

## Pay Trend Survey Committee Meeting on 15 May 2013

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

The 2013 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 2012 to 1 April 2013 –

	<b>Basic Pay Indicators</b>	+	<b>Additional Pay Indicators</b>	=	<b>Gross Pay Trend Indicators</b>
Lower Salary Band (below \$17,835 per month) :	5.52%	+	- 0.22%	=	5.30%
Middle Salary Band (\$17,835 – \$54,665 per month) :	4.97%	+	- 0.18%	=	4.79%
Upper Salary Band (\$54,666 – \$109,365 per month) :	4.03%	+	- 0.65%	=	3.38%

**Members of the PTSC are, at present, studying the survey report in detail. Subject to their analysis and deliberation, the PTSC would consider to verify and / or validate the findings of the survey at its meeting on 22 May 2013.** 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 2013-2014 civil service pay adjustment.

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The survey results reflect the pay trend in 109 companies covering 180,253 employees over the 12-month period from 2 April 2012 to 1 April 2013. Among these companies, there are 82 larger companies (employing 100 or more staff) and 27 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 rational and systematic 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, general changes in market rates, general prosperity and company performance, merit and inscale increment.

The PTSC is chaired by Mr Wilfred Wong Kam-pui, who is a member of the Standing Commission on Civil Service Salaries and Conditions of Service. Mr Wong wishes to express the PTSC's sincere appreciation of the co-operation and assistance rendered by the participating companies to the 2013 PTS.

Ends/Wednesday, 15 May 2013