

Pay Trend Survey Committee Meeting on May 24, 2018

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

The Pay Trend Survey Committee (the Committee) met today (May 24) to consider the findings of the 2018 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, 2017 to April 1, 2018:

	Basic Pay Indicator	+	Additional Pay Indicator	=	Gross Pay Trend Indicator
Lower Salary Band (below \$21,880 per month)	4.39%	+	0.50%	=	4.89%
Middle Salary Band (\$21,880-\$67,065 per month)	4.83%	+	0.80%	=	5.63%
Upper Salary Band (\$67,066-\$135,075 per month)	3.87%	+	1.38%	=	5.25%

The 2018 Pay Trend Survey is 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 and based on an improved methodology as approved by the Chief Executive-in-Council in March 2007.

The survey results reflect the pay trend in 112 companies covering 157 504 employees over the 12-month period from April 2, 2017 to April 1, 2018. 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, in accordance with the improved survey methodology.

A breakdown of the 112 companies by size is as follows:

	No. of Companies
Larger companies (employing 100 or more staff)	86 (77%)
Smaller companies (employing 50-99 staff)	26 (23%)
Total:	112

The distribution of the 157 504 employees by the three salary bands is

as follows:

	No. of Employees
Lower Salary Band (below \$21,880 per month)	78 497 (50%)
Middle Salary Band (\$21,880-\$67,065 per month)	67 910 (43%)
Upper Salary Band (\$67,066-\$135,075 per month)	11 097 (7%)
Total:	157 504

The Committee met on May 24, 2018 to verify and consider to validate the 2018 Pay Trend Survey Report. The representative 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 and one Staff Side representative of the Senior Civil Service Council validated the survey findings. The other Staff Side representative of the Senior Civil Service Council validated the survey findings with reservation.

The meeting was chaired by Mr Wilfred Wong Kam-pui, Chairman of the Pay Trend Survey Committee. Mr Wong is a member of the Standing Commission on Civil Service Salaries and Conditions of Service.

Mr Wong said, "The 2018 Pay Trend Survey is 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. Pay adjustment for the civil service is, however, a separate matter. The actual level of adjustment will have to be determined by the Government in consultation with relevant parties having regard to an array of considerations," Mr Wong added.

Mr Wong 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.