

Pay Trend Survey Committee Meeting on 22 May 2012

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

The Pay Trend Survey Committee (the Committee) met today (22 May) to consider the findings of the 2012 Pay Trend Survey.

The survey findings indicate that the following average pay adjustments have been awarded by the surveyed companies over the 12-month period from 2 April 2011 to 1 April 2012 –

	Basic Pay Indicators	+	Additional Pay Indicators	=	Gross Pay Trend Indicators
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 2012 Pay Trend Survey was conducted 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 and based on an improved methodology as approved by the Chief Executive-in-Council in March 2007.

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. It took 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, in accordance with the improved survey methodology.

A breakdown of the 112 companies by size is as follows –

	<u>No. of Companies</u>
Larger companies (employing 100 or more staff)	84 (75%)
Smaller companies (employing 50 – 99 staff)	28 (25%)
Total :	<hr/> 112

The distribution of the 182,009 employees by the three salary bands is as follows –

	<u>No. of Employees</u>
Lower Salary Band (below \$16,855 per month)	99,567 (55%)
Middle Salary Band (\$16,855 – \$51,670 per month)	71,560 (39%)
Upper Salary Band (\$51,671 – \$103,900 per month)	10,882 (6%)
Total :	<hr/> 182,009

At the meeting today, all Members of the Committee validated the survey results.

The meeting was chaired by Ms Virginia Choi, Chairperson of the Pay Trend Survey Committee and a member of the Standing Commission on Civil Service Salaries and Conditions of Service.

Ms Choi said, “The Pay Trend Survey Committee will submit the Committee Report to the Administration for consideration. The 2012 Pay Trend Survey was conducted in accordance with the agreed methodology and in a professional and objective manner.”

Ms Choi added that “The relevant pay trend indicators are the result of a survey of the pay trend in companies of the private sector. Pay adjustment for the civil service is, however, a separate matter. The actual level of adjustment will have to be determined by the Administration in consultation with relevant parties having regard to an array of considerations.”

Ms Choi wishes to express the Committee’s sincere appreciation for the co-operation and assistance rendered by the companies to the Pay Survey and Research Unit. The list of surveyed companies which are willing to disclose their names is at the **Appendix**.

Ends/Tuesday, 22 May 2012

**List of surveyed companies in the 2012 Pay Trend Survey
which are willing to disclose their names**

- Aberdeen Boat Club Ltd.
- AECOM Asia Company Limited
- Aedas Limited
- Airport Authority Hong Kong
- Aviation Security Company Limited
- Bonlux (Asia) Limited
- Cathay Pacific Airways Ltd.
- Chubb Hong Kong Limited
- Chun Wo Development Holdings Limited
- CITIC Pacific Ltd.
- Dah Sing Bank, Limited
- DKSH Hong Kong Limited
- Employees Retraining Board
- Fugro Geotechnical Services Ltd.
- Green Island Cement (Holdings) Ltd.
- Hip Hing Construction Co., Ltd.
- HKR International Limited
- Hoe Hin Pak Fah Yeow Manufactory Ltd.
- Hong Kong Aero Engine Services Ltd.
- Hong Kong Aircraft Engineering Company Limited
- Hong Kong Convention and Exhibition Centre
- Hong Kong Disneyland
- Hong Kong Examinations and Assessment Authority
- Hong Kong Exchanges and Clearing Limited
- Hong Kong Quality Assurance Agency
- Hong Kong Security Printing Limited
- Hong Yip Service Company Limited
- InterContinental Hong Kong
- ISS Facility Services Limited
- Jardine Pacific Limited
- JW Marriott Hotel Hong Kong
- Kimberly-Clark (Hong Kong) Limited
- KPMG
- Lan Kwai Fong Hotel @ Kau U Fong
- Mandatory Provident Fund Schemes Authority
- Messe Frankfurt (HK) Ltd.

- Miramar Hotel & Investment Company Limited
- Modern Terminals Limited
- MTR Corporation Limited
- Nathan Hotel
- Otis Elevator Company (Hong Kong) Limited
- Park Hotel International Limited
- Pearson Education Asia Ltd.
- Sanfield (Management) Ltd.
- SGS Hong Kong Limited
- Shun Hing Electronic Trading Co., Ltd.
- Sonca Products Limited
- Standard Chartered Bank (Hong Kong) Limited
- The Bank of East Asia, Limited
- The Commercial Press (Hong Kong) Ltd.
- The Dairy Farm Company Limited
- The Harbourview
- The Hebe Haven Yacht Club Limited
- The Hong Kong Country Club
- The Kowloon Motor Bus Co. (1933) Ltd.
- The Wing On Department Stores (Hong Kong) Limited
- Urban Property Management Limited
- Urban Renewal Authority
- Wing Hang Bank, Limited

Ends/Tuesday, 22 May 2012