

Pay Trend Survey Committee meeting on May 19, 2020

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

The 2020 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 19) to Members of the Pay Trend Survey Committee (PTSC).

The survey has indicated the following average pay adjustments in the surveyed companies over the 12-month period from April 2, 2019, to April 1, 2020.

Tentative findings of the 2020 PTS (subject to verification)

	Basic Pay Indicator	+	Additional Pay Indicator	=	Gross Pay Trend Indicator
Lower Salary Band (below \$24,070 per month)	3.53%	+	-1.22%	=	2.31%
Middle Salary Band (\$24,070 – \$73,775 per month)	4.19%	+	-1.18%	=	3.01%
Upper Salary Band (\$73,776 – \$147,235 per month)	3.67%	+	-0.95%	=	2.72%

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 whether to validate the findings of the survey at its meeting on May 27. After that, the PTS results will be submitted to the Government.

In accordance with the established practice, the Chief Executive-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 2020-21 civil service pay adjustment.

The survey results reflect the pay trend in 107 companies covering 146 434 employees over the 12-month period from April 2, 2019, to April 1, 2020. Among these companies, there are 80 larger companies (employing 100 or more staff) and 27 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 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 for the co-operation and assistance rendered by the companies that participated in the 2020 PTS.