

Pay Trend Survey Committee Meeting on 23 May 2014

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

The Pay Trend Survey Committee (the Committee) met today (23 May) to consider the findings of the 2014 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 2013 to 1 April 2014 –

	Basic Pay Indicators	+	Additional Pay Indicators	=	Gross Pay Trend Indicators
Lower Salary Band (below \$18,535 per month)	5.20%	+	0.12%	=	5.32%
Middle Salary Band (\$18,535 – \$56,810 per month)	5.24%	+	0.37%	=	5.61%
Upper Salary Band (\$56,811 – \$112,155 per month)	4.84%	+	2.07%	=	6.91%

The 2014 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 110 companies covering 170,010 employees over the 12-month period from 2 April 2013 to 1 April 2014. 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 110 companies by size is as follows –

	<u>No. of Companies</u>
Larger companies (employing 100 or more staff)	80 (73 %)
Smaller companies (employing 50 – 99 staff)	30 (27 %)
Total :	<hr/> 110

The distribution of the 170,010 employees by the three salary bands is as follows –

	<u>No. of Employees</u>
Lower Salary Band (below \$18,535 per month)	92,872 (54.6%)
Middle Salary Band (\$18,535 – \$56,810 per month)	66,988 (39.4%)
Upper Salary Band (\$56,811 – \$112,155 per month)	10,150 (6%)
Total :	<hr/> 170,010

The Committee met on 23 May 2014 to verify and validate the 2014 Pay Trend Survey Report. 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 validated 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, “Though some staff side representatives did not participate in the 2014 Pay Trend Survey, the other Committee Members have offered comments on the survey methodology and overseen the conduct of the survey in strict accordance with the agreed methodology and in a professional and objective manner. For those staff side representatives who did not attend the meeting today, I would like to appeal to them once again and hope that they will return and continue to support the work of the Committee. The Pay Trend Survey Committee will submit the Committee Report to the Administration for consideration.”

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/Friday, 23 May 2014

**List of surveyed companies in the 2014 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
- Baker Tilly Hong Kong
- Bonluxe (Asia) Limited
- Castco Testing Centre Limited
- Cathay Pacific Airways Ltd.
- Chun Wo Development Holdings Limited
- CITIC Pacific Ltd.
- Dah Sing Bank, Limited
- David S. K. Au and Associates Ltd.
- Employees Retraining Board
- Ernst & Young
- Fenix Logistic Services Limited
- 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 Communications Company Limited
- Hong Kong Convention and Exhibition Centre
- Hong Kong Disneyland
- 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
- KPMG
- Lan Kwai Fong Hotel @ Kau U Fong
- Leigh & Orange Limited
- Mandatory Provident Fund Schemes Authority

- Modern Terminals Limited
- MTR Corporation Limited
- Nathan Hotel
- Ocean Empire International Ltd.
- Ocean Park Corporation
- Park Hotel International Limited
- PCCW Limited
- Pearson Education Asia Ltd.
- Shanghai Commercial Bank Ltd.
- Shiu Wing Steel Ltd.
- Shun Hing Electronic Trading Co., Ltd.
- Sonca Products Limited
- Standard Chartered Bank (Hong Kong) Limited
- Television Broadcasts Ltd.
- The Dairy Farm Company, Limited 牛奶有限公司
- The Hebe Haven Yacht Club Limited
- The Kowloon Motor Bus Co. (1933) Ltd.
- Urban Property Management Limited
- Urban Renewal Authority
- Wing Hang Bank, Limited
- YMCA of Hong Kong

Ends/Friday, 23 May 2014