

## Pay Trend Survey Committee Meeting on 15 May 2012

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The following is issued on behalf of the Pay Trend Survey Committee.

The 2012 Pay Trend Survey (PTS) Report, compiled by the Pay Survey and Research Unit of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service, is released today (15 May) to Members of the Pay Trend Survey Committee (PTSC).

The survey has indicated the following average pay adjustments in the surveyed companies over the 12-month period from 2 April 2011 to 1 April 2012 –

	<b>Basic Pay Indicators</b>	+	<b>Additional Pay Indicators</b>	=	<b>Gross Pay Trend Indicators</b>
Lower Salary Band (below \$16,855 per month) :	4.74%	+	0.97%	=	5.71%
Middle Salary Band (\$16,855 – \$51,670 per month) :	5.28%	+	1.36%	=	6.64%
Upper Salary Band (\$51,671 – \$103,900 per month) :	4.70%	+	1.31%	=	6.01%

**The above indicators are tentative and are subject to verification and validation by the PTSC next Tuesday (22 May).** After that, the PTS results will be submitted to the Administration. In accordance with the established practices, the Administration will take into account the Pay Trend Indicators derived from the PTS and other pertinent considerations, namely, the state of the economy of Hong Kong, the Government's fiscal position, changes in the cost of living, pay claims of the staff sides and civil service morale, before making a decision on the 2012-2013 civil service pay adjustment.

The survey results reflect the pay trend in 112 companies covering 182,009 employees over the 12-month period from 2 April 2011 to 1 April 2012. Among these companies, there are 84 larger companies (employing 100 or more staff) and 28 smaller companies (employing 50 – 99 staff). These companies are regarded as typical employers in their respective fields, generally known as steady and good employers with systematic and rational salary administration.

The survey is conducted in accordance with the improved methodology as approved by the Chief Executive-in-Council in March 2007. The survey takes into account adjustments to basic salary and additional payments awarded to employees of the surveyed companies attributable to factors in relation to cost of living, changes in market rates, general prosperity and company performance, merit and in-scale increment.

The PTSC is chaired by Ms Virginia Choi, who is a member of the Standing Commission on Civil Service Salaries and Conditions of Service. Ms Choi wishes to express the PTSC's sincere appreciation of the co-operation and assistance rendered by the participating companies to the 2012 PTS.

Ends/Tuesday, 15 May 2012