

## **SUMMARY OF THE 2000/2001 PAY TREND SURVEY**

### **Purpose of the Survey**

Pay trend surveys yield information on the general movements of pay in the private sector over a given period. They are not concerned with the 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 (PSRU) was established in December 1982 and the Pay Trend Survey Committee (PTSC) shortly after. The 2000/2001 survey was the 28th of its kind.

### **Survey Period**

2. The survey covered a 12-month period from 2 April 2000 to 1 April 2001.

### **Participating Companies**

----- 3. Of the 89 companies in the survey field as listed at the Annex, 76 took part in the survey. The pay data of their 127,625 employees were used in the calculation of the 2000/2001 gross pay trend indicators.

### **Data Collection**

4. Between January and April 2001, PSRU staff visited the participating companies. They interviewed the human resources managers or other management staff responsible for salary administration and collected information on pay adjustments due to general salary increases, bonuses, merit payments and inscale increments. The companies were asked to provide information, where available, on adjustments attributable to internal and external relativities i.e. adjustments due to changes in the market level of a job.

5. In order to identify any variation in salary adjustments made to staff at different levels, the companies were requested to provide information on salary adjustments according to three salary bands, namely, below \$15,160 per month, \$15,160 - \$46,485 per month and \$46,486 - \$92,700 per month. These salary 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, after their accuracy had been confirmed by the company concerned. Strict confidentiality was observed in the handling of company data which are made non-attributable in survey reports, so as to preserve the anonymity of the participating companies.

7. The PSRU analysed the company data in accordance with the approved methodology and presented its findings to the PTSC in May 2001.

8. The PTSC accepted the findings of the PSRU on the 2000/2001 Pay Trend Survey. Taking into account only those adjustments which related to the cost of living, company performance, general changes in market rates, inscale increment and merit, the PTSC concluded that the following pay adjustments had been made in the surveyed companies during the period from 2 April 2000 to 1 April 2001 –

(a)	Lower Salary Band (below \$15,160 per month)	+2.95%
(b)	Middle Salary Band (\$15,160 - \$46,485 per month)	+3.55%
(c)	Upper Salary Band (\$46,486 - \$92,700 per month)	+6.15%

*[Note : The above survey findings validated by the PTSC were known as the gross Pay Trend Indicators (PTIs). In accordance with the recommendations of a Committee of Inquiry in 1988, the Administration, after deducting the value of civil service increments at their payroll cost, which were 0.98%, 1.17% and 1.16% respectively for the lower, middle and upper salary bands in 2001, arrived at the net PTIs as follows –*

<i>(a) Lower Salary Band</i>	<i>+1.97%</i>
<i>(b) Middle Salary Band</i>	<i>+2.38%</i>
<i>(c) Upper Salary band</i>	<i>+4.99%</i>

*The PTSC was not involved in the calculation of the net PTIs.*

**List of 89 Companies in the Survey Field  
for the 2000/2001 Pay Trend Survey**

- Acer Computer (Far East) Ltd.
- American Club, The
- Automated Systems (HK) Ltd.
- Bank of China Hong Kong Branch
- Bayer China Co. Ltd.
- British-American Tobacco Co. (HK) Ltd.
- Café de Coral Holdings Ltd.
- Caltex Oil Hong Kong Ltd.
- Cathay Pacific Airways Ltd.
- Chevalier International Holdings Ltd.
- Chiaphua Industries Ltd.
- CITIC Pacific Ltd.
- CLP Holdings Ltd.
- Compaq Computer Ltd.
- Crocodile Garments Ltd.
- Dah Chong Hong (Motor Service Centre) Ltd.
- Dairy Farm Company Ltd., The
- Deacons Graham & James
- DHL International (Hong Kong) Ltd.
- Du Pont China Ltd.
- Edward Keller Ltd.
- Electronic Devices Ltd.
- Esso Hong Kong Ltd.
- Four Seas Mercantile Ltd.
- General Electric Company of Hong Kong Ltd., The
- Giordano Ltd.
- Grand Hyatt Hong Kong Co. Ltd.
- Green Island Cement (Holdings) Ltd.
- Hasbro Far East Ltd.
- Hong Kong Aero Engine Services Ltd.
- Hong Kong Aircraft Engineering Company Ltd.
- Hong Kong and China Gas Co. Ltd., The

- Hong Kong Country Club, The
- Hong Kong Ferry (Holdings) Co. Ltd.
- Hong Kong Oxygen & Acetylene Co. Ltd.
- Hongkong and Shanghai Hotels Ltd., The
- Hongkong Tramways Ltd.
- Hongkong United Dockyards Ltd.
- HSBC
- Hsin Chong Construction Co. Ltd.
- IBM China/Hong Kong Ltd.
- Inchcape Motors Ltd.
- Jardine One Solution Management Ltd.
- Jardine Pacific Ltd.
- Jebsen & Co. Ltd.
- John Swire & Sons (H.K.) Ltd.
- Jusco Stores (Hong Kong) Co. Ltd.
- Kowloon Motor Bus Co. (1933) Ltd., The
- Lam Soon (Hong Kong) Ltd.
- Li & Fung (Trading) Ltd.
- Lo & Lo Solicitors & Notaries
- Marco Polo Hotels
- Mattel Asia Pacific Sourcing Ltd.
- Mattel (HK) Ltd.
- Mobil Oil Hong Kong Ltd.
- Motorola Semiconductors Hong Kong Ltd.
- MTR Corporation Ltd.
- National Lacquer & Paint Products Co. Ltd., The
- NCR (Hong Kong) Ltd.
- Ocean Park Corporation
- Otis Elevator Co. (H.K.) Ltd.
- P & O Nedlloyd (HK) Ltd.
- Pacific Century Cyberworks Ltd.
- Philips Electronics Hong Kong Ltd.
- Philips Electronics Hong Kong Ltd. BCU Audio
- PricewaterhouseCoopers Ltd.
- Regent Hong Kong, The
- Ryoden (Holdings) Ltd.
- S. Megga Telecommunications Ltd.

- San Miguel Brewery Hong Kong Ltd.
- Schmidt & Co., (H.K.) Ltd.
- Shangri-La Hotel (Kowloon) Ltd.
- Shell Hong Kong Ltd.
- Sheraton Hong Kong Hotel & Towers
- Shui On Construction and Materials Ltd.
- Shun Hing Electronic Trading Co., Ltd.
- Sime Darby Hong Kong Ltd.
- Sonca Products Ltd.
- Sony Corporation of Hong Kong Ltd.
- South China Morning Post Publishers Ltd.
- Standard Chartered Bank
- Swire Coca-Cola HK Ltd.
- Swire Properties Limited.
- Television Broadcasts Ltd.
- Urban Property Management Ltd.
- Vigers Hong Kong Ltd.
- Vitasoy International Holdings Ltd.
- VTech Electronics Ltd.
- Xerox (Hong Kong) Ltd.