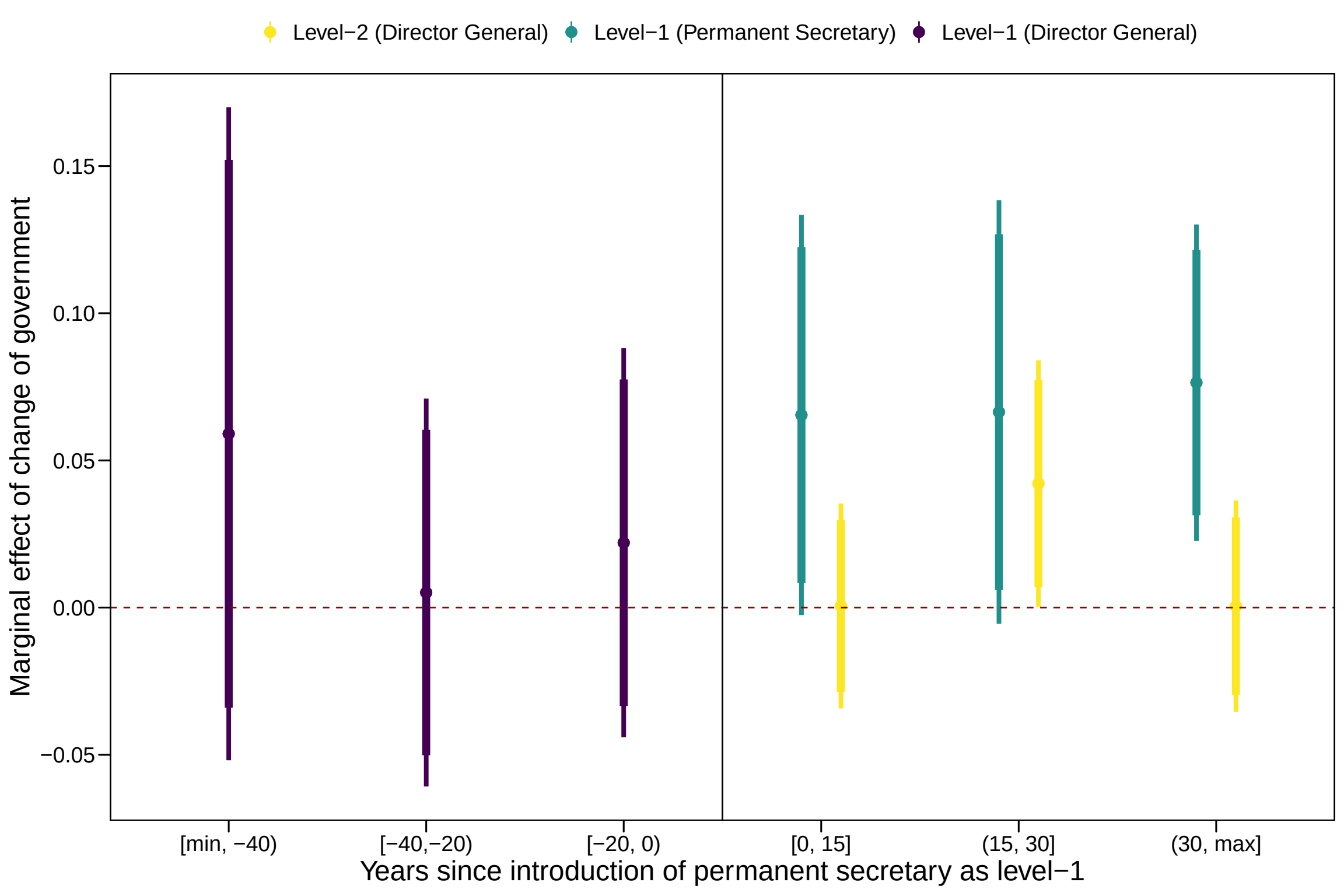
Level−2 (Director General)
Level−1 (Permanent Secretary)
Level−1 (Director General)
Marginal effect of change of government
0.15
0.10
0.05
0.00
−0.05
[min, −40)
[−40,−20)
[−20, 0)
[0, 15]
(15, 30]
(30, max]
Years since introduction of permanent secretary as level−1