

Pay Trend Survey Committee Meeting on May 23, 2019

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

The Pay Trend Survey Committee (the Committee) met today (May 23) to consider the findings of the 2019 Pay Trend Survey.

The survey findings indicate that the following average pay adjustments have been awarded by the surveyed companies over the 12-month period from April 2, 2018 to April 1, 2019:

	Basic Pay Indicator	+	Additional Pay Indicator	=	Gross Pay Trend Indicator
Lower Salary Band (below \$22,865 per month)	4.93%	+	0.39%	=	5.32%
Middle Salary Band (\$22,865-\$70,090 per month)	5.49%	+	0.80%	=	6.29%
Upper Salary Band (\$70,091-\$140,560 per month)	4.57%	+	1.22%	=	5.79%

The 2019 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 based on an improved methodology as approved by the Chief Executive-in-Council in March 2007.

The survey results reflect the pay trend in 108 companies covering 146 116 employees over the 12-month period from April 2, 2018 to April 1, 2019. 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 the cost of living, general prosperity and company performance, general changes in market rates, merit and inscale increment, in accordance with the improved survey methodology.

A breakdown of the 108 companies by size is as follows:

	No. of Companies
Larger companies (employing 100 or more staff)	80 (74%)
Smaller companies (employing 50-99 staff)	28 (26%)
Total:	108 (100%)

The distribution of the 146 116 employees by the three salary bands is as follows:

	No. of Employees
Lower Salary Band (below \$22,865 per month)	68 075 (47%)
Middle Salary Band (\$22,865-\$70,090 per month)	66 284 (45%)
Upper Salary Band (\$70,091-\$140,560 per month)	11 757 (8%)
Total:	146 116 (100%)

The Committee met on May 23, 2019 to verify and consider validating the 2019 Pay Trend Survey Report. The two representatives of the Standing Commission on Civil Service Salaries and Conditions of Service, the representative of the Standing Committee on Disciplined Services Salaries and Conditions of Service, the two representatives of the Civil Service Bureau, the Secretary General of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service, the three Staff Side representatives of the Model Scale 1 Staff Consultative Council, the two Staff Side representatives of the Senior Civil Service Council and the two Staff Side representatives of the Police Force Council validated the survey findings.

The meeting was chaired by Mr Lee Luen-fai, Chairman of the Pay Trend Survey Committee. Mr Lee is a member of the Standing Commission on Civil Service Salaries and Conditions of Service.

Mr Lee said, "The 2019 Pay Trend Survey was conducted in accordance with the agreed methodology and in a professional and objective manner. The Pay Trend Survey Committee will submit the Committee Report to the Government for consideration."

"The relevant pay trend indicators are the result of a survey of the pay trend in companies of the private sector. Civil service pay adjustment is, however, a separate matter. In accordance with the established practice, the Government will take into account the pay trend indicators derived from the Pay Trend Survey and other pertinent considerations before making a decision on the 2019-2020 civil service pay adjustment," Mr Lee added.

Mr Lee wishes to express the Committee's sincere appreciation for the co-operation and assistance rendered by the companies to the Pay Survey and Research Unit.

Missing man in Sham Shui Po located

A man who went missing in Sham Shui Po has been located.

Leung Man-tung, aged 84, went missing after he left his residence in Shek Kip Mei Estate on May 21 morning. His family made a report to Police on the same day.

The man was located on Princess Margaret Road in Hung Hom in the small hours today (May 23). He sustained no injuries and no suspicious circumstances were detected.

Lifesaving services suspended at Cafeteria Old Beach

Attention TV/radio announcers:

Please broadcast the following as soon as possible and repeat it at regular intervals:

The Leisure and Cultural Services Department announced today (May 23) that due to an insufficient number of lifeguards on duty, the lifesaving services at Cafeteria Old Beach in Tuen Mun District have been suspended until further notice.

First aid services will be maintained at the beach.

June 2019 adjustment in ceiling prices for dedicated LPG filling stations

The Electrical and Mechanical Services Department today (May 23) announced an adjustment to the auto-LPG (liquefied petroleum gas) ceiling prices for dedicated LPG filling stations from June 1 to June 30, 2019, in accordance with the terms and conditions of the contracts of the dedicated LPG filling stations.

A department spokesman said that the adjustment on June 1, 2019, reflects the movement of the LPG international price in May 2019. The adjusted auto-LPG ceiling prices for dedicated LPG filling stations will range from \$3.37 to \$3.91 per litre, representing no change or a decrease of \$0.01 per litre.

The spokesman said that the auto-LPG ceiling prices were adjusted according to a specified pricing formula. The formula comprises two elements – the LPG international price and the LPG operating price. The LPG international price is the LPG international price of the preceding month. The LPG operating price is adjusted on the first day of February every year according to the movement in the Composite Consumer Price Index in the previous year.

The auto-LPG ceiling prices for respective dedicated LPG filling stations in June 2019 are as follows:

Location of Dedicated LPG Filling Station	Auto-LPG Ceiling Price in June 2019 (HK\$/litre)	Auto-LPG Ceiling Price in May 2019 (HK\$/litre)
Fung Yip Street, Chai Wan	3.91	3.92
Ngo Cheung Road, West Kowloon	3.91	3.92
Sham Mong Road, Mei Foo	3.58	3.58
Yip Wong Road, Tuen Mun	3.58	3.58
Marsh Road, Wan Chai	3.57	3.58
Fung Mat Road, Sheung Wan	3.51	3.51
Wai Lok Street, Kwun Tong	3.51	3.51
Yuen Chau Tsai, Tai Po	3.51	3.51
Cheung Yip Street, Kowloon Bay	3.55	3.56
Kwai On Road, Kwai Chung	3.55	3.56
Hang Yiu Street, Ma On Shan	3.37	3.37
Tak Yip Street, Yuen Long	3.37	3.37

The spokesman said that the details of the LPG international price and the auto-LPG ceiling price of each dedicated LPG filling station have been uploaded to the department website www.emsd.gov.hk; they are also posted at dedicated LPG filling stations to enable the trades to monitor the price adjustment.

Details of the pricing adjustment mechanism for dedicated LPG filling stations can also be viewed under the "What's New" section of the department website at www.emsd.gov.hk/en/what_s_new/current/index.html.

LD launches exhibition on Employment Ordinance and Minimum Wage Ordinance

Members of the public are invited to visit an exhibition on the Employment Ordinance and the Minimum Wage Ordinance organised by the Labour Department in Mong Kok on May 25 and 26.

The exhibition will feature the main provisions of the Employment Ordinance and the Minimum Wage Ordinance, as well as good human resource management measures, employment rights and benefits for foreign domestic helpers. Related publications and souvenirs will be distributed and promotional videos will be shown.

The exhibition will be held at Sales Venues A and B, G/F, Hoi Fu Shopping Centre, 2 Hoi Ting Road, Mong Kok, from 11am to 6pm. Admission is free.