

## 2009 Pay Trend Survey Findings Endorsed

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

The Pay Trend Survey Committee met today (8 June) to consider the findings of the 2009 Pay Trend Survey. Of the 16 members, 12 members validated and accepted the survey findings, four members had different views.

The survey findings indicate that the following average pay adjustments have been awarded by the surveyed companies over the 12-month period from 2 April 2008 to 1 April 2009 –

	<b>Basic Pay Indicators</b>	+	<b>Additional Pay Indicators</b>	=	<b>Gross Pay Trend Indicators</b>
Lower Salary Band (below \$15,785 per month) :	1.74%	+	- 1.91%	=	- <b>0.17%</b>
Middle Salary Band (\$15,785 – \$48,400 per month) :	2.82%	+	- 4.16%	=	- <b>1.34%</b>
Upper Salary Band (\$48,401 – \$97,545 per month) :	2.25%	+	- 7.04%	=	- <b>4.79%</b>

The 2009 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 and based on an improved methodology as approved by the Chief Executive-in-Council in March 2007. Smaller companies were included in the survey field for the third year with a view to enhancing the representativeness and credibility of the survey.

The survey results reflect the pay trend in 121 companies covering 185,321 employees over the 12-month period from 2 April 2008 to 1 April 2009. It took 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, changes in market rates, general prosperity and

company performance, merit and in-scale increment, in accordance with the improved survey methodology.

A breakdown of the 121 surveyed companies by size is as follows –

	<u>No. of Companies</u>
Larger companies (employing 100 or more staff)	88 (73%)
Smaller companies (employing 50 – 99 staff)	33 (27%)
Total :	121

The distribution of the survey population of 185,321 employees by the three salary bands is as follows –

	<u>No. of Employees</u>
Lower Salary Band (below \$15,785 per month)	105,814 (57%)
Middle Salary Band (\$15,785 – \$48,400 per month)	69,250 (37%)
Upper Salary Band (\$48,401 – \$97,545 per month)	10,257 (6%)
Total :	185,321

The meeting was chaired by Ms Virginia Choi, Chairperson of the Pay Trend Survey Committee and a member of the Standing Commission on Civil Service Salaries and Conditions of Service.

In announcing the results, Ms Choi said, “The Pay Trend Survey Committee will submit the survey results and other comments to the Administration for consideration. The 2009 Pay Trend Survey was conducted in accordance with the agreed methodology and in a professional and objective manner.”

Ms Choi added that “These figures are the result of a survey of the pay trends 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 Administration in consultation with relevant parties having regard to an array of considerations.”

Ms Choi wishes to express the Committee’s sincere appreciation for the co-operation and assistance rendered by the participating companies to the Pay Survey and Research Unit. The list of participating companies is at the **Appendix**.

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Ends/Monday, 8 June 2009

## List of Participating Companies in the 2009 Pay Trend Survey

- Airport Authority Hong Kong
- Amoy Food Limited
- Bonlux (Asia) Limited
- Bright Future Pharmaceutical Laboratories Ltd.
- Café de Coral Holdings Limited
- Cathay Pacific Airways Ltd.
- Celestial Pictures Limited
- CITIC Pacific Ltd.
- Commerzbank AG Hong Kong Branch
- Dah Chong Hong Holdings Ltd.
- DKSH Hong Kong Ltd.
- Du Pont China Limited
- Employees Retraining Board
- Enviropace Limited
- Guardian Property Management Limited
- Hasbro Far East Ltd.
- Hip Hing Construction Co., Ltd.
- HKR International Limited
- Hoe Hin Pak Fah Yeow Manufactory Ltd.
- Hong Kong Aero Engine Services Ltd.
- Hong Kong Aircraft Engineering Company Limited
- Hong Kong Convention and Exhibition Centre
- Hong Kong Disneyland
- Hong Kong Dragon Airlines Ltd.
- Hong Kong Exchanges and Clearing Limited
- Hong Kong Quality Assurance Agency
- Hong Kong Security Printing Limited
- HSBC
- Island Shangri-La Hotel
- ISS Facility Services Limited
- Jacobs China Limited
- Jade Dragon Group Company Limited
- Jardine Pacific Limited
- KPMG
- Lee Kum Kee International Holdings Ltd.
- Mandatory Provident Fund Schemes Authority

- Mirabell Footwear Limited
- Miramar Hotel & Investment Company Limited
- Modern Terminals Limited
- Nam Wah Precision Product Ltd.
- Nypro Tool Hong Kong Ltd.
- Ocean Empire International Ltd.
- Otis Elevator Company (Hong Kong) Limited
- Pearson Education Asia Ltd.
- PricewaterhouseCoopers Ltd.
- Rider Levett Bucknall Limited
- Sanfield (Management) Ltd.
- SCMP Group Ltd.
- Shamrock Company Limited
- Sheraton Hong Kong Hotel & Towers
- Shiu Wing Steel Ltd.
- Sime Darby Hong Kong Limited
- Sonca Products Limited
- Standard Chartered Bank (Hong Kong) Limited
- Television Broadcasts Ltd.
- The Bank of East Asia, Limited
- The Commercial Press (Hong Kong) Ltd.
- The Dairy Farm Company Limited
- The Harbourview
- The Hebe Haven Yacht Club Limited
- The Kowloon Motor Bus Co. (1933) Ltd.
- The Wing On Department Stores (Hong Kong) Limited
- Time Module (Hong Kong) Ltd.
- Toshiba Hong Kong Limited
- Urban Property Management Limited
- Urban Renewal Authority
- Wai Yuen Tong Medicine Co., Ltd.
- Wing Hang Bank Limited

*(Note: The above list includes those companies that have contributed data and agreed to have their names published. Their names are presented in alphabetical order.)*

Ends/Monday, 8 June 2009