

CHAPTER 6

THE PAY SURVEY AND RESEARCH UNIT

6.1 The Pay Survey and Research Unit is a fact-finding and data analysis organisation which provides information relevant to the determination of civil service remuneration.

6.2 The Unit is under the administrative control of the Commission which, specifically : -

- (a) determines the Unit's programme of work and allocates priorities where necessary;
- (b) ensures the independence and impartiality of the Unit in the conduct of all its surveys;
- (c) ensures that the Unit conducts such surveys and enquiries as are required of it in accordance with the principles and methodology agreed by the Government; and
- (d) ensures the confidentiality of the information obtained from individual sources in the private sector.

6.3 The main activity of the Unit during the year was the conduct of the 1986/87 Pay Trend Survey between December 1986 and February 1987. The Unit requested 71 selected companies in the private sector to furnish information on movements in the pay of their employees for the year 1 February 1986 to 31 January 1987. The data gathered was analysed in accordance with the criteria laid down, and the results were presented to the Pay Trend Survey Committee in March 1987 for validation. Copies of the Pay Trend Survey Report were then passed to the Administration, the members of the Pay Trend Survey Committee and the companies which had participated in the survey.

6.4 Of the 68 companies which participated in the survey, 64 announced a pay adjustment before the cut-off date and were able to identify increases related to cost of living, company performance and general market conditions. This information was used to calculate the average pay increase awarded in the private sector during the year. The results were as follows : -

7.13% for employees earning less than \$4,700 per month

6.40% for employees earning between \$4,700 and \$14,999 per month

6.30% for employees earning between \$15,000 and \$28,135 per month

A more detailed report on the results of the survey is at Appendix IX.

6.5 Concurrently with the 1986/87 Pay Trend Survey, the Unit gathered information on the fringe benefits which were available to the employees of the 68 participating companies on 31 January 1987. A report was issued in June 1987 and passed to the Administration and the surveyed companies.

6.6 Towards the end of the year, the Unit made preparatory arrangements for the 1987/88 Pay Trend Survey in accordance with our recommendations and for a further Fringe Benefit Survey.

6.7 The Unit continued to supply information on civil service salaries and conditions of service to organisations outside the civil service and participated in surveys conducted by private sector companies.