

**Surveying Graduates' Salary &
Employment Survey 1995**

Main Report

June 1996

**Surveying Graduates' Salary &
Employment Survey Sub-Committee**

**HKIS Junior Organization &
RICS (HK Branch) Junior Organization**

Rev. A

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Executive Summary

1. With the success of the Surveying Graduates' Salary & Employment Survey 1992, the Committee of Junior Organizations have decided to undertake a similar survey to collect some updated salary and employment particulars of the surveying graduates.
 2. The major purposes of the survey were identified as follows :
 - I to understand the wide range of particulars, in terms of employment and qualifications, of the surveying graduates whose ages are not greater than 33;
 - II to reveal the salary spectrum of the surveying graduates as at 1st April 1995; and
 - III to collect the graduates' views on :
 - a. the present on-job training for the Assessment of Professional Competence, leading to the professional surveying qualification; and
 - b. the present rule adopted by RICS allowing the switching of division after graduation
 3. There were altogether 1,907 self-completed questionnaires sent out in April 1995, with 333 respondents, which represented 17.5% of the total. Amongst the respondents, 110 were qualified surveyors, where 109 were qualified RICS members and 75 were qualified HKIS members.
 4. The ages of the respondents ranged between 21 and 33, with the group between 26 and 30 being the large Male respondents out-numbered the female at 244 and 89 respectively. Over 80% of the respondents had either undergraduate (78%) or post-graduate degree (4%) qualifications.
 5. Majority of the respondents expected a salary increase in the ranges of 6-10% (35%) and 11-15% (32%) in the coming year.
 6. In general, only 2 respondents considered themselves being over-paid by their employers while 159 thought they were under-paid. The other 170 found their salaries satisfactory.
 7. Regarding training provided by the respondents' employers, amongst the 219 respondents in this section, 42% found it not satisfactory, 40% found it satisfactory and 18% either good or excellent. 25% of the same group of respondents stated that proper training scheme was provided by their employers and 30% had job rotation within their companies. 45% were confident that, being provided with the current training, they would be well equipped to be a "competent" surveyor.
 8. 25 respondents stated that they had switched to other division. Out of 25, 11 were originally from QS to another division and 15 had switched to GP division. The most common reasons given by the respondents for switching to other division was "Change in interest", followed by "Career prospect" and "Job Availability".
 9. As at 1st April 1995, except for the fresh graduates in 1994, QS graduates (both in terms of division and field of practice) received the highest monthly median salary which was a reverse of the 1992 result. The median monthly salary for the fresh graduates in 1994 in BS, GP, LS and QS divisions were \$12,500, \$10,800, \$13,400 and \$13,100 respectively.
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1 INTRODUCTION

- 1.1 With the success of the Surveying Graduates' Salary & Employment Survey 1992, the Committee of the Junior Organization (JO) decided in November 1994 to undertake a similar survey to collect some updated salary and employment particulars of the surveying graduates. A sub-committee, the membership of which at Appendix I, was established to carry out this task.
- 1.2 After deliberation, the sub-committee identified and adopted major purposes of the survey as follows :
- I. to understand the wide range of particulars, in terms of employment and qualifications, of the surveying graduates whose ages are not greater than 33;
 - II. to reveal the salary spectrum of the surveying graduates as at 1st April 1995; and
 - III. to collect the graduates' views on :
 - a. the present on-job training to the Assessment of Professional Competence, leading to the professional surveying qualification; and
 - b. the present rule allowing the switching of division after graduation
- 1.3 It is hoped that the Survey could convey sharp messages to the forthcoming surveying graduates and their employers for their reference and decision making.
- 1.4 This report contains the main findings of the survey. A brief summary of which will be distributed to all members of the JO.

2 POPULATION

- 2.1 Taking into account the obvious change in situation of the graduates in their first few years after college, the sub-committee decided to concentrate the survey on those who graduated in the past few years, i.e. from 1992 to 1994. However, some pre-1992 graduates under 33 years old were also sent with a questionnaire.
- 2.2 A mailing list was prepared based on the information obtained from the Surveyors Services Ltd. and the local academic institutes.
- 2.3 All together 1907 questionnaires were sent out. 333 valid and completed questionnaires were returned, which represented a response rate of 17.5%.
- 2.4 In the 1992 survey, 311 out of 1,000 questionnaires were returned. Comparing with the response rate of 31.1% in 1992, the feedback to the present survey is somewhat disappointing although when looking at the actual numbers, there was a slight increase.

3 METHODOLOGY

- 3.1 Having gained invaluable experience in the 1992 Survey, the sub-committee modified the questionnaires to improve its effectiveness. Questionnaires with unstamped reply envelopes were sent out in the Survey. A sample of the questionnaire is attached at Appendix II.
- 3.2 As some information asked in the questionnaire, e.g. the salary level, were deemed to be private and confidential, the survey was conducted in the form of a self-completed questionnaire. To ensure confidentiality, no signature or name was required. In addition, upon completion of this survey, all the returned questionnaires would be destroyed.
- 3.3 The data obtained in the returned questionnaires were analysed using a computer data-base programme. To highlight the salary differences between graduates with different education and employment backgrounds, the data were categorised in terms of groups and sub-groups, whenever appropriate.
- 3.4 However, the result of analyses would probably be an indication only because of the limited sample size. As such, the readers are reminded to take a cautious view in interpreting the information presented in this report.

4 GENERAL PARTICULARS OF SAMPLE SURVEY

4.1 There were altogether 1,907 questionnaires sent out in April 1995. It was confirmed having 333 responded by 15 May 1995, which represented a response rate of 17.5%. Amongst the respondents, 110 were qualified surveyors, where 109 were qualified RICS members and 75 were qualified HKIS members. (Fig. 4.1)

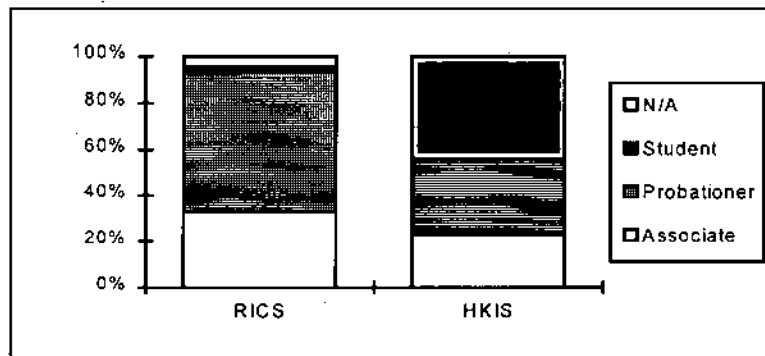


Fig. 4.1 Distribution of Respondents by Membership

4.2 Similar to the 1992 survey, greatest response (in terms of number) had been received from the QS which constituted 43% of the overall sample, followed by GP and BS at 29% and 23% respectively.

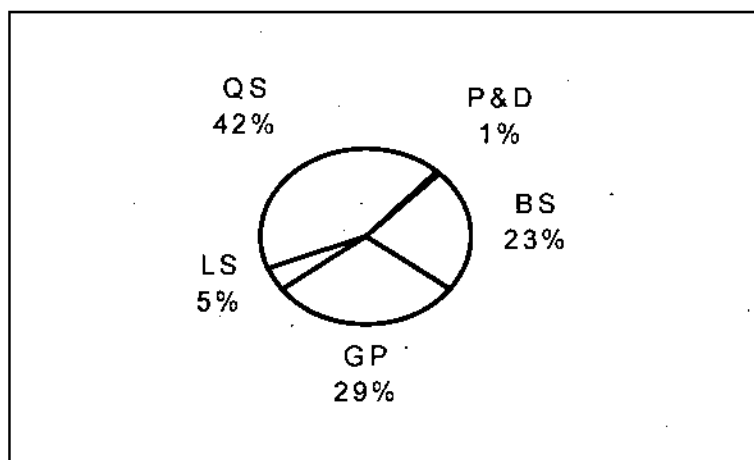


Fig. 4.2 Distribution of Respondents by Division (RICS)

4.3 The ages of the respondents ranged between 21 and 33, with the group between 26 and 30 being the greatest. Male respondents still out-numbered the female, being at 244 (73.3%) and 89 (26.7%) respectively.

4.4 Over half (58%) of the respondents graduated after 1991. (Fig. 4.3)

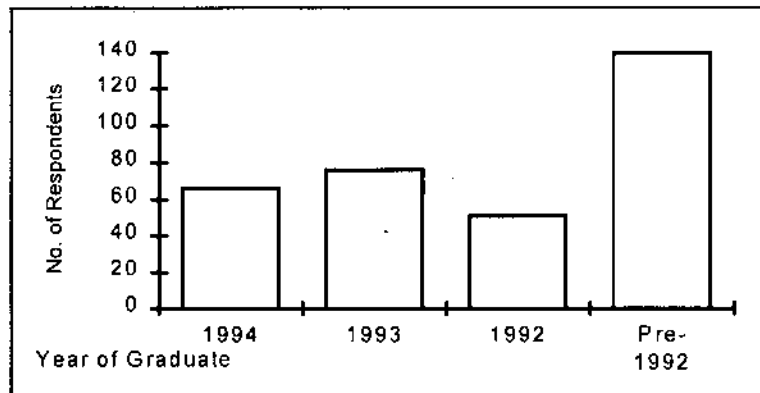


Fig. 4.3 Distribution of Respondents by Year of Graduate

4.5 Over 80% of the respondents had either undergraduate (78%) or post-graduate degree (4%) qualifications. In terms of divisions, GP surveyors had the highest proportion of degree holders at 89%, followed by BS and QS at 84% and 78% respectively (Fig. 4.4).

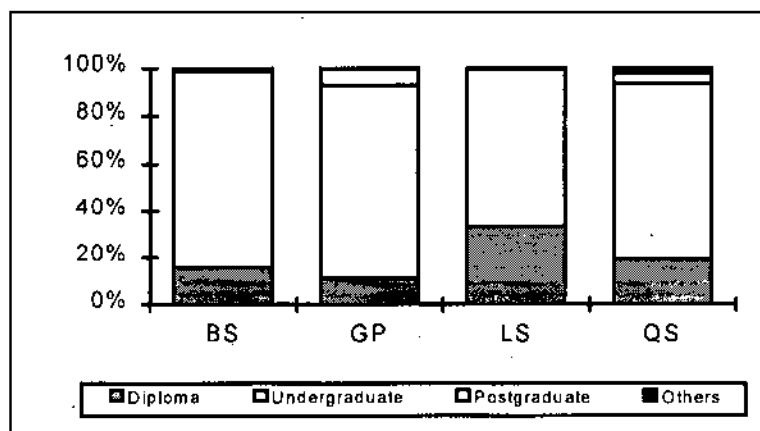


Fig. 4.4 Distribution of Respondents by Academic Background

4.6 Local polytechnics seemed to produce the most surveying graduates, constituting 54% of the respondents, followed by overseas and local universities at 18% and 16% respectively. The situation will likely change in the light of the upgrading of local polytechnics to university status.

4.7 66 of the respondents had undertaken further studies in various subjects. Surveying/ Real Estate had taken over Law (in the 1992 survey) as the most popular subject (chosen by 12 respondents), followed by Project Management and MBA at 9 and 8 respectively.

4.8 24 of the respondents had other professional qualifications in addition to their surveying one. ACI Arb seemed to be the most common one.

5 EMPLOYMENT

- 5.1 Out of the 333 questionnaires returned, 331 respondents (99.4%) were in full time employment that indicated a full employment situation in the surveying field.
- 5.2 Nearly half (44.7%) of the respondents were employed by private practice firm, whilst those working for the HK Government, the biggest employer in Hong Kong constituted only 12.6% (Fig. 5.1)

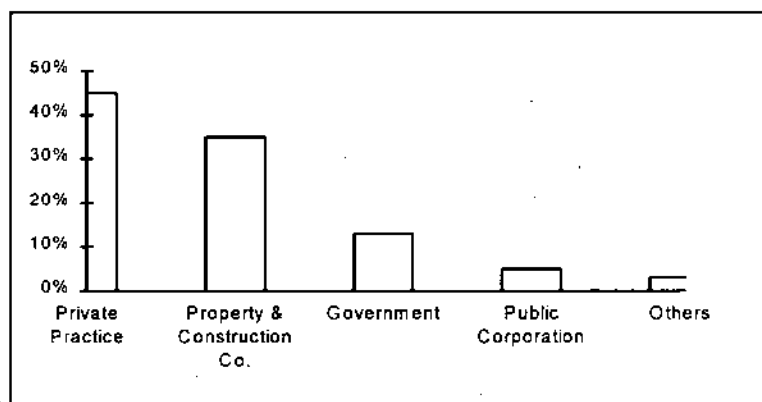


Fig. 5.1 Distribution of Respondents by Type of Organization

- 5.3 Majority of the respondents (93.3%) had only one salary review in 1995.
- 5.4 January (28.9%) and April (26.6%) were the two months when salary reviews for most of the respondents were taking place. This was followed by the month of July (22.0%).
- 5.5 "Company-wide flat rate plus working performance" appeared to be the most popular way being applied by employers for salary review (31%). However, quite an amount of respondents (31%) did not actually know how their salary reviews were established (Fig. 5.2)

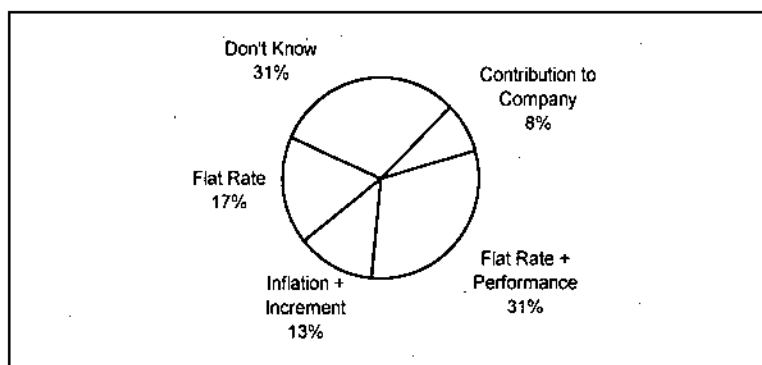


Fig. 5.2 Popularity of various types of Salary Review

5.6 Majority of the respondents expected a salary increase in the ranges of 6-10% (35%) and 11-15% (32%) in the coming year (Fig. 5.3)

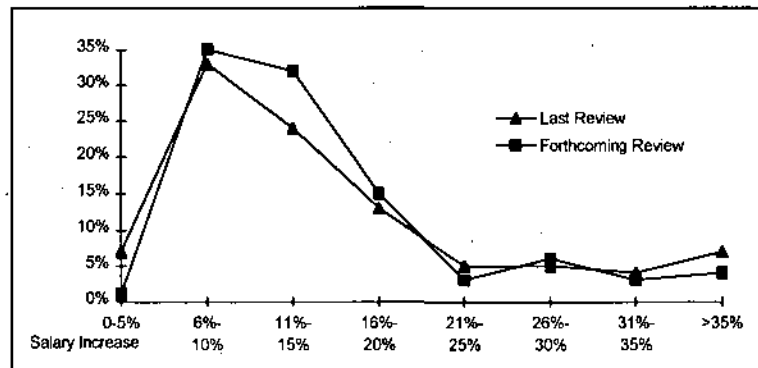


Fig. 5.3 Percent of Increase in Salary Review

5.7 The number of respondents who were satisfied with their present salary (51%) slightly outweighed those who felt that they were underpaid (48%) by 3%. Only two respondents (1%) felt that they were overpaid.

5.8 Most respondents indicated a reasonably high level of confidence in fulfilling their current job.

5.9 The mostly available kinds of fringe benefits offered by the employers was "health insurance" (60.7%), followed by "Contributory Pension/Provident Fund" (36.4%).

5.10 Nearly one third of the respondents (30%) intended to leave their present companies in the coming three months. Most of those who intended to leave were dissatisfied with their job (55.4%). Other main reasons for leaving included dissatisfactory salary (39.6%) and career move (30.7%).

5.11 Nearly half of the respondents (48%) claimed that they intended to leave their present companies after obtaining a professional surveying qualification.

5.12 "Nature of Work" was considered the most important criteria in job selection. Other important factors included "Promotion Prospects", "Job Satisfaction" and "Starting Salary". The factor of "Migration Opportunity" was ranked as the least important. (Fig. 5.4)

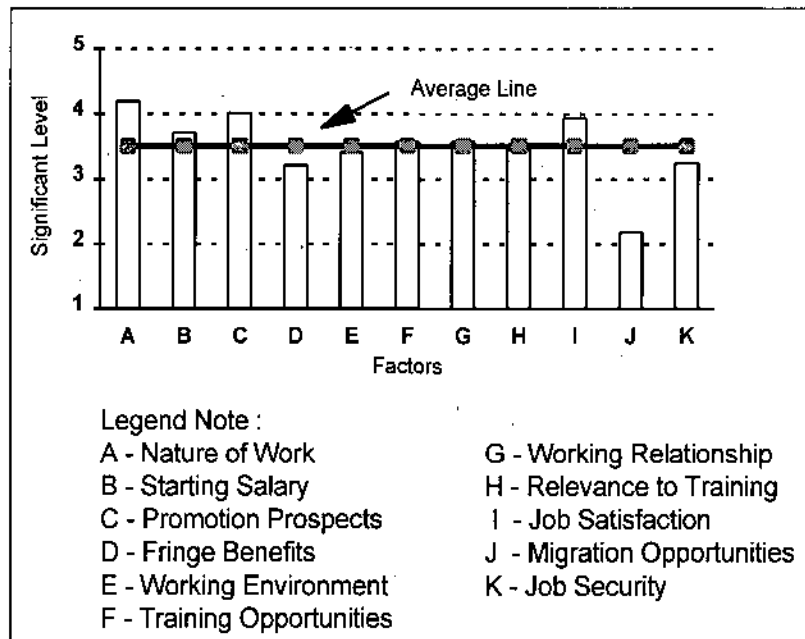


Fig. 5.4 Factors to be considered in Job Finding

6 SALARY INCOME

6.1 In the survey, the graduates were asked to supply information regarding their employment incomes as at 1st April 1995. In order to show the actual earning power of the graduates (sometimes not wholly reflected in their basic salaries) and to present the results in a comparable way, the following methods of measurement were undertaken for different group of graduates :

- I for those graduating during the summer 1994, the employment income (i.e. Basic Salary + Allowance + Commission) in April 1995 has been considered; and
- II for all other graduates, an Equivalent Monthly Salary (EMS) calculated by using the following formula has been adopted.

$$\text{EMS} = [(\text{Basic Monthly Salary} \times \text{No. of month of salary in 1994}) + (\text{Monthly Allowance} + \text{Commission}) \times 12] / 12$$

6.2 The salary spectrum was then analysed according to the graduates' educational, professional and occupational backgrounds. For the sake of clarity and simplicity, only the median salary incomes are presented. (For comprehensive results of the Statistical Analysis, please refer to Appendix III)

6.3 Being constrained by the sample size, the results for certain sub-groups may lead to a distorted picture. The readers are reminded to be careful in viewing the results. In order to minimise the chance of mis-interpretation, the salary incomes for each group were also plotted against the years of graduation (reflecting their working experience and seniority), to provide a realistic trend.

6.4 As shown in Figure 6.1, the Equivalent Monthly Salaries against the year of graduation and division are presented. The earning power of the graduates in all disciplines is generally on an upward trend.

All figures are in HK\$ '000

Year of Graduate	BS	GP	LS	QS	Overall
1994	12.5	10.8	13.4	13.1	13.0
1993	17.3	13.4	-	18.4	15.8
1992	17.9	16.3	-	21.6	18.4
pre 1992	31.0	32.6	30.2	32.6	32.3

Fig. 6.1 Median Monthly Income of Surveying Graduates by division

6.5 In this year's survey, except for the fresh graduates in 1994, the QS (both in terms of division and field of practice) received the highest salary in median terms - a reverse of the 1992 result. (Fig. 6.2)

All figures are in HK\$ '000

Year of Graduate	BS	GP	QS	Project Mgt.	Overall
1994	13.0	10.8	13.8	11.2	13.0
1993	16.3	12.6	18.8	17.3	15.8
1992	17.3	16.6	22.6	21.1	18.4
pre 1992	31.8	32.6	32.6	31.1	32.3

Fig. 6.2 Median Monthly Income of Surveying Graduates by field of Practice

6.6 Similar to the 1992 survey, graduates working in public corporations had the highest pay, except for the 1992 graduates (amongst them those working in construction companies earned the most, being followed by those in property companies). (Fig. 6.3)

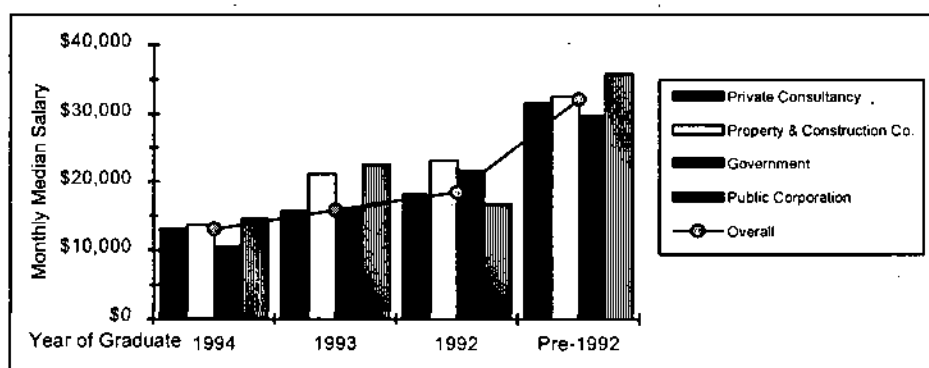


Fig. 6.3 Salary Distribution by Type of Organization

6.7 However, no clear trend could be identified in examining the results related to different academic backgrounds since the data (as shown in Fig. 6.4) are quite varied.

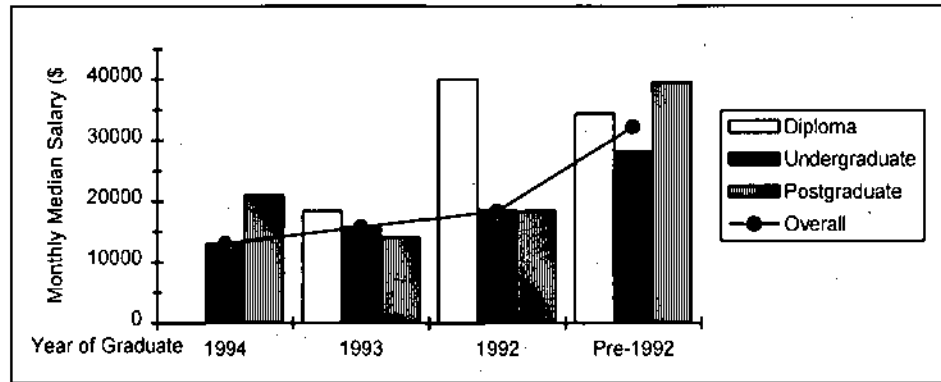


Fig. 6.4 Salary Distribution by Academic Background

6.8 As shown in Fig. 6.5, the survey confirmed that, similar to the 1992 Survey, the graduates working at senior levels earned more. Furthermore, the survey indicated that professional qualification was important for the graduates in improving their salary level. (Fig. 6.6)

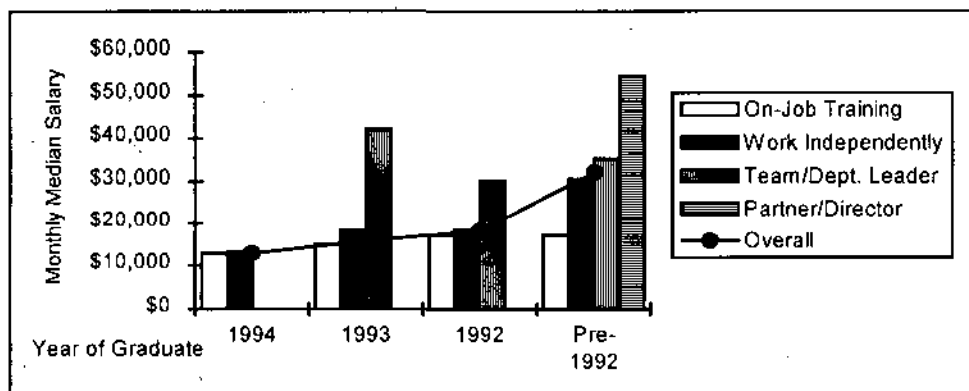
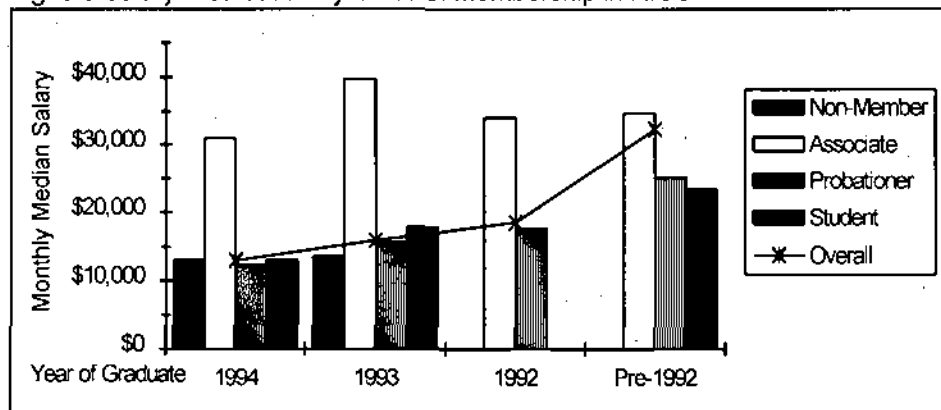


Fig. 6.5 Salary Distribution by Level of Responsibility

Fig. 6.6 Salary Distribution by Class of Membership in RICS



7 TRAINING

- 7.1 Only 219 who were not professional associates were asked for comments on their training. The results are summarised below.
- 7.2 126 respondents (58%) were satisfied with the training provided by their organizations whilst 93 (42%) stated the contrary.
- 7.3 Only 54 (25%) considered themselves working under a proper training scheme.
- 7.4 153 (70%) stated that no job rotation was available in their employment.
- 7.5 Most of the graduates (78.3%) preferred having a wider exposure in training. This was followed by those expecting "Guidance" (53.9%) and "Job Rotation" (52.%)
- 7.6 Slightly less than half (45%) of the graduates considered that they would be well equipped to be a competent surveyor under the present training. 5% felt the contrary.

8 SWITCHING

8.1 In the survey, the graduates were asked whether they had ever heard of the following policy:

"RICS now recognises fully exempting academic qualifications on a cross divisional basis. For instance, any candidate with a fully exempting QS degree could enrol on the Assessment of Professional Competence in General Practice, providing he/she can obtain an appropriate post in the GP surveying field"

8.2 171 (78%) reported yes. 25 (11%) stated that they had switched to other division.

8.3 Out of the 25, 11 (44%) were originally from the QS to another division and 15 (60%) graduates had switched to GP.

8.4 The most common reasons given by the respondents for switching to other division was "Change in interest" (53.8%), followed by "Career prospect" (38.5%) and "Job availability" (11.5%).

8.5 153 (70%) stated that this policy was beneficial to the surveying graduates.

9 OTHER COMMENTS

9.1 51 respondents had given other comments in their returned questionnaires. Their concerns included the following :

- I The Survey
- II Salary
- III Training
- IV Switching Policy
- V Assessment of Professional Competence (APC)
- VI Continuing Professional Development (CPD)
- VII Others

9.2 Since the comments given in respect of items ii to vii were obviously beyond the terms of reference of the sub-committee, only the item I would be considered by the sub-committee. After consideration, the sub-committee had received a constructive comment that the response to the survey would be improved if a pre-paid returned envelope was available. As such, the sub-committee resolved to reconsider this issue in the next survey.

9.3 In addition, the sub-committee also a suggestion that more information about employment should be provided to the fresh graduates; and considered publishing the results of the survey to all JO members.

10 CONCLUSION

- 10.1 In the Surveying Graduates' Salary & Employment Survey 1995, all together 1,907 questionnaires were sent out. 333 valid and completed questionnaires were returned, which represented a response rate of 17.5%. Comparing with the response rate of 31.1% in 1992, the feedback to the present current is somewhat disappointing. Having said that, there was a slight increase in the actual number.
- 10.2 Amongst the respondents, 109 (32.7%) were qualified RICS members and 75 (22.5%) were qualified HKIS members.
- 10.3 Similar to the 1992 Survey, greatest response had been received from QS which constituted 43% of the overall sample size.
- 10.4 Over 80% of the respondents had either undergraduate (78%) or postgraduate (4%) qualifications. 66 of the respondents had undertaken further studies in various subjects including Surveying/Real Estate, Law, Project Management and MBA.
- 10.5 Nearly half (44.7%) of the respondents were employed by private practice firms, whilst those working for HK Government constituted only 12.6%.
- 10.6 Majority of the respondents expected a salary increase in the ranges of 6-10% and 11-15% in the coming years.
- 10.7 In this Survey, except for the fresh graduates in 1994, QS (both in terms of division and field of practice) received the highest salary in median terms - a reverse of the 1992 result. The median monthly salaries for the fresh graduates in 1994 in BS, GP, LS and QS divisions were \$12,500, \$10,800, \$13,400 and \$13,100 respectively.
- 10.8 Only 219 who were not professional associates were asked for comments on their training. 58% were satisfied with the training provided by their organisations. Most of the graduates (78.3%) preferred to have a wider exposure in training.
- 10.9 25 respondents stated that they had switched to other division. The most common reasons for switching to other division were "Change in interest", "Career prospect" and

"Job availability". 153 (70%) respondents stated that the current policy adopted by RICS allowing the graduates switching to other division was beneficial to the surveying graduates.

11 RECOMMENDATION

Having noted the result of this Survey, the Sub-Committee is pleased to make the following recommendation:-

- 1) Though the response rate for this Survey was not encouraging, however the Survey should be conducted on a regular basis, in two to three years interval.
- 2) In order to speed up the survey process and utilise the resources more effectively, the Survey could be split up into two surveys: one for salary survey on Bi-annual basis and the other should concentrate on the training provision. The latter part could be developed up into a more detailed survey, on a less frequent basis, examining the source of problems in training provision.
- 3) The sub-committee had received a great deal of comments which were concerned on a wide spectrum. This indicated that more channels should be provided to the surveying graduates in giving their opinions on the professional training and APC.

Appendix I : Members of Sub-Committee

Convenor : Mr. Kempis LAM
Members : Miss Alex NG
Mr. Eureka CHENG
Mr. Gordon POON
Mr. Terry CHEUNG
Mr. Cody PANG
Mr. Ricky CHAN

Appendix II : Sample Questionnaire



THE HONG KONG INSTITUTE OF SURVEYORS
 JUNIOR ORGANIZATION
 香港測量師學會青年組
 THE ROYAL INSTITUTION OF CHARTERED SURVEYORS
 HONG KONG BRANCH JUNIOR ORGANIZATION
 皇家特許測量師學會 (香港分會青年組)
 Room 1934, Swire House, Chater Road, Central, Hong Kong.
 Tel: 2526 3579 Fax: 2866 4612



Dear Surveying Graduates,

Surveying Graduates' Salary & Employment Survey 1995

We are glad to inform you that this is the second time for the Junior Organization to undertake the captioned survey. The last survey revealed that the median monthly salary for a fresh surveying graduate was about \$8,000 as at October 1992 whereas the median monthly salary for the graduates with one and two years working experience was \$11,340 and \$13,000 respectively.

In fact, the survey does not only tell you the median monthly salary but also allows us :-

- 1 to understand the wide range of particulars, in terms of employment and qualifications of the surveying graduates.
- 2 to reveal the salary spectrum of the graduates as at 1st April 1995.
- 3 to collect the graduates' view on the present situation of the on-job training leading to their APC and then professional surveying qualification, as well as on the present rule allowing the switching of division after graduation.

Similar to the last survey, we will analyze the information obtained in this survey and publish the findings through the "Surveying" and a full report. A copy of the Executive Summary of the last survey report is attached herewith for your information.

To give your support to this survey, you are kindly requested to complete the enclosed questionnaire and return it to Surveyors Services Limited by 12 May 1995. All the information you put down on the questionnaire will be handled (confidentially).

We are looking forward to receiving your completed questionnaire.

Warm regards,

Sub-committee
 JO Surveying Graduates' Salary & Employment Survey 1995



THE HONG KONG INSTITUTE OF SURVEYORS
 JUNIOR ORGANIZATION
 香港測量師學會青年組
 THE ROYAL INSTITUTION OF CHARTERED SURVEYORS
 HONG KONG BRANCH JUNIOR ORGANIZATION
 皇家特許測量師學會(香港分會青年組)
 Room 1934, Swire House, Chater Road, Central, Hong Kong.
 Tel: 2528 3679 Fax: 2868 4612



SURVEYING GRADUATES (UNDER 33 YEARS OLD) SALARY AND
 EMPLOYMENT SURVEY 1995

QUESTIONNAIRE

Please complete this questionnaire and return it to: Salary & Employment Survey, Surveyors Services Ltd, Room 1934, Swire House, Chater Road, Central, Hong Kong by 15th May 1995.

Place your choices in the respective brackets, unless stated otherwise. No signature is required. Thank you for your participation.

General particulars

- 1 Class of membership in RICS
 a Associate b Probationer c Student d NA ()
- 2 Class of membership in HKIS
 a Associate b Student c NA ()
- 3 Division
 a BS b GP c LS d QS e PD f Others _____ ()
- 4 Sex
 a Female b Male ()
- 5 Age (as at 1st April 1995) ()

Academic Qualifications

- 6 Qualification (the highest level attained)
 a HD b PD c CEM Diploma d Bachelor Degree
 e Master Degree f Others, please specify _____ ()
- 7 Subject
 a Surveying b Building c Engineering d Geography/Economics
 e Others, please specify _____ ()

- 8 From which type of academic institution did you receive your above qualification?
 a Local University b Overseas University c Distance Learning
 d Local Polytechnic e Overseas Polytechnic
 f Others, please specify _____ ()
- 9 Year of graduation
 a Pre 1992 b 1992 c 1993 d 1994 ()
- 10 Are you currently undertaking further study?
 a No b Yes
 If yes, please state the subject _____ ()
- 11 Do you have any other professional qualification(s)?
 a No b Yes
 If yes, please specify _____ Year obtained _____ ()

Employment

- 12 Are you in
 a Full-time employment b Part-time employment
 c Unemployed d Full-time study
 d Others, please state _____ ()
- 13 Field of Practice
 a General Practice b Building Surveying
 c Quantity Surveying d Land Surveying
 e Project Management f Planning and Development
 g Not practising as a surveyor ()
- 14 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 ()
- 15 Type of organisation you are working in
 a Private Practice (Consultancy)
 b Construction / Building Company
 c Property Company
 d Financial Services Organisation
 e Government
 f Charitable Organisation
 g Educational Establishment
 h Public Corporation (eg MTRC, KCRC, etc)
 i Others (Please state) _____ ()

Remuneration

- 16 In which month(s) of the year is your salary usually reviewed?
Please state the month(s) _____
- 17 When was your last basic salary review?
Please state the month and year _____
- 18 Monthly remuneration (as at 1st April 1995)
- | | |
|---|-------|
| | HK\$ |
| a Basic monthly salary | _____ |
| b Monthly overtime and other allowances | _____ |
| c Commission (monthly average) | _____ |
| Total Monthly Remuneration (a + b + c) | _____ |
- 19 Number of Monthly Salary Equivalent remuneration you had in 1994
- | | | | |
|---------------------------------|------------|-------------|-----|
| a Twelve | b Thirteen | c Fourteen | () |
| d Fifteen | e Sixteen | f Seventeen | |
| g Others (Please specify) _____ | | | () |
- 20 Which of the following formulas 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 | () |
- 21 What was the percentage salary increase in the last review? _____
- 22 What percentage do you expect in the forthcoming review? _____
- 23 Benefits in kind (Please identify as many as applicable)
- | | |
|---|-----|
| 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 _____) | () |
- 24 How do you compare the present salary and benefit with your own expectation?
- | | | | |
|------------|----------------|-------------|-----|
| a Overpaid | b Satisfactory | c Underpaid | () |
|------------|----------------|-------------|-----|
- 24a What is the level of confidence you have in fulfilling your current job?
(5 - most confident 1 - least confident)
- | | | | | | |
|---|---|---|---|---|-----|
| 1 | 2 | 3 | 4 | 5 | () |
|---|---|---|---|---|-----|

- 25 Do you intend to leave your present company in the coming three months?
a No b Yes ()
- 26 If the answer to Q25 is Yes, please give reasons (indentify ONE to TWO only)
a Redundancy b Dissatisfaction with job/organisation
c Career move d Improved salary
e Training move
f Others (Please specify _____) ()
- 27 Do you intend to leave your present company after obtaining your professional surveying qualification?
a No b Yes c N/A ()
- 28 Please indicate the degree of importance you put on each of the following in selecting a job (5 - Most important 1 - Least important)
(Please circle your choices)
- | | | | | | | |
|--------------------------|-----|---|---|---|---|---|
| a Nature of work | N/A | 1 | 2 | 3 | 4 | 5 |
| b Starting salary | N/A | 1 | 2 | 3 | 4 | 5 |
| c Promotion prospects | N/A | 1 | 2 | 3 | 4 | 5 |
| d Fringe benefits | N/A | 1 | 2 | 3 | 4 | 5 |
| e Working environment | N/A | 1 | 2 | 3 | 4 | 5 |
| f Training opportunities | N/A | 1 | 2 | 3 | 4 | 5 |
| g Working relationship | N/A | 1 | 2 | 3 | 4 | 5 |
| h Relevance to training | N/A | 1 | 2 | 3 | 4 | 5 |
| i Job satisfaction | N/A | 1 | 2 | 3 | 4 | 5 |
| j Migration opportunity | N/A | 1 | 2 | 3 | 4 | 5 |
| k Job security | N/A | 1 | 2 | 3 | 4 | 5 |

Training (Probationers and Students Only)

- 29 Are you satisfied with the training provided by your organisation?
a Excellent b Good c Satisfactory d Not satisfactory ()
- 30 Are you working under a proper training scheme?
a No b Yes ()
- 31 Is job rotation available within your company training?
a No b Yes ()
- 32 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 _____) ()

- 33 Do you think you will be well equipped to be a competent surveyor under the present training?
a No b Yes ()
- 34 RICS now recognises fully exempting academic qualifications on a cross divisional basis. For instance, any candidate with a fully exempting QS degree could enrol on the Assessment of Professional Competence in General Practice, providing he/she can obtain an appropriate post in the GP surveying field.
- 34a Have you heard of the above policy?
a No b Yes ()
- 34b Have you ever switched to another division under the above policy?
a No b Yes ()
- 34c If the answer to Q34b is Yes, please state
- i) the division you studied in College
a GP b BS c QS d LS e Others (incl. P&D) ()
 - ii) the division you are now working in
a GP b BS c QS d LS e Others (incl. P&D) ()
- 34d Why have you switched?
a Change of interest b Career prospect
c Job availability d Others, please state _____ ()
- 34e Do you consider the above policy beneficial to surveying graduates?
a No b Yes ()

Others

- 35 Other comments, please specify _____

- END -

Appendix III : Statistical Results

1. In order to show the actual earning power of the graduates and to present the results in a comparable way, the following methods of measurement were undertaken for different group of graduates:

a) for those graduating during the summer 1994, the employment income (i.e. Basic Salary + Allowance + Commission) in April 1995 has been considered; and

b) for all other graduates, an Equivalent Monthly Salary (EMS) calculated by using the following formula has been adopted.

$$\text{EMS} = \left[\frac{\{\text{Basic Monthly Salary} \times \text{no. of months of salary in 1994}\} + \{\text{Monthly Allowance} + \text{Commission}\} \times 12}{12} \right]$$

2. To highlight the salary differences between graduates with different education and employment backgrounds, the data were categorised in terms of groups and sub-groups, whenever appropriate.

3. However, the result of analyses would probably be an indication only because of the limited sample size. As such, the readers are reminded to take a cautious view in interpreting the information presented in this report.

4. For quick reference, the definition of some statistical terms are given in below:

a) Average is an arithmetic average which is defined as the sum of the employment income in the data group divided by the number of respondents.

b) Median is the employment income of the middle respondent when all respondents in the group are arranged in either ascending or descending order, in terms of salary income. For a group with an even number of respondents, the median is assumed to be midway between the two respondents adjacent to the middle.

c) Max is the maximum employment income in the data group.

d) Min is the minimum employment income in the data group.

TABLE 1 SALARY DISTRIBUTION BY DIVISION AND YEAR OF GRADUATE

DIVISION : BUILDING SURVEYING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	18	11,909	20,000	9,000	12,500
1993	15	17,529	34,166	10,833	17,300
1992	15	19,695	34,000	14,451	17,875
Pre 1992	28	30,859	58,110	14,000	30,962

DIVISION : GENERAL PRACTICE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	16	12,085	20,400	9,000	10,750
1993	32	14,588	29,166	9,000	13,368
1992	19	18,742	37,066	13,416	16,333
Pre 1992	32	36,822	86,666	17,500	32,562

DIVISION : LAND SURVEYING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	8	13,720	15,245	13,000	13,360
Pre 1992	7	32,808	56,875	13,050	30,200

DIVISION : QUANTITY SURVEYING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	24	14,931	31,000	8,800	13,162
1993	29	19,922	50,250	10,500	18,406
1992	17	24,197	42,333	16,250	21,625
Pre 1992	73	34,314	76,000	13,000	32,600

DIVISION : OVERALL

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	66	13,270	31,000	8,800	13,018
1993	76	17,204	50,250	9,000	15,798
1992	51	20,841	42,333	13,416	18,416
Pre 1992	140	34,121	86,666	13,000	32,250
OVERALL	333	24,093	86,666	8,800	20,475

**TABLE 2 SALARY DISTRIBUTION BY CLASS OF MEMBERSHIP
IN RICS AND YEAR OF GRADUATE**

CLASS : PROFESSIONAL ASSOCIATE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	1	31,000	31,000	31,000	31,000
1993	2	39,708	50,250	29,166	39,708
1992	7	32,589	42,333	18,416	34,000
Pre 1992	99	37,760	86,666	18,000	34,690

CLASS : PROBATIONER

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	55	13,148	26,000	8,800	12,500
1993	64	16,881	34,166	9,000	15,633
1992	44	18,972	29,375	13,416	17,604
Pre 1992	38	25,324	40,500	13,050	25,166

CLASS : STUDENT

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	1	13,035	13,035	13,035	13,035
1993	4	16,154	18,516	10,500	17,800
Pre 1992	3	25,472	40,083	13,000	23,333

CLASS : NON-MEMBER

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	9	12,073	14,000	9,000	13,035
1993	6	13,852	16,791	11,291	13,558

TABLE 3 SALARY DISTRIBUTION BY ACADEMIC QUALIFICATION AND YEAR OF GRADUATE

QUALIFICATION : DIPLOMA

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1993	3	21,090	26,916	18,000	18,354
1992	2	40,125	42,333	37,916	40,125
Pre 1992	51	38,050	66,666	13,050	34,625

Including Higher Diploma, Professional Diploma & CEM Diploma

QUALIFICATION : UNDERGRADUATE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	64	13,028	26,000	8,800	13,017
1993	66	16,616	34,166	9,000	15,751
1992	48	20,086	37,066	13,416	18,602
Pre 1992	82	31,202	86,666	13,000	28,166

QUALIFICATION : POSTGRADUATE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	2	21,000	31,000	11,000	21,000
1993	7	21,085	50,250	11,375	14,121
1992	1	18,500	18,500	18,500	18,500
Pre 1992	4	44,766	76,000	23,980	39,541

QUALIFICATION : OTHERS

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
Pre 1992	3	32,937	39,875	24,500	34,436

TABLE 4 SALARY DISTRIBUTION BY FIELD OF PRACTICE AND YEAR OF GRADUATE

FIELD OF PRACTICE : GENERAL PRACTICE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	16	12085	20400	9000	10750
1993	30	13928	24916	9000	12620
1992	19	18886	37066	13416	16600
Pre 1992	32	36,667	86,666	17,500	32,562

FIELD OF PRACTICE : BUILDING SURVEYING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	14	12311	20000	9000	13035
1993	9	15749	20000	10833	16333
1992	10	19422	34000	14451	17290
Pre 1992	17	32,804	58,110	14,841	31,800

FIELD OF PRACTICE : QUANTITY SURVEYING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	23	14,232	26,000	8,800	13,800
1993	24	19,758	29,520	11,291	18,758
1992	16	24,423	42,333	16,250	22,625
Pre 1992	60	33,232	65,000	13,000	32,587

FIELD OF PRACTICE : LAND SURVEYING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	8	13,720	15,245	13,000	13,360
Pre 1992	7	32,808	56,875	13,050	30,200

FIELD OF PRACTICE : PLANNING & DEVELOPMENT

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	5	14,600	31,000	9,000	11,200
1993	11	22,453	50,250	14,405	17,300
1992	6	19,841	25,433	14,600	20,833
Pre 1992	23	33,518	76,000	14,000	31,166

INCLUDING PROJECT MANAGEMENT

FIELD OF PRACTICE : NOT A SURVEYOR

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
Pre 1992	3	26,083	51,500	10,500	16,250

TABLE 5 SALARY DISTRIBUTION BY LEVEL OF RESPONSIBILITY AND YEAR OF GRADUATE

LEVEL OF RESPONSIBILITY : ON-JOB TRAINING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	51	12,984	26,000	8,800	13,000
1993	55	15,848	27,333	10,291	15,000
1992	19	18,878	29,375	13,416	17,290
Pre 1992	12	19,905	39,083	13,000	17,254

LEVEL OF RESPONSIBILITY : WORKING INDEPENDENTLY

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	15	14,241	31,000	9,000	13,300
1993	19	18,499	29,520	9,000	18,416
1992	27	20,590	42,333	14,000	18,416
Pre 1992	72	31,466	76,000	18,000	30,593

LEVEL OF RESPONSIBILITY : TEAM LEADER

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1993	2	42,208	50,250	34,166	42,208
1992	5	29,650	30,766	21,666	30,225
Pre 1992	52	39,322	86,666	20,825	35,437

LEVEL OF RESPONSIBILITY : PARTNER/DIRECTOR

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
Pre 1992	4	56,944	67,400	51,500	54,437

**TABLE 6 SALARY DISTRIBUTION BY TYPE OF ORGANISATION
AND YEAR OF GRADUATE**

TYPE OF ORGANISATION : PRIVATE PRACTICE

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	34	13,790	26,000	8,800	13,150
1993	40	16,653	29,166	9,000	15,751
1992	28	19,355	37,066	13,416	18,062
Pre 1992	47	33,444	86,666	13,000	31,697

TYPE OF ORGANISATION : PROPERTY, CONSTRUCTION
/BUILDING

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	17	12,263	31,000	9,000	10,500
1993	25	19,062	50,250	10,616	16,791
1992	17	23,999	42,333	13,866	21,666
Pre 1992	56	33,230	76,000	15,166	31,458

TYPE OF ORGANISATION : GOVERNMENT

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	10	13,032	13,035	13,000	13,035
1993	6	13,783	15,680	12,700	13,762
1992	3	21,602	30,225	17,290	17,290
Pre 1992	23	35,730	60,860	13,050	32,743

TYPE OF ORGANISATION : PUBLIC CORPORATIONS

YEAR OF GRADUATE	NO. OF RESPONENT	AVERAGE	MAX	MIN	MEDIAN
1994	3	13,668	15,245	11,200	14,560
1993	1	22,543	22,543	22,543	22,543
1992	2	16,778	17,875	15,680	16,778
Pre 1992	12	38,136	59,866	28,708	35,883