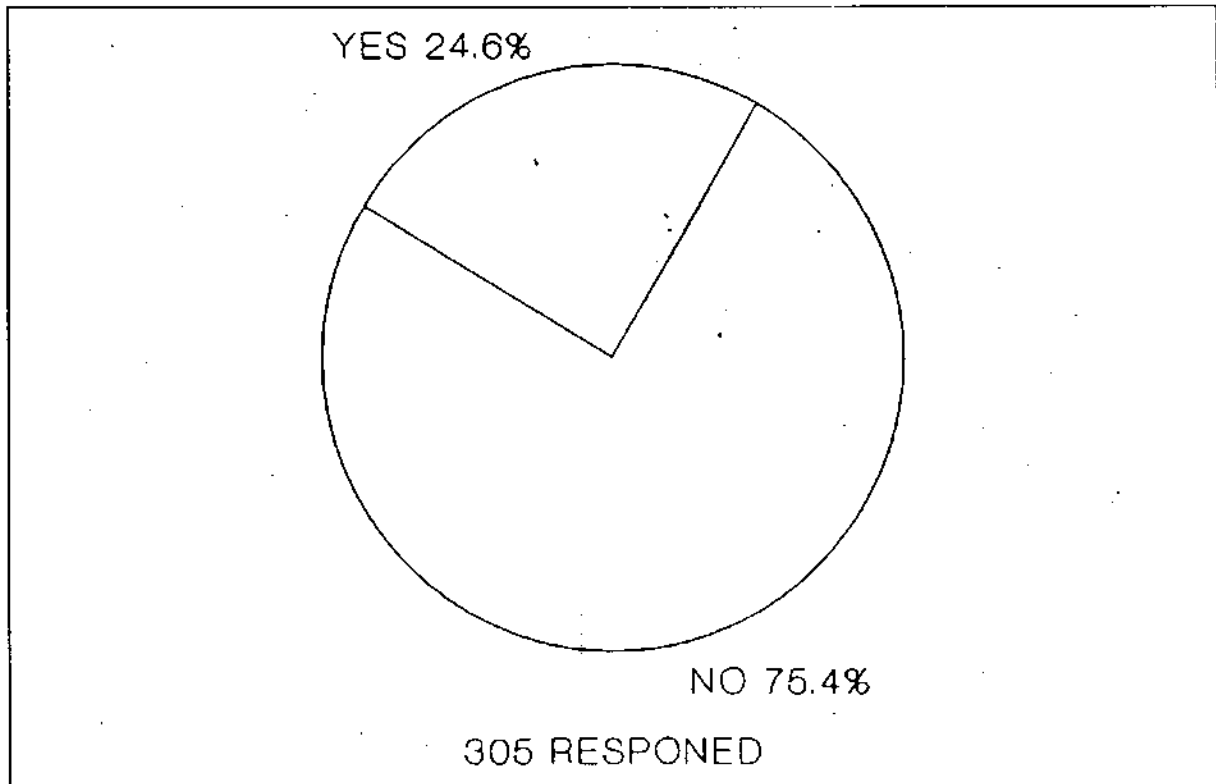


FIG 18 INTENTION TO LEAVE IN 3 MONTHS' TIME

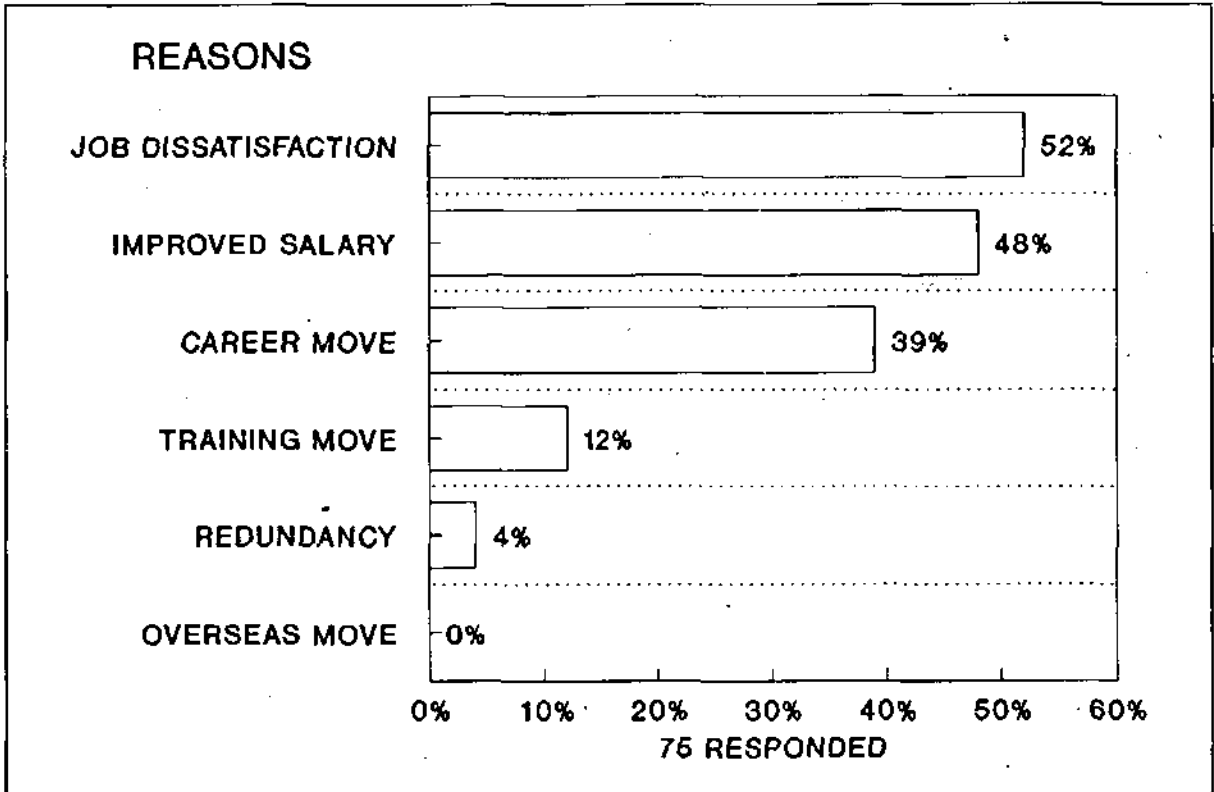


FIG 19 REASONS TO LEAVE

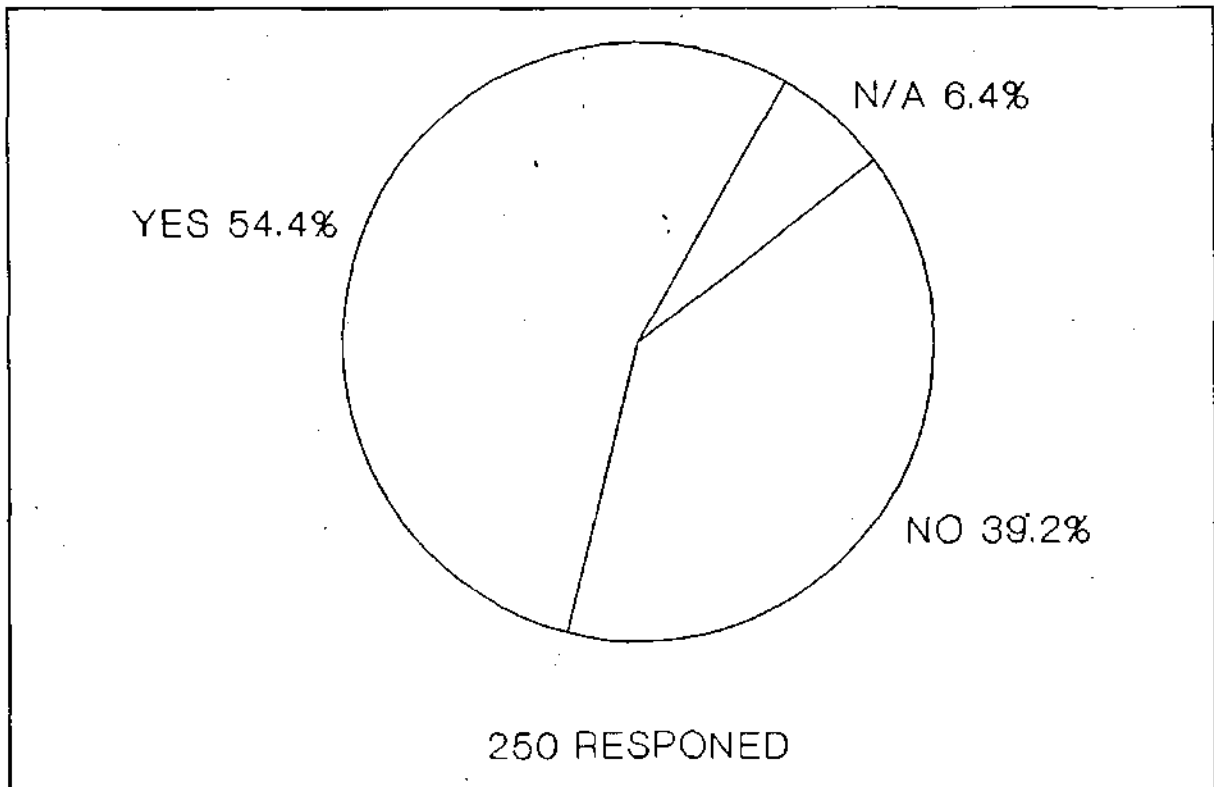


FIG 20 INTENTION TO LEAVE AFTER QUALIFY

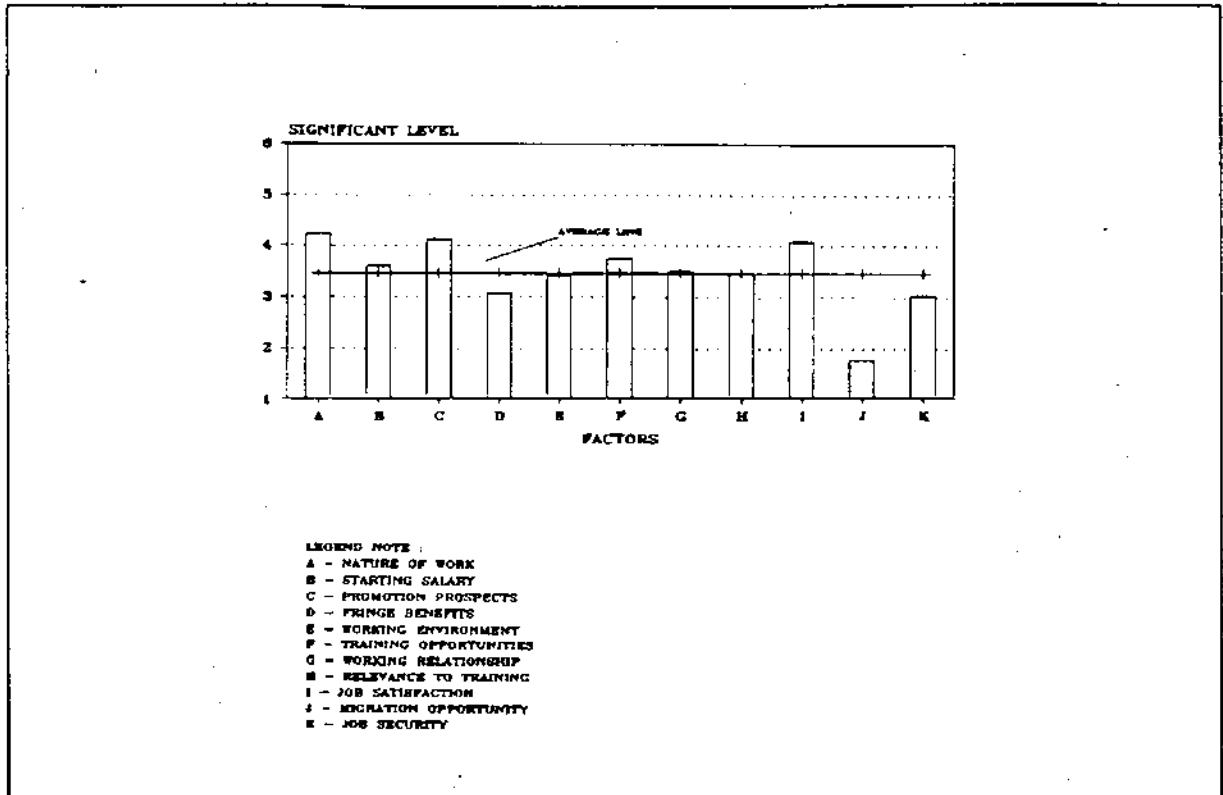


Fig 21 Factors to be considered in Job Finding

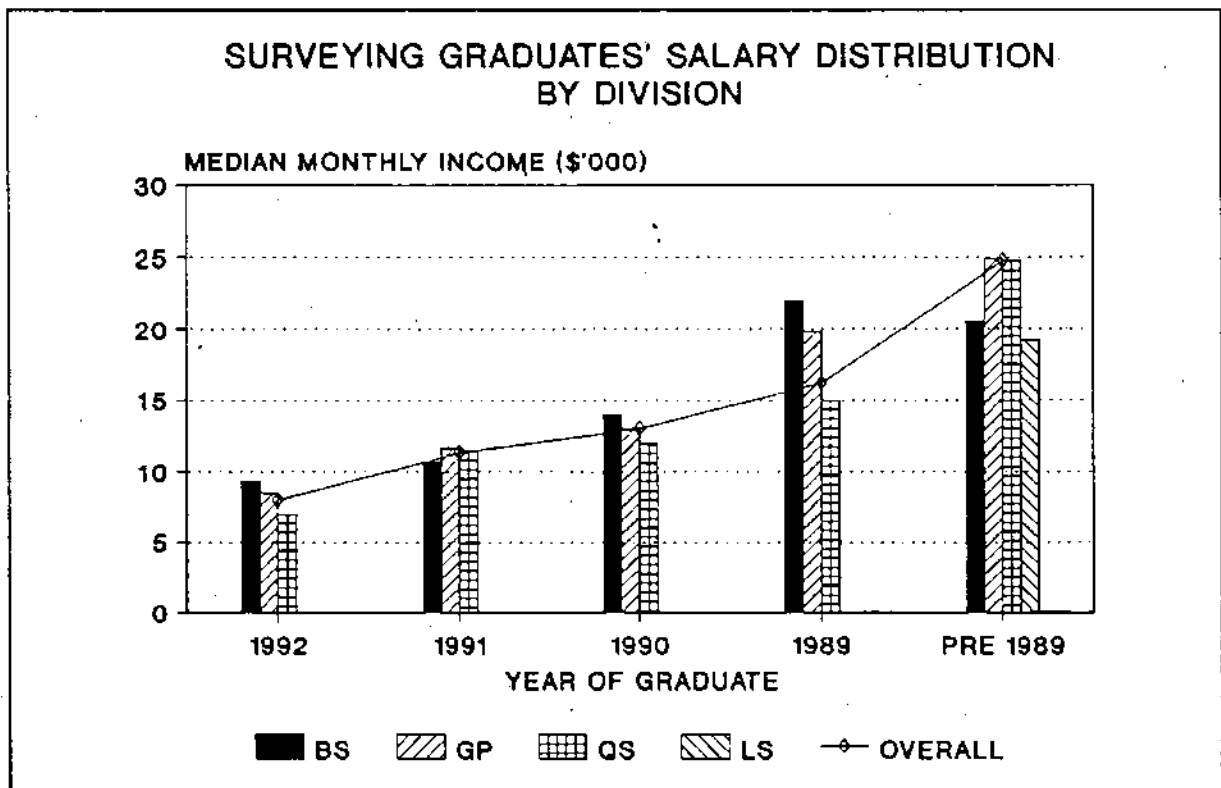


FIG 22

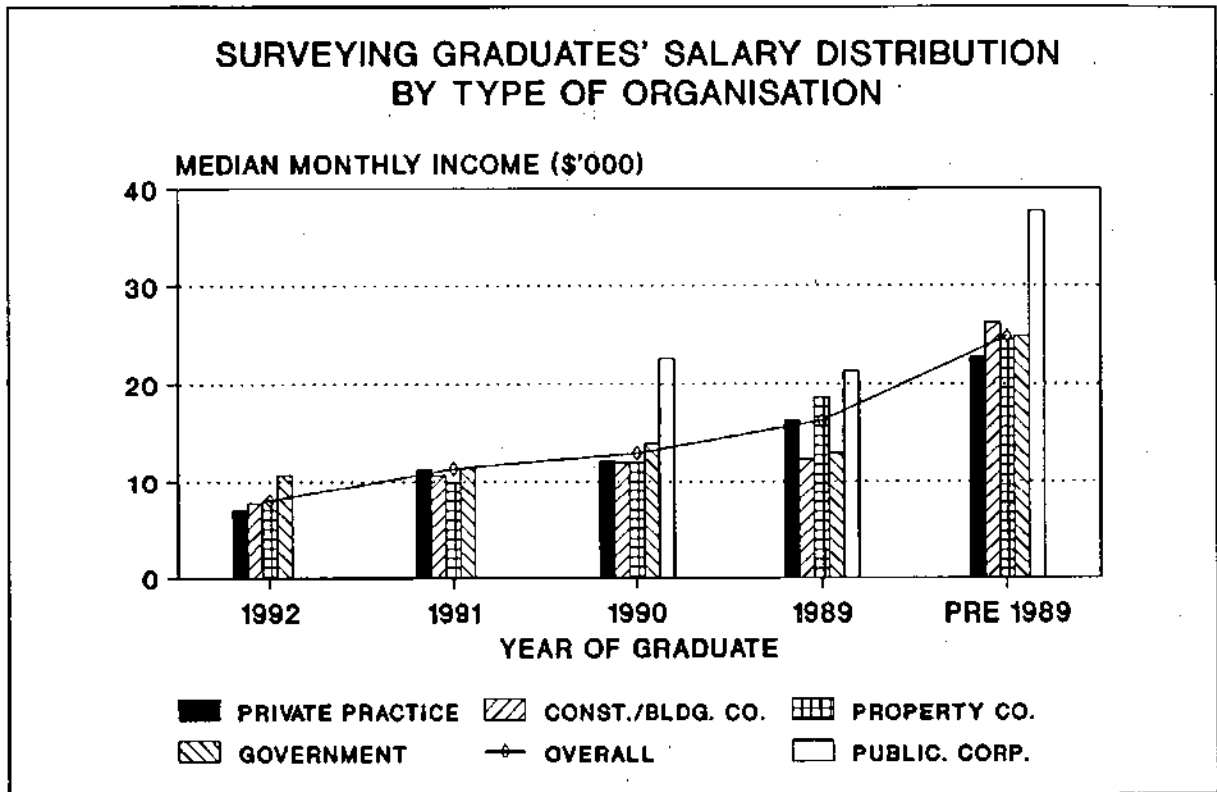


Fig 23

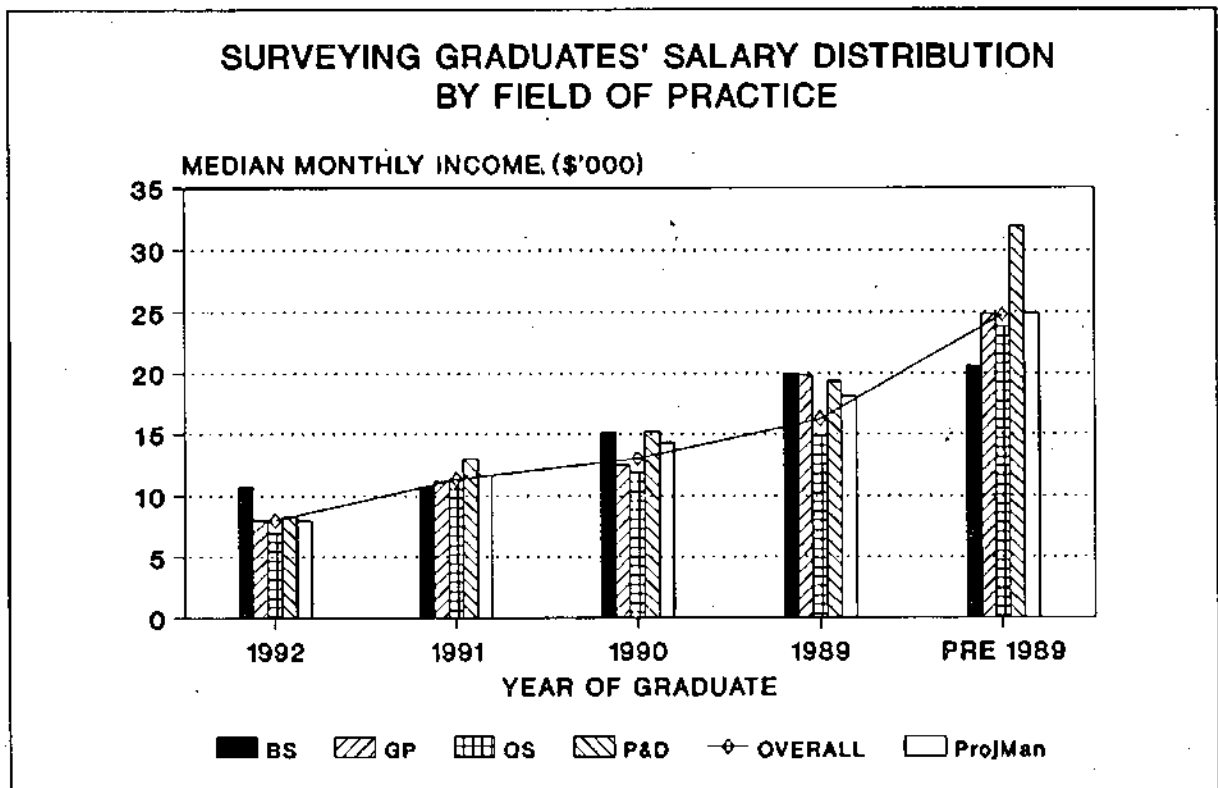


Fig 24

SURVEYING GRADUATES' SALARY DISTRIBUTION BY ACADEMIC QUALIFICATION

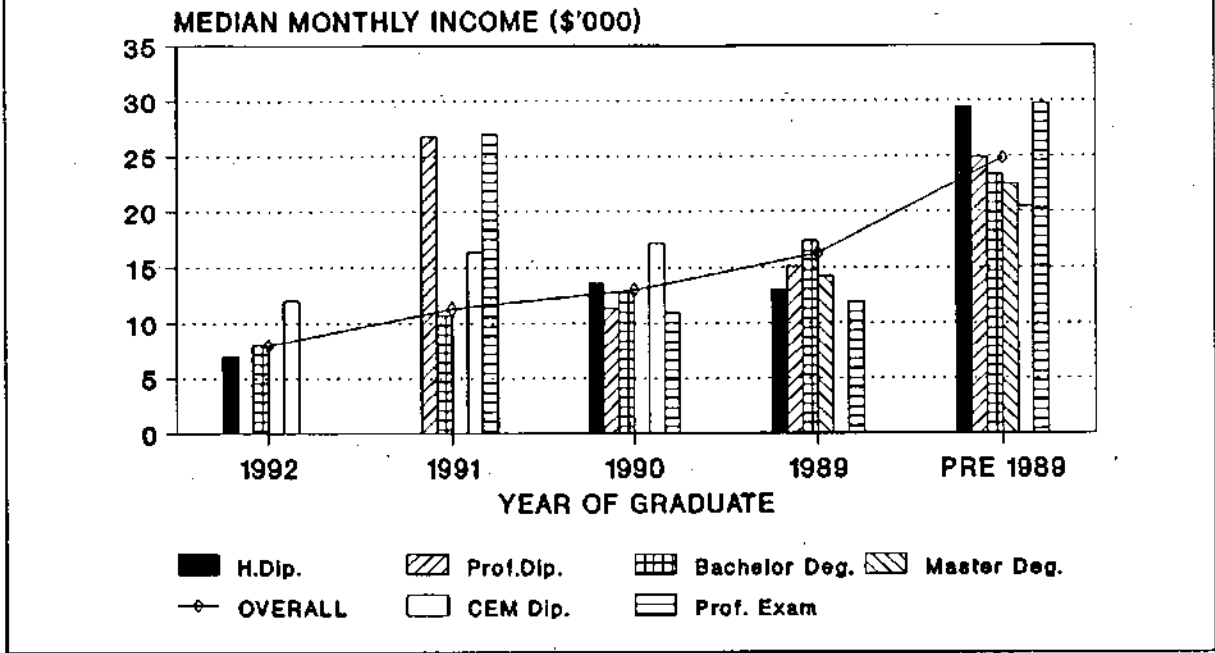


Fig 25

SURVEYING GRADUATES' SALARY DISTRIBUTION BY LEVEL OF RESPONSIBILITY

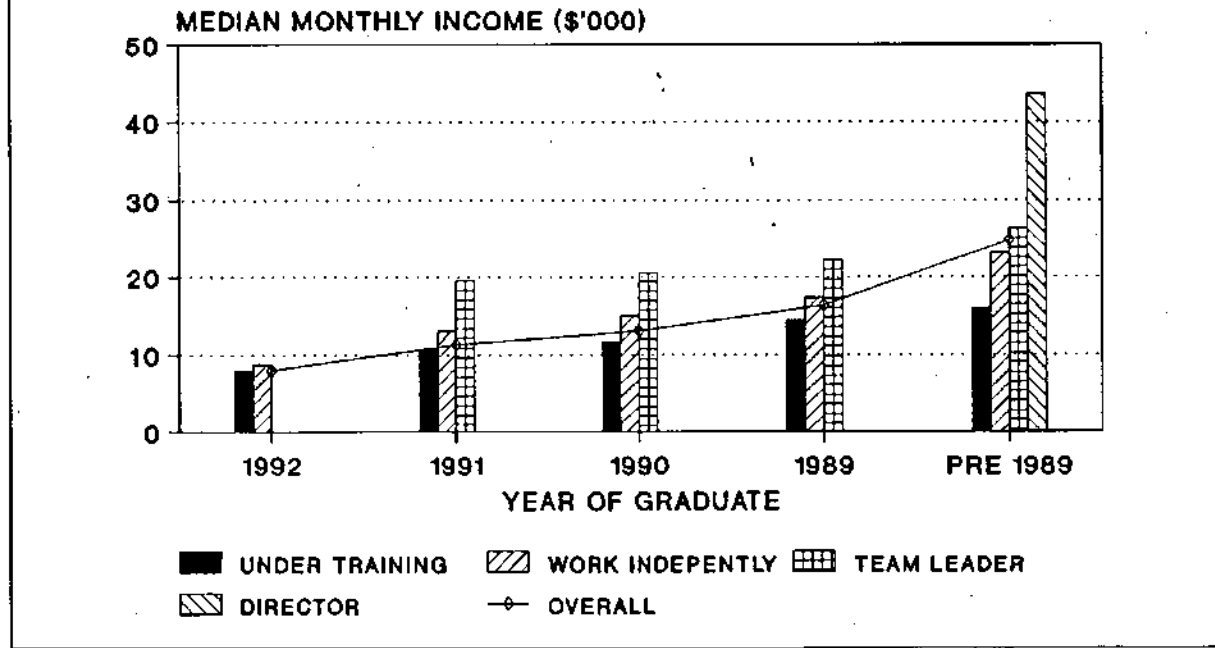


Fig 26

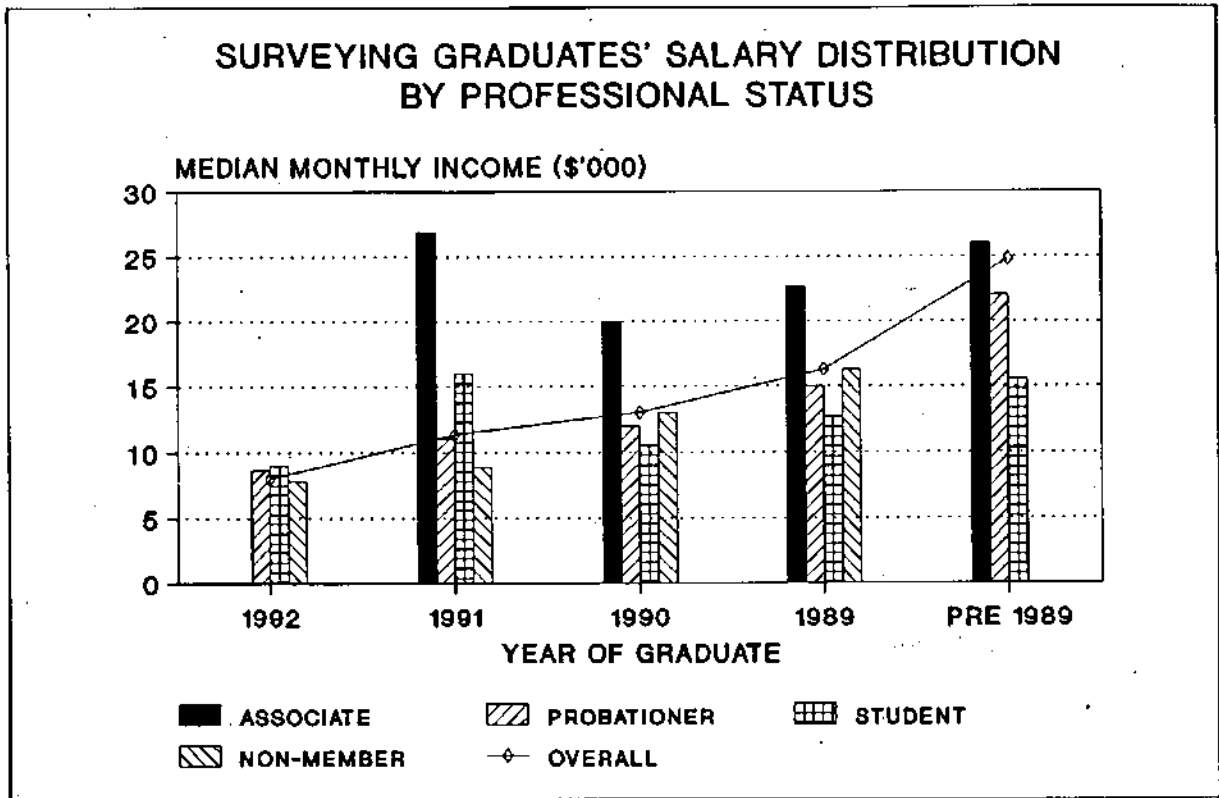


Fig 27

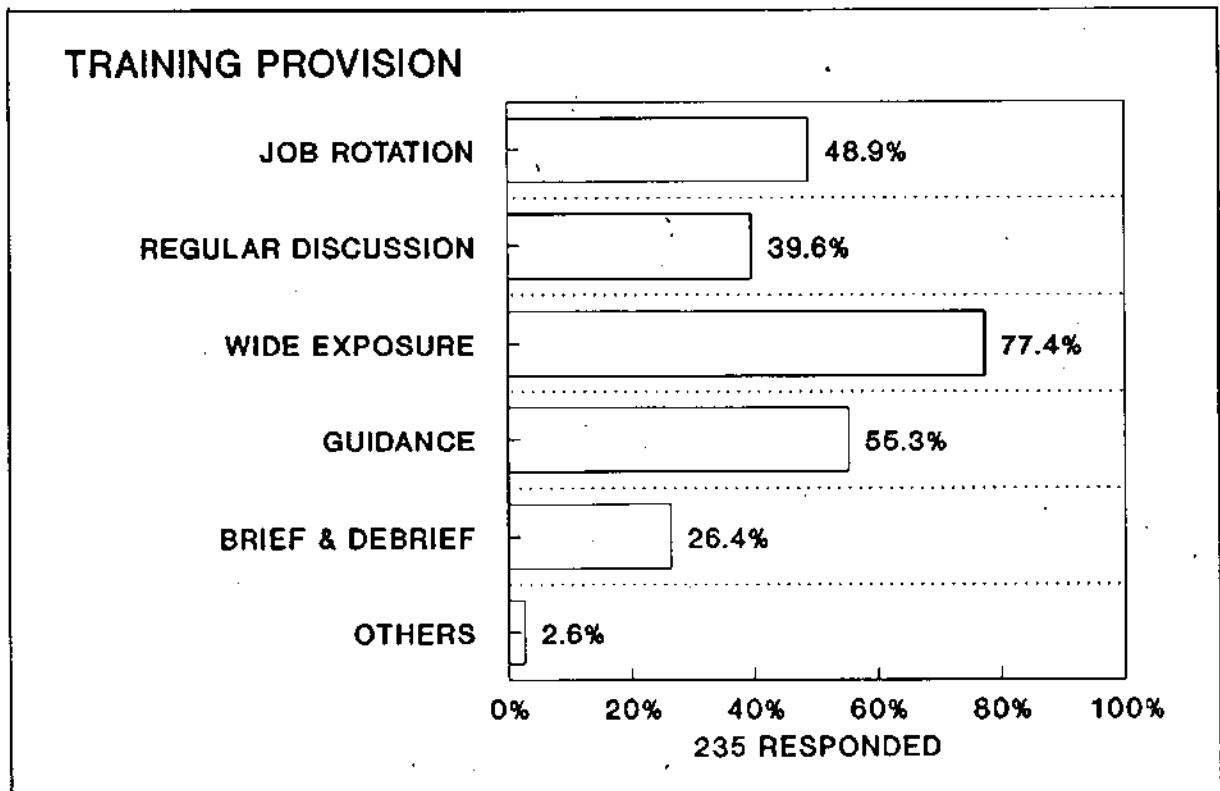


Fig 28 Training Expectation

ANNEX 1

SAMPLE COPY OF THE QUESTIONNAIRE

Employment

11 Are you in ()

- a Full-time employment? d Studying?
b Part-time employment? e Others?
c Unemployed? Please State _____

12 Field of Practice ()

- a General Practice e Planning & Development
b Building Surveying f Project Management
c Quantity Surveying g Not practising as a Surveyor
d Land Surveying

13 Level of Responsibility ()

- a On-job training under supervision
b Working independently and responsible for your own work
c Managing a team / department
d Partner or Director

14 Type of Organisation you are working in ()
(* Delete as appropriate)

- a Private Practice
b Construction / Building Company (Main Contractor, Sub-contractor, Supplier)*
c Property Company
d Financial Services Organisation
e Government
f Charitable Organisation
g Educational Establishments
h Public Corporation (eg MTRC or KCRC)
i Other (Please state) _____

15 Size of Organisation in HK ()

- a 1 (Sole practitioner) d 51 - 100
b 2 - 10 e 101 - 1 000
c 11 - 50 f 1 000 - 10 000

Remuneration (Please fill in the blanks if available)

16 How many salary reviews have you obtained in 1991? ()

- a One b Two c Three

17 In which month(s) of the year is/are your salary usually reviewed? ()
(Answer may be more than one)

- a Jan d Apr g Jul j Oct
b Feb e May h Aug k Nov
c Mar f Jun i Sep l Dec

18 When was your last basic salary review?
(Please specify Month/Year) _____

19 Monthly Remuneration (as at 1st October 1992)

HKS

- a Basic Monthly Salary _____
- b Allowance _____
- c Commission (on average) _____
- Total monthly remuneration _____

20 No. of monthly salary equivalent remuneration you had in 1991? ()

- a Twelve d Fifteen g Others
- b Thirteen e Sixteen Please specify _____
- c Fourteen f Seventeen

21 Which formula applied in your last salary review? ()

- a Company-wide Flat Rate
- b Company-wide Flat Rate plus working performance
- c Inflation Rate plus annual increment
- d Contribution to the company
- e Not Known

22 What was the percentage salary increase in the last review? _____

23 What percentage do you expect in the forthcoming review? _____

24 Benefits in kind (identify as many as necessary) ()

- a Pension /Provident Fund- Contributory
- b Pension /Provident Fund- Non-contributory
- c Home Purchase Assistance/Allowance
- d Subsidised Study/ training
- e Contract Gratuity
- f Health Insurance
- g Professional Subscription
- h Others, please specify _____

25 How do you compare the present salary and benefit with your own expectation? ()

- a Overpaid b Satisfactory c Underpaid

26 Do you intend to leave your present company in the coming three months? ()

- a No b Yes

27 If the answer to Q.26 is yes, give the reasons (identify ONE to TWO only) ()

- a Redundancy
- b Dissatisfaction with job/organisation
- c Career move
- d Overseas move
- e Improved Salary
- f Training move
- g Other _____

28 Do you intend to leave your present company after obtaining your professional surveying qualification? ()

- a No b Yes

29 Please indicate the degree of importance you put on each of the following in selecting a job (1 - Most importance ; 5 - Least importance)
(Please circle your choice)

a	Nature of work	1	2	3	4	5	NA
b	Starting Salary	1	2	3	4	5	NA
c	Promotion Prospects	1	2	3	4	5	NA
d	Fringe Benefits	1	2	3	4	5	NA
e	Working Environment	1	2	3	4	5	NA
f	Training Opportunities	1	2	3	4	5	NA
g	Working Relationship	1	2	3	4	5	NA
h	Relevance to training	1	2	3	4	5	NA
i	Job satisfaction	1	2	3	4	5	NA
j	Migration Opportunity	1	2	3	4	5	NA
k	Job Security	1	2	3	4	5	NA

Training (Probationers and Students Only)

30 Are you satisfied with the training provided by your organisation? ()

a Excellent b Good c Satisfactory d Not Satisfactory

31 Are you working under a proper training scheme? ()

a No b Yes

32 Is job rotation available under your training scheme? ()

a No b Yes

33 What do you expect to be provided in your training? ()
(Choice could be more than one)

- a Job Rotation
- b Regular Discussion
- c Wide Exposure
- d Guidance
- e Briefing and De-briefing
- f Others, please specify _____

34 Do you expect you will be well equipped to be a competent surveyor under the present training? ()

a No b Yes

35 Other comments, please specify _____

Thank You For Your Cooperation

ANNEX 2

SUMMARY OF STATISTICAL RESULT

SURVEYING GRADUATES' MONTHLY EQUIVALENT SALARY INCOME

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	66	8,665	17,500	6,000	8,000
1991	55	12,606	32,583	1,740	11,340
1990	60	14,159	32,500	8,938	13,000
1989	35	16,805	28,000	10,075	16,250
PRE 1989	70	25,642	58,450	13,000	24,803

SURVEYING GRADUATES' MONTHLY EQUIVALENT SALARY INCOME
BY DIVISION

DIVISION BUILDING SURVEYING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	20	8,634	10,750	6,000	9,358
1991	19	11,787	26,833	1,740	10,715
1990	9	15,694	27,667	8,938	14,000
1989	5	20,424	28,000	11,900	22,000
PRE 1989	5	20,864	28,188	14,925	20,583

DIVISION GENERAL PRACTICE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	13	8,923	17,500	7,500	8,500
1991	13	14,357	32,583	8,125	11,633
1990	17	13,888	23,000	9,917	13,000
1989	6	18,950	24,375	10,075	19,833
PRE 1989	16	25,267	43,750	13,000	24,928

DIVISION QUANTITY SURVEYING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	29	8,086	14,000	6,200	7,000
1991	22	12,449	22,200	8,125	11,474
1990	32	13,944	32,500	9,425	11,917
1989	22	15,588	21,700	11,176	15,004
PRE 1989	43	27,069	58,450	14,625	24,750

DIVISION LAND SURVEYING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
PRE 1989	6	20,396	28,530	14,420	19,250

SURVEYING GRADUATES' MONTHLY EQUIVALENT SALARY INCOME
BY LEVEL OF RESPONSIBILITY

LEVEL OF RESPONSIBILITY : ON JOB TRAINING UNDER SUPERVISION

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	54	8,531	17,500	6,200	8,000
1991	40	11,019	27,000	1,740	10,715
1990	36	12,631	19,000	8,938	11,646
1989	11	14,400	21,700	10,075	14,300
PRE 1989	4	16,347	20,000	13,545	15,921

LEVEL OF RESPONSIBILITY : WORKING INDEPENDTLY AND
RESPONSIBLE FOR YOUR OWN WORK

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	11	9,382	14,000	6,000	8,800
1991	13	16,424	32,583	8,125	13,000
1990	21	15,564	27,667	9,750	14,942
1989	22	17,524	26,000	12,083	17,247
PRE 1989	42	24,148	58,450	13,000	23,142

LEVEL OF RESPONSIBILITY : MANAGING A TEAM / DEPT

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	0	0	0	0	0
1991	2	19,517	21,033	18,000	19,517
1990	3	22,656	32,500	14,885	20,583
1989	2	22,125	28,000	16,250	22,125
PRE 1989	22	28,558	45,500	14,420	26,275

LEVEL OF RESPONSIBILITY : PARTNER OR DIRECTOR

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	0	0	0	0	0
1991	0	0	0	0	0
1990	0	0	0	0	0
1989	0	0	0	0	0
PRE 1989	2	43,533	52,067	35,000	43,533

SURVEYING GRADUATES' MONTHLY EQUIVALENT SALARY INCOME
BY PRACTICE

PRACTICE : GENERAL PRACTICE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	15	9,240	17,500	7,500	8,000
1991	12	14,470	12,458	8,125	11,233
1990	13	13,470	27,667	10,200	12,500
1989	6	18,950	28,000	10,075	19,833
PRE 1989	15	25,135	28,188	13,000	24,850

PRACTICE : BUILDING SURVEYING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	14	9,928	10,750	7,000	10,715
1991	15	10,144	12,458	1,740	10,715
1990	7	16,604	27,667	8,938	15,167
1989	2	19,950	28,000	11,900	19,950
PRE 1989	3	21,232	28,188	14,925	20,583

PRACTICE : QUANTITY SURVEYING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	31	7,951	14,000	6,000	7,000
1991	23	12,849	22,200	8,125	11,340
1990	34	13,780	32,500	9,425	11,917
1989	21	15,223	21,700	11,176	14,842
PRE 1989	35	26,146	58,450	14,625	23,833

PRACTICE : PLANNING & DEVELOPMENT

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	2	8,250	8,500	8,000	8,250
1991	1	13,000	13,000	13,000	13,000
1990	4	15,248	20,583	9,917	15,246
1989	2	19,333	21,333	17,333	19,333
PRE 1989	2	31,888	36,542	27,233	31,888

PRACTICE : PROJECT MANAGEMENT

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	3	7,767	8,300	7,000	8,000
1991	7	14,748	26,833	8,867	11,650
1990	4	14,346	14,942	13,750	14,346
1989	2	19,055	26,000	14,000	18,110
PRE 1989	4	28,604	52,067	17,500	24,917

SURVEYING GRADUATES' MONTHLY EQUIVALENT SALARY INCOME
BY ACADEMIC QUALIFICATION

QUALIFICATION : HIGHER DIPLOMA

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	5	7,100	8,000	6,000	7,000
1991	0	0	0	0	0
1990	1	13,545	13,545	13,545	13,545
1989	3	12,725	14,000	11,176	13,000
PRE 1989	1	29,500	29,500	29,500	29,500

QUALIFICATION : PROFESSIONAL DIPLOMA

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	0	0	0	0	0
1991	1	26,833	26,833	26,833	26,833
1990	22	13,079	23,000	8,938	11,375
1989	6	16,149	22,000	11,700	15,083
PRE 1989	25	24,400	45,500	14,925	24,855

QUALIFICATION : BACHELOR DEGREE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	56	8,504	17,500	6,200	8,000
1991	47	11,369	32,583	1,740	10,715
1990	28	13,684	24,000	9,425	12,750
1989	23	17,951	28,000	10,075	17,333
PRE 1989	23	26,381	58,450	13,000	23,333

QUALIFICATION : MASTER DEGREE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	0	0	0	0	0
1991	0	0	0	0	0
1990	0	0	0	0	0
1989	1	14,220	14,220	14,220	14,220
PRE 1989	1	22,500	22,500	22,500	22,500

QUALIFICATION : CEM DIPLOMA

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	5	12,026	14,000	9,000	12,000
1991	6	17,527	22,200	14,220	16,354
1990	7	20,457	32,500	14,000	17,200
1989	0	0	0	0	0
PRE 1989	2	20,417	21,000	19,833	20,417

QUALIFICATION : PROFESSIONAL EXAMINATION

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	0	0	0	0	0
1991	1	27,000	27,000	27,000	27,000
1990	2	10,958	12,000	9,917	10,958
1989	1	11,900	11,900	11,900	11,900
PRE 1989	11	29,963	43,750	14,420	29,750

QUALIFICATION : OTHERS

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	0	0	0	0	0
1991	0	0	0	0	0
1990	0	0	0	0	0
1989	1	14,117	14,117	14,117	14,117
PRE 1989	7	22,249	36,542	13,545	19,667

Footnotes : The income for 1992 Graduates is based on the amount earned in Oct 92.

SURVEYING GRADUATES' MONTHLY EQUIVALENT SALARY INCOME
BY TYPE OF ORGANISATION

ORGANISATION : PRIVATE PRACTICE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	30	7,762	17,500	6,000	7,000
1991	21	12,512	32,583	8,125	11,292
1990	36	14,013	32,500	8,938	12,208
1989	21	16,792	26,000	10,075	16,250
PRE 1989	23	25,189	58,450	13,000	22,750

ORGANISATION : CONSTRUCTION / BUILDING COMPANY

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	10	7,820	8,800	6,500	7,750
1991	8	14,417	22,200	8,867	10,667
1990	12	13,535	24,000	9,750	11,958
1989	3	13,861	17,208	12,083	12,292
PRE 1989	19	29,057	52,067	15,538	26,250

ORGANISATION : PROPERTY COMPANY

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	11	8,345	13,000	7,500	8,000
1991	8	14,021	27,000	8,125	9,940
1990	4	13,625	20,583	9,917	12,000
1989	2	18,667	23,333	14,000	18,667
PRE 1989	10	24,221	34,000	14,625	24,500

ORGANISATION : GOVERNMENT

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	15	11268	14000	10700	10715
1991	18	11,282	17,000	1,740	11340
1990	5	13,981	17,200	10,160	14000
1989	5	16,415	28,000	11,176	13000
PRE 1989	11	21,115	28,530	13,545	24,855

ORGANISATION : PUBLIC CORPORATION

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	0	0	0	0	0
1991	0	0	0	0	0
1990	2	22579.63	27666.67	17492.58	22579.63
1989	3	20111.11	21666.67	17333.33	21333.33
PRE 1989	5	28751.52	37708.33	22373.33	37,708

SURVEYING GRADUATES' MONTHLY EQUIVALENT SALARY INCOME
BY PROFESSIONAL STATUS (RICS)

STATUS : ASSOCIATE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	0	0	0	0	0
1991	2	26,917	27,000	26,833	26,917
1990	7	20,291	27,667	14,000	20,000
1989	6	23,056	28,000	17,333	22,667
PRE 1989	43	28,120	58,450	14,420	26,000

STATUS : PROBATIONER

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	32	9,128	17,500	6,200	8,650
1991	50	11,975	32,583	1,740	11,063
1990	50	13,420	32,500	8,938	11,958
1989	24	15,792	24,375	10,075	15,004
PRE 1989	24	22,376	37,583	13,000	22,047

STATUS : STUDENT

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	9	9,461	14,000	6,500	9,000
1991	2	15,933	21,033	10,833	15,933
1990	1	10,500	10,500	10,500	10,500
1989	2	12,646	14,117	11,176	12,646
PRE 1989	3	16,250	19,667	13,545	15,538

STATUS : NON-MEMBERS

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	(HK\$) MEDIAN
1992	25	7,786	10,750	6,000	7,800
1991	1	8,867	8,867	8,867	8,867
1990	2	12,996	14,942	11,050	12,996
1989	3	15,181	17,208	12,083	16,250
PRE 1989	0	0	0	0	0

ANNEX 3

SUB-COMMITTEE MEMBERSHIP

Annex 3

**Surveying Graduates' Salary & Employment Survey 1992
Sub-committee membership**

Coordinator Mr T. T. Cheung
 Ms Jacqueline Lam
 Mr Ricky Chan
 Mr Kempis Lam
 Mr Patrick Lam
 Mr Robin Leung
 Mr Jason Tam
 Mr Ronnie Wong
 Mr Patrick Woo