

SUMMARY OF THE 1995/96 PAY TREND SURVEY

Purpose of the Survey

Pay trend 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 levels for specific occupational groups. Prior to 1983, pay trend surveys were undertaken by the then Pay Investigation Unit under the auspices of a Steering Committee of the Senior Civil Service Council. The Pay Survey and Research Unit was established in December 1982 and the Pay Trend Survey Committee shortly after. The 1995/96 survey was the twenty-third of its kind.

Survey Period

2. The Survey covered a 12-month period from 2nd April 1995 to 1st April 1996.

Participating Companies

3. 80 companies as listed at the Annex were invited to participate in the survey. Of these, 75 took part in the survey. Their data were included in the calculation of the 1995/96 gross pay trend indicators.

Data Collection

4. Between February and May 1996, staff of the Pay Survey and Research Unit visited the participating companies. They interviewed the personnel manager, the personnel officer or other members of management responsible for pay and collected information on increases in salary due to general pay increases, merit payments and inscale increments. Surveyed companies were also asked to provide information on payments additional to salary and, where available, adjustments attributable to internal and external relativities (i.e. adjustments due to changes in the market level of a job), promotion and transfer.

5. In order to identify any variation in salary adjustments made to staff at different levels, company representatives were requested to provide information

on salary adjustments according to three salary bands, namely: less than \$12,460 per month, \$12,460 - \$38,210 per month and \$38,211 - \$75,950 per month. These bands related broadly to the civil service "non-Directorate" pay scales of Master Pay Scale below Point 10, Points 10 to 33, and above Point 33 respectively.

6. Information collected for the survey was recorded in individual company statements, the accuracy of each was confirmed by the company concerned. Strict confidentiality was observed in the handling of company data which were released in survey reports in an anonymous form.

Survey Findings

7. The Pay Survey and Research Unit analysed the company data in accordance with the agreed criteria and presented its findings to the Pay Trend Survey Committee in May 1996.

8. The Pay Trend Survey Committee accepted the findings of the Unit on the 1995/96 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 surveyed companies during the period 2nd April 1995 to 1st April 1996 -

(a)	Lower Salary Band (Less than \$12,460 per month)	7.92%
(b)	Middle Salary Band (\$12,460 - \$38,210 per month)	8.85%
(c)	Upper Salary Band (\$38,211 - \$75,950 per month)	8.89%

**List of Companies in the Survey Field of the 1995/96
Pay Trend Survey**

AST Research (Far East) Ltd.
British-American Tobacco Co. (H.K.) Ltd.
Caltex Oil Hong Kong Ltd.
Cathay Pacific Airways Ltd.
Chiaphua Industries Ltd.
China Light & Power Co. Ltd.
China Motor Bus Co. Ltd.
Ciba Geigy (Hong Kong) Ltd.
Coopers & Lybrand
Crocodile Garments Ltd.
Dairy Farm Company Ltd., The
Deacons Graham & James (previously Deacons Solicitors & Notaries)
DHL International (Hong Kong) Ltd.
Digital Equipment HK Ltd.
Electronic Devices Ltd.
Esso Hong Kong Ltd.
Fook Lee Construction Co. Ltd.
Grand Hyatt Hong Kong
Hasbro Far East Ltd.
Hewlett-Packard Hong Kong Ltd.
Hong Kong Aircraft Engineering Co. Ltd.
Hong Kong and China Gas Co. Ltd., The
Hong Kong Ferry (Holdings) Co. Ltd.
Hong Kong Oxygen & Acetylene Co. Ltd.
Hongkong and Shanghai Banking Corporation Ltd., The
Hongkong and Shanghai Hotels Ltd., The
Hongkong Telecom Ltd.
Hongkong Tramways Ltd.
Hongkong United Dockyards Ltd.
Hsin Chong Construction Co. Ltd.
IBM China/Hong Kong Corporation
Inchcape Pacific Ltd.
Jardine Pacific Ltd.
Jebsen & Co. Ltd.
John Swire & Sons (H.K.) Ltd.
Jusco Stores (Hong Kong) Co. Ltd.
Kodak (Far East) Ltd.

Annex to Appendix I (Cont'd)

Kowloon Motor Bus Co. (1933) Ltd., The
Lam Soon (H.K.) Ltd.
Lap Heng Co. Ltd.
Li & Fung (Trading) Ltd.
Lo & Lo Solicitors & Notaries
Mass Transit Railway Corporation
Mattel (H.K.) Ltd.
Maxtor (H.K.) Ltd.
Mobil Oil Hong Kong Ltd.
Motorola Semiconductors (H.K.) Ltd.
National Lacquer & Paint Products Co. Ltd., The
NCR (H.K.) Ltd. (previously AT & T GIS (HK))
Nedlloyd (H.K.) Lines
Omni Hotels (Asia-Pacific) Ltd.
Otis Elevator Co. (H.K.) Ltd.
Philips Hong Kong Ltd.
Philips Hong Kong Ltd. Consumer Electronics Factory
Ryoden (Holdings) Ltd.
S. Megga Telecommunications Ltd.
San Miguel Brewery Hong Kong Ltd.
Schmidt & Co. (HK) Ltd.
Shangri-La Hotel (Kowloon) Ltd.
Shell Hong Kong Ltd.
Sheraton Hong Kong Hotel & Towers
Shui Hing Co. Ltd., The
Shui On (Contractors) Ltd.
Shun Hing Electronic Trading Co. Ltd.
Sonca Products Ltd.
Sony Corporation of Hong Kong Ltd.
South China Morning Post Publishers Ltd.
Standard Chartered Bank
Swire Coca-cola H.K. Ltd. (previously Swire Bottlers Ltd.)
System-Pro Computers Ltd.
Tyco Hong Kong Ltd.
Unisys China/Hong Kong Ltd.
Universal Cars Ltd.
Urban Property Management Ltd.
Video Technology Electronics Ltd.
Vigers Hong Kong Ltd.

Vitasoy International Holdings Ltd.
Wearbest Garment Manufacturing Co. Ltd.
Wilkinson & Grist Solicitors & Notaries
Winner Co. (H.K.) Ltd.