

## Pay Trend Survey Committee Meeting on 19 May 2015

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

The 2015 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 (19 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 2014 to 1 April 2015 –

### **Tentative Findings of the 2015 PTS (subject to verification)**

	<b>Basic Pay Indicators</b>	+	<b>Additional Pay Indicators</b>	=	<b>Gross Pay Trend Indicators</b>
Lower Salary Band (below \$19,410 per month) :	4.89%	+	-0.16%	=	4.73%
Middle Salary Band (\$19,410 – \$59,485 per month) :	5.24%	+	-0.18%	=	5.06%
Upper Salary Band (\$59,486 – \$118,840 per month) :	4.75%	+	-0.33%	=	4.42%

**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 26 May 2015.** After that, the PTS results will be submitted to the Government. In accordance with the established practices, the Government 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 2015-2016 civil service pay adjustment.

The survey results reflect the pay trend in 105 companies covering 167,443 employees over the 12-month period from 2 April 2014 to 1 April 2015. Among these companies, there are 82 larger companies (employing 100 or more staff) and 23 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 prosperity and company performance, general changes in market rates, 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 2015 PTS.

Ends/Tuesday, 19 May 2015