

2008 Pay Trend Survey Findings Endorsed

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

The Pay Trend Survey Committee met today (21 May) to consider the findings of the 2008 Pay Trend Survey.

The Committee validated the survey findings which indicate that the following average pay adjustments have been awarded by the surveyed companies over the 12-month period from 2 April 2007 to 1 April 2008 –

4.47% for the lower salary band (i.e. employees earning below \$14,990 per month);

5.87% for the middle salary band (i.e. employees earning from \$14,990 to \$45,970 per month);

6.90% for the upper salary band (i.e. employees earning from \$45,971 to \$91,765 per month).

The 2008 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. Smaller companies were included in the survey field for the second year with a view to enhancing the representativeness and credibility of the survey.

The survey measured the pay trend in 97 private companies covering 141,289 employees over the 12-month period from 2 April 2007 to 1 April 2008. It took into account adjustments to basic salary and additional payments for employees of the surveyed companies relating to cost of living, changes in market rates, company performance, merit and in-scale increment, in accordance with the improved survey methodology.

A breakdown of the 97 surveyed companies by size is as follows –

	<u>No. of Companies</u>
Larger companies (employing 100 or more staff)	72 (74%)
Smaller companies (employing 50 – 99 staff)	25 (26%)
Total :	<hr/> 97

The distribution of the survey population of 141,289 employees by the three salary bands is as follows –

	<u>No. of Employees</u>
Lower Salary Band (below \$14,990 per month)	72,477 (51%)
Middle Salary Band (\$14,990 – \$45,970 per month)	61,127 (43%)
Upper Salary Band (\$45,971 – \$91,765 per month)	7,685 (6%)
Total :	<hr/> 141,289

The meeting today was chaired by Ms Virginia Choi, Chairperson of the Pay Trend Survey Committee and a Member of the Standing Commission on Civil Service Salaries and Conditions of Service.

In announcing the results, Ms Choi said, “These figures are the result of a survey of the pay trends in the private companies. 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.”

Ms Choi wishes to express the Committee’s sincere appreciation for the co-operation and assistance rendered by the participating companies to the Pay Survey and Research Unit. The list of participating companies is at the **Appendix.**

Ends/Wednesday, 21 May 2008

List of Participating Companies in the 2008 Pay Trend Survey

- Airport Authority Hong Kong
- Bayley & Jackson Dental Surgeons Ltd.
- Bonluxe (Asia) Limited
- C M Wong and Associates Ltd.
- Café de Coral Holdings Ltd.
- Cathay Pacific Airways Ltd.
- Celestial Pictures Limited
- CITIC Pacific Ltd.
- Dah Chong Hong, Ltd.
- Dah Sing Bank, Limited
- DKSH Hong Kong Ltd.
- Du Pont China Limited
- Enviropace Limited
- Hasbro Far East Ltd.
- Hip Hing Construction Co., Ltd.
- Hong Kong Aero Engine Services Ltd.
- Hong Kong Aircraft Engineering Company Limited
- Hong Kong Convention and Exhibition Centre
- Hong Kong Dragon Airlines Ltd.
- Hong Kong Quality Assurance Agency
- Hong Kong Security Printing Limited
- Hong Kong Tourism Board
- HSBC
- ISS Facility Services Limited
- Jacobs China Ltd.
- Jade Dragon Group Company Limited
- Jardine Pacific Ltd.
- Kimberly-Clark (Hong Kong) Limited
- KPMG
- Lee Kum Kee International Holdings Ltd.
- Mandatory Provident Fund Schemes Authority
- Meinhardt (Hong Kong) Ltd.
- Meyer Aluminium Ltd.
- Miramar Hotel & Investment Company Limited

- Modern Terminals Ltd.
- Mott Connell Ltd.
- Nam Wah Precision Product Limited
- Okia Optical Company Limited
- PCCW Limited
- Pearson Education Asia Ltd.
- PricewaterhouseCoopers Ltd.
- Reader's Digest Association Far East Ltd.
- Rider Levett Bucknall Limited
- Sanfield (Management) Limited
- SCMP Group Ltd.
- Shamrock Company Limited
- Sheraton Hong Kong Hotel & Towers
- Shun Hing Electronic Trading Co. Ltd.
- Sime Darby Hong Kong Limited
- Sonca Products Limited
- Standard Chartered Bank (Hong Kong) Limited
- Television Broadcasts Ltd.
- The Bank of East Asia, Limited
- The Chariot Club Limited
- The Commercial Press (Hong Kong) Limited
- The Hebe Haven Yacht Club Limited
- The Kowloon Motor Bus Co. (1933) Ltd.
- The Wing On Department Stores (Hong Kong) Ltd.
- Toshiba Hong Kong Limited
- Urban Property Management Ltd.

(Note: The above list includes those companies that have contributed data and agreed to have their names published. Their names are presented in alphabetical order.)

Ends/Wednesday, 21 May 2008