

Pay Trend Survey Committee Meeting on May 18, 2021

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

The 2021 Pay Trend Survey Report (2021 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, has been distributed to Members of the Pay Trend Survey Committee (PTSC) earlier today (May 18).

The survey has indicated the following average pay adjustments in the surveyed companies over the 12-month period from April 2, 2020, to April 1, 2021.

Tentative findings of the 2021 Pay Trend Survey (PTS) (subject to verification)

	Basic Pay Indicator	+	Additional Pay Indicator	=	Gross Pay Trend Indicator
Lower Salary Band (below \$24,070 per month)	1.67%	+	-1.19%	=	0.48%
Middle Salary Band (\$24,070 – \$73,775 per month)	2.03%	+	-1.54%	=	0.49%
Upper Salary Band (\$73,776 – \$147,235 per month)	1.60%	+	-2.60%	=	-1.00%

Members of the PTSC are at present studying the PTS Report in detail. Subject to their analysis and deliberation, the PTSC will verify and consider whether to validate the findings of the survey at its meeting scheduled for May 26. After that, the PTSC will submit the survey findings to the Government.

In accordance with the established practice, the Chief Executive-in-Council (CE-in-Council) 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, the pay claims of the staff side and civil service morale) before making a decision on the 2021-22 civil service pay adjustment.

The survey results reflect the pay trend in 113 companies covering 145 544 employees over the 12-month period from April 2, 2020, to April 1, 2021. Among these companies, there are 83 larger companies (employing 100 or more

staff) and 30 smaller companies (employing 50 to 99 staff). These companies are regarded as typical employers in their respective fields, and are 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 CE-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 for the co-operation and assistance rendered by the companies that participated in the 2021 PTS.