

## Pay Trend Survey Committee Meeting on 26 May 2015

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

The Pay Trend Survey Committee (the Committee) met today (26 May) to consider the findings of the 2015 Pay Trend Survey. The survey captured the average pay adjustments awarded by the surveyed companies over the 12-month period from 2 April 2014 to 1 April 2015.

In considering this year's Pay Trend Survey Report, the Committee noted that a company had adjusted the information it had submitted in 2014. If such adjustment is included in the calculation of the 2015 Pay Trend Indicators (PTIs), the Gross PTI for the Upper Salary Band will be increased by 0.04%, i.e. from 4.42% to 4.46%. The Committee considered that the following adjusted Gross PTIs should be submitted to the Government –

	<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%	+	-0.29%	=	4.46%

The 2015 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 105 companies covering 167,443 employees over the 12-month period from 2 April 2014 to 1 April 2015. 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 prosperity and company performance, general changes in market rates, merit and inscale increment, in accordance with the improved survey methodology.

A breakdown of the 105 companies by size is as follows –

	<u>No. of Companies</u>
Larger companies (employing 100 or more staff)	82 (78 %)
Smaller companies (employing 50 – 99 staff)	23 (22 %)
Total :	105

The distribution of the 167,443 employees by the three salary bands is as follows –

	<u>No. of Employees</u>
Lower Salary Band (below \$19,410 per month)	89,493 (54%)
Middle Salary Band (\$19,410 – \$59,485 per month)	67,267 (40%)
Upper Salary Band (\$59,486 – \$118,840 per month)	10,683 (6%)
Total :	167,443

The Committee met on 26 May 2015 to verify and validate the 2015 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 Civil Service Bureau, 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 one Staff Side representative 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, “The 2015 Pay Trend Survey was conducted in accordance with the agreed methodology and in a professional and objective manner. The Pay Trend Survey Committee will submit the Committee Report to the Government 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 Government 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**.

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Ends/Tuesday, 26 May 2015

**List of surveyed companies in the 2015 Pay Trend Survey  
which are willing to disclose their names**

- Aberdeen Boat Club Ltd.
- AECOM Asia Company Limited
- Aedas Limited
- Airport Authority Hong Kong
- AsiaWorld-Expo Management Limited
- Aviation Security Company Limited
- Baker Tilly Hong Kong
- Bonlux (Asia) Limited
- Castco Testing Centre Limited
- Cathay Pacific Airways Ltd.
- Chun Wo Development Holdings Limited
- CITIC Pacific Ltd.
- CWCC
- Dah Sing Bank, Limited
- David S. K. Au and Associates Ltd.
- Employees Retraining Board
- Fenix Logistic Services Limited
- Fugro Geotechnical Services Ltd.
- Gammon Construction Ltd.
- Green Island Cement (Holdings) Ltd.
- Hip Hing Construction Co., Ltd.
- Hoe Hin Pak Fah Yeow Manufactory Ltd.
- Hong Kong Aero Engine Services Ltd.
- Hong Kong Aircraft Engineering Company Limited
- Hong Kong Baptist Hospital
- 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
- Hongkong United Dockyards Ltd.
- Hsin Chong Construction Group Limited
- InterContinental Hong Kong
- ISS Facility Services Limited
- Jardine Pacific Limited
- KPMG
- Latham & Watkins

- Lee Kum Kee International Holdings Ltd.
- Mandatory Provident Fund Schemes Authority
- Modern Terminals Limited
- MTR Corporation Limited
- Nathan Hotel
- OCBC Wing Hang Bank Limited
- Ocean Empire International Ltd.
- Ocean Park Corporation
- Panda Hotel
- Park Hotel International Limited
- PCCW Limited
- Pearson Education Asia Ltd.
- Shanghai Commercial Bank Limited
- Shun Hing Electronic Trading Co., Ltd.
- Standard Chartered Bank (Hong Kong) Limited
- Sun Hung Kai Architects and Engineering Limited
- The Dairy Farm Company, Limited 牛奶有限公司
- The Hebe Haven Yacht Club Limited
- The Kowloon Motor Bus Co. (1933) Ltd.
- UBM Asia Limited
- Urban Property Management Limited
- Urban Renewal Authority
- WT Partnership (HK) Limited
- YMCA of Hong Kong

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