

## Pay Trend Survey Committee Meeting on 17 May 2023

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

The 2023 Pay Trend Survey Report (PTS Report), compiled by the Pay Survey and Research Unit (PSRU) of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service, has been distributed to Members of the Pay Trend Survey Committee (PTSC) earlier today (17 May).

The survey has indicated the following average pay adjustments in the surveyed companies over the 12-month period from 2 April 2022 to 1 April 2023 –

### **Tentative Findings of the 2023 Pay Trend Survey (PTS) (subject to verification)**

	<b>Basic Pay Indicator</b>	+	<b>Additional Pay Indicator</b>	=	<b>Gross Pay Trend Indicator</b>
Lower Salary Band (below \$24,670 per month) :	4.61 %	+	1.05 %	=	5.66%
Middle Salary Band (\$24,670 – \$75,620 per month) :	5.45 %	+	0.23 %	=	5.68 %
Upper Salary Band (\$75,621 – \$154,690 per month) :	4.52%	+	-0.61 %	=	3.91%

**Members of the PTSC are at present studying the PTS Report in detail. Subject to their analysis and deliberation, the PTSC will verify and consider whether to validate the findings of the survey at its meeting scheduled for 24 May 2023.** After that, the PTSC will submit the survey findings to the Government.

In accordance with the established practice, the Chief Executive-in-Council (CE-in-Council) will take into account the pay trend indicators derived from the PTS and other pertinent considerations (such as the state of Hong Kong's economy, the Government's fiscal position, changes in the cost of living, the pay claims of the staff side and civil service morale) before making a decision on the 2023-24 civil service pay adjustment. The PTSC has yet to validate and confirm these tentative findings. It is not within the terms of reference of the PTSC to recommend to the Government the rates

of adjustments to civil service salaries. Be they tentative or validated, the findings are not the rates of adjustments to civil service salaries recommended by the PTSC.

The survey results reflect the pay trend in 108 companies covering 136 971 employees over the 12-month period from 2 April 2022 to 1 April 2023. Among these companies, there are 81 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 CE-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 Laurence Li, SC, who is a member of the Standing Commission on Civil Service Salaries and Conditions of Service. Mr Li wishes to express the PTSC's sincere appreciation for the co-operation and assistance rendered by the companies who participated in the 2023 PTS.

Ends/Wednesday, 17 May 2023