

Appendix F

SUMMARY OF THE 1990/91 PAY TREND SURVEY

Purpose of the Survey

The 1990/91 Pay Trend Survey was the eighteenth pay trend survey undertaken. These surveys provide information on the general movements of pay in the private sector over a given period. They are not concerned with comparison of pay rates for specific occupational groups.

Survey Period

2. In 1990/91, the survey period was revised to run from 2 April 1990 to 1 April 1991 so that more current pay adjustment information could be included in the survey. Previously, the survey period ran from 1 February to the 31 January of the following year. Arising from this change, the survey for the transitional year was extended to include the period 1 February to 1 April 1990 so that there would not be any missing period in the transition from the old system to the new.

Participation Companies

3. 71 companies were invited to participate in the survey and 67 of them accepted the invitation. A list of the companies invited to participate in the 1990/91 Pay Trend Survey is at the Annex.

Data Collection

4. Between February and May 1991, staff of the Pay Survey and Research Unit visited each and every participating company. They interviewed the personnel manager, the personnel officer or other members of the management responsible for pay and collected information on the average total increase in salary awarded to whole categories of each company's employees due to general pay increases, merit payments and inscale increments.

5. In order to identify any variation in salary adjustments made to staff at different levels within a company, company representatives were requested to provide the adjustments made to their employees according to three salary bands, namely : less than \$7,550 p.m., \$7,550 - \$23,150 p.m. and \$23,151 - \$46,815 p.m. These bands relate broadly to Master Pay Scale (MPS) below Point 10, MPS Points 10 - 33 and MPS Point 34 - General Disciplined Services (Officer) Pay Scale Point 38 respectively in the Civil Service.

6. For companies which made their usual salary adjustments between 1 February and 1 April, the data for this period were collected separately for the years 1990 and 1991 and were averaged before they were included in the calculation of the pay trend indicators.

7. Survey companies were asked to provide information on payments additional to salary and, where available, adjustments attributable to internal relativities, external relativities (i.e. adjustments due to changes in the market rate of a job), promotion and transfer.

8. Information collected for the survey was recorded in the individual company statements, the accuracy of which was confirmed by the company concerned.

#### Survey Findings

9. The Pay Survey and Research Unit analysed the company data in accordance with the prescribed criteria and presented its findings to the Pay Trend Survey Committee in May 1991.

10. The Pay Trend Survey Committee accepted the findings of the Unit on the 1990/91 Pay Trend Survey. The Committee also concluded that, taking into account only those adjustments which related to the cost of living, company performance, general changes in market rates, inscale increment and merit, there was evidence that the following pay increases had been awarded in the private companies surveyed during the period 1 February 1990 to 1 April 1991 :

- (a) Lower Salary Band  
(less than \$7,550 p.m.) : 13.27%
- (b) Middle Salary Band  
(\$7,550 - \$23,150 p.m.) : 13.71%
- (c) Upper Salary Band  
(\$23,151 - \$46,815 p.m.) : 13.12%

Annex to Appendix F

Companies invited to participate in the  
1990/91 Pay Trend Survey

British-American Tobacco Co. (H.K.) Ltd.  
Caltex Oil Hong Kong Ltd.  
Carlsberg Brewery Hong Kong Limited  
Caterpillar Far East Limited  
Cathay Pacific Airways Ltd.  
Chiaphua Industries Ltd.  
China Light & Power Co. Ltd.  
China Motor Bus Co. Ltd.  
Coopers & Lybrand Associates  
Crocodile Garments Ltd.  
Dairy Farm Company Ltd., The  
DHL International Ltd.  
Esso Hong Kong Ltd.  
Fook Lee Construction Co. Ltd.  
Hewlett-Packard Hong Kong Limited  
Hong Kong Aircraft Engineering Co. Ltd.  
Hong Kong and China Gas Co. Ltd., The  
Hongkong and Shanghai Banking Corporation Ltd., The  
Hongkong and Shanghai Hotels Ltd., The  
Hongkong Ferry (Holdings) Co. Ltd.  
Hong Kong Oxygen & Acetylene Co. Ltd.  
Hong Kong Teakwood Works Ltd.  
Hong Kong Telecom Limited  
(previously Cable and Wireless (H.K.) Ltd.)  
Hongkong Telephone Co. Ltd.  
Hongkong Tramways Ltd.  
Hongkong United Dockyards Ltd.  
Hsin Chong Construction Co. Ltd.  
IBM China/Hong Kong Corporation  
ICI (China) Ltd.  
Inchcape Pacific Limited  
Jardine Pacific Ltd.  
(previously Jardine, Matheson & Co. Ltd.)  
Jebsen & Co. Ltd.  
John Swire & Sons (H.K.) Ltd.  
Kodak (Far East) Ltd.  
Kowloon Motor Bus Co. (1933) Ltd., The

Lam Soon (H.K.) Ltd.  
Lap Heng Co. Ltd.  
Leighton Textile Company Ltd.  
Li & Fung (Trading) Ltd.  
Lo and Lo Solicitors & Notaries Public  
Manhattan Garments Ltd.  
Mass Transit Railway Corporation  
Mattel Toys (H.K.) Ltd.  
Mei Foo Investments Ltd.  
Mobil Oil Hong Kong Ltd.  
Motorola Semi-conductors (H.K.) Ltd.  
National Lacquer & Paint Products Co. Ltd., The  
Nedlloyd Lines  
Orient Overseas Container Line Ltd.  
Otis Elevator Co. (H.K.) Ltd.  
Paul Y. Construction Co. Ltd.  
Perfekta Enterprises Ltd.  
Philips Hong Kong Ltd.  
Philips Hong Kong Ltd. Consumer Electronics Factory  
Ryoden (Holdings) Ltd.  
San Miguel Brewery Ltd.  
Shell Hong Kong Limited  
Shui Hing Co. Ltd., The  
Shun Hing Electronic Trading Co. Ltd.  
Sonca Products Ltd.  
South China Morning Post Publishers Ltd.  
Standard Chartered Bank  
Swire Bottlers Ltd.  
Toppan Printing Co. (H.K.) Ltd.  
Tyco (Hong Kong) Ltd.  
Vigers Hong Kong Ltd.  
Vincent Wong & Co. Ltd.  
Vitasoy International Holdings Ltd.  
(previously Hong Kong Soya Bean Products Co. Ltd., The)  
Wearbest Garment Manufacturing Co. Ltd.  
Wilkinson & Grist Solicitors & Notaries  
Winner Company (H.K.) Ltd.