

Pay Trend Survey Committee Meeting on May 16, 2019

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

The 2019 Pay Trend Survey (PTS) Report, compiled 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, was released today (May 16) to Members of the Pay Trend Survey Committee (PTSC).

The survey indicated the following average pay adjustments in surveyed companies over the 12-month period from April 2, 2018 to April 1, 2019.

Tentative findings of the 2019 PTS (subject to verification)

	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%

Members of the PTSC are at present studying the survey report in detail. Subject to their analysis and deliberation, the PTSC will verify and consider validating the findings of the survey at its meeting on May 23, 2019. After that, the PTS results will be submitted to the Government.

In accordance with established practice, the Government will take into account the Pay Trend Indicators derived from the PTS and other pertinent considerations (such as the state of Hong Kong's economy, the Government's fiscal position, changes in the cost of living, pay claims of the staff side and civil service morale) before making a decision on the 2019-2020 civil service pay adjustment.

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. Among these companies, there are 80 larger companies (employing 100 or more staff) and 28 smaller companies (employing 50-99 staff). These companies are regarded as typical employers in their respective fields, generally known as

steady and good employers with rational and systematic salary administration.

The survey is conducted in accordance with the improved methodology as approved by the Chief Executive-in-Council in March 2007. 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 cost of living, general prosperity and company performance, general changes in market rates, merit and inscale increment.

The PTSC is chaired by Mr Lee Luen-fai, who is a member of the Standing Commission on Civil Service Salaries and Conditions of Service. Mr Lee wishes to express the PTSC's sincere appreciation of the co-operation and assistance rendered by the companies which participated in the 2019 PTS.