

Pay Trend Survey Committee Meeting on 22 May 2013

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 2013 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 2012 to 1 April 2013 –

	Basic Pay Indicators	+	Additional Pay Indicators	=	Gross Pay Trend Indicators
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%
Across All Salary Bands	: 5.24%	+	- 0.23%	=	5.01%

The 2013 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 109 companies covering 180,253 employees over the 12-month period from 2 April 2012 to 1 April 2013. 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, general changes in market rates, general prosperity and company performance, merit and inscale increment, in accordance with the improved survey methodology.

A breakdown of the 109 companies by size is as follows –

	<u>No. of Companies</u>
Larger companies (employing 100 or more staff)	82 (75%)
Smaller companies (employing 50 – 99 staff)	27 (25%)
Total :	<hr/> 109

The distribution of the 180,253 employees by the three salary bands is as follows –

	<u>No. of Employees</u>
Lower Salary Band (below \$17,835 per month)	102,480 (56.85%)
Middle Salary Band (\$17,835 – \$54,665 per month)	67,621 (37.52%)
Upper Salary Band (\$54,666 – \$109,365 per month)	10,152 (5.63%)
Total :	<hr/> 180,253

At the meeting today, the two representatives of the Standing Commission on Civil Service Salaries and Conditions of Service, the representative of the Standing Committee on Disciplined Services Salaries and Conditions of Service, the two representatives of the Administration, the Secretary General of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service, the three Staff Side representatives of the Model Scale 1 Staff Consultative Council, and two Staff Side representatives of the Senior Civil Service Council accepted the survey findings. One Staff Side representative of the Senior Civil Service Council accepted the survey findings with reservations. The two Staff Side representatives of the Disciplined Services Consultative Council accepted the

survey findings with great reservations. The two Staff Side representatives of the Police Force Council did not agree to validate the survey findings.

The meeting was chaired by Mr Wilfred Wong Kam-pui, Chairman of the Pay Trend Survey Committee and a member of the Standing Commission on Civil Service Salaries and Conditions of Service.

Mr Wong said, “The Pay Trend Survey Committee will submit the Committee Report to the Administration for consideration. The 2013 Pay Trend Survey was conducted in accordance with the agreed methodology and in a professional and objective manner.”

Mr Wong 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.”

Mr Wong 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/Wednesday, 22 May 2013

**List of surveyed companies in the 2013 Pay Trend Survey
which are willing to disclose their names**

- Aberdeen Boat Club Ltd.
- AECOM Asia Company Limited
- Aedas Limited
- Airport Authority Hong Kong
- Bonluxe (Asia) Limited
- Cathay Pacific Airways Ltd.
- Chubb Hong Kong Limited
- Chun Wo Development Holdings Limited
- CITIC Pacific Ltd.
- Dah Sing Bank, Limited
- David S. K. Au and Associates Ltd.
- Employees Retraining Board
- Fenix Logistic Services Limited
- Fugro Geotechnical Services 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 Communications 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 Security Printing Limited
- Hong Yip Service Company Limited
- Hsin Chong Construction Group 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
- Leigh & Orange Limited
- Mandatory Provident Fund Schemes Authority
- Modern Terminals Limited

- MTR Corporation Limited
- Nathan Hotel
- Park Hotel International Limited
- PCCW Limited
- Pearson Education Asia Ltd.
- Sonca Products Limited
- Standard Chartered Bank (Hong Kong) Limited
- Television Broadcasts Ltd.
- The Bank of East Asia, Limited
- The Commercial Press (Hong Kong) Ltd.
- The Dairy Farm Company Limited
- The Harbourview
- 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

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