

SUMMARY OF THE 1989/90 PAY TREND SURVEY

Purpose of the Survey

The 1989/90 Pay Trend Survey was the seventeenth pay trend survey undertaken. These surveys provide information on the general movements of pay in the private sector over a given period. They are not concerned with comparison of pay rates for specific occupation groups.

2. The 1989/90 survey covered the twelve months from 1 February 1989 to 31 January 1990.

Participating Companies

3. 73 companies were invited to participate in the survey and 71 of them accepted the invitation. A schedule of companies participating in the survey is at the Annex.

Data Collection

4. Between January and February 1990, staff of the Pay Survey and Research Unit visited each and every participating company. They interviewed the personnel manager, the personnel officer or other members of the management responsible for pay to collect information on the average total increase in salary of their employees due to general pay increases, merit payments and inscale increments.

5. In order to identify whether there was any variation in salary adjustments at different salary levels, company representatives were asked to report the adjustments made to their employees according to three salary bands, namely : less than \$6,560, \$6,560 - \$20,019 and \$20,020 - \$40,710. These bands relate broadly to Master Pay Scale (MPS) Point 13 and below, MPS Points 14 - 37 and MPS Point 38 -/General Disciplined Services (Officer) Pay Scale Point 38 respectively in the civil service.

Appendix D (Cont'd)

6. Information was obtained on payments additional to salary and a comparison was made with similar additional payments effected in 1988/89 survey year.

7. The survey also collected information, where available, on salary adjustments attributable to internal relativities, external relativities (i.e. adjustments due to changes in the market rate of a job), promotion and transfer.

8. Information provided for the survey was recorded in the individual company statements, the accuracy of which was confirmed by companies.

Survey Findings

9. The Pay Survey and Research Unit analysed the company data in accordance with the prescribed criteria and presented its findings to the Pay Trend Survey Committee in March 1990.

10. The Pay Trend Survey Committee accepted the findings of the Unit on the 1989/90 Pay Trend Survey. The Committee also concluded that, taking into account only those adjustments which related to the cost of living, company performance, general changes in market rates, inscale increment and merit, there was evidence that the following pay increases had been awarded in the private companies surveyed during the year 1 February 1989 to 31 January 1990 :-

- (a) Lower Salary Band
(less than \$6,560 p.m.) : 16.56%
- (b) Middle Salary Band
(\$6,560 - \$20,019 p.m.) : 17.83%
- (c) Upper Salary Band
(\$20,020 - \$40,710 p.m.) : 18.25%

Annex to Appendix D

Companies Participating in the 1989/90 Pay Trend Survey

	<u>Industrial Classification*</u>
British-American Tobacco Co. (H.K.) Ltd.	M
Cable & Wireless (H.K.) Ltd.	T
Caltex Oil Hong Kong Ltd.	W
Carlsberg Brewery Hong Kong Limited	M
Caterpillar Far East Limited	W
Cathay Pacific Airways Ltd.	T
Chiaphua Industries Ltd.	M
China Light & Power Co. Ltd.	U
China Motor Bus Co. Ltd.	T
Coopers & Lybrand Associates	F
Crocodile Garments Ltd.	M
Dairy Farm Company Ltd., The	W
DHL International Ltd.	T
Esso Hong Kong Ltd.	W
Fook Lee Construction Co. Ltd.	C
Hewlett-Packard Hong Kong Limited	W
Hong Kong Aircraft Engineering Co. Ltd.	M
Hong Kong and China Gas Co. Ltd., The	U
Hongkong and Shanghai Banking Corporation Ltd., The (previously Hongkong and Shanghai Banking Corporation, The)	F
Hongkong and Shanghai Hotels Ltd., The	W
Hongkong Ferry (Holdings) Co. Ltd.	T
Hongkong Land Property Company Ltd., The (previously Hongkong Land Company Ltd., The)	F
Hong Kong Oxygen & Acetylene Co. Ltd.	M
Hong Kong Soya Bean Products Co. Ltd., The	M
Hong Kong Teakwood Works Ltd.	M
Hongkong Telephone Co. Ltd.	T
Hongkong Tramways Ltd.	T
Hongkong United Dockyards Ltd.	M
Hsin Chong Construction Co. Ltd.	C

Annex to Appendix D (Cont'd)

	<u>Industrial Classification*</u>
IBM China/Hong Kong Corporation (previously IBM World Trade Corporation)	W
ICI (China) Ltd.	W
Inchcape Pacific Limited	W
Jardine, Matheson & Co. Ltd.	W
Jebsen & Co. Ltd.	W
John Swire & Sons (H.K.) Ltd.	F
Kodak (Far East) Ltd.	W
Kowloon Motor Bus Co. (1933) Ltd., The	T
Lam Soon (H.K.) Ltd.	M
Lap Heng Co. Ltd.	M
Leighton Textile Company Ltd.	M
Li & Fung (Trading) Ltd.	W
Lo and Lo Solicitors & Notaries Public	F
Manhattan Garments Ltd.	M
Mass Transit Railway Corporation	T
Mattel Toys (H.K.) Ltd.	M
Mei Foo Investments Ltd.	F
Mobil Oil Hong Kong Ltd.	W
Motorola Semi-conductors (H.K.) Ltd.	M
National Lacquer & Paint Products Co. Ltd., The	M
Nedlloyd Lines	T
Otis Elevator Co. (H.K.) Ltd.	C
Paul Y. Construction Co. Ltd.	C
Perfekta Enterprises Ltd.	M
Philips Hong Kong Ltd.	W
Philips Hong Kong Ltd. Consumer Electronics Factory	M
Ryoden (Holdings) Ltd.	C
San Miguel Brewery Ltd.	M
Shell Hong Kong Limited (previously Shell Company of Hong Kong Ltd., The)	W
Shui Hing Co. Ltd., The	W
Shun Hing Electronic Trading Co. Ltd.	W
Sonca Products Ltd.	M

Annex to Appendix D (Cont'd)

	<u>Industrial Classification*</u>
South China Morning Post Publishers Ltd. (previously South China Morning Post Ltd.)	M
Standard Chartered Bank	F
Swire Bottlers Ltd.	M
Toppan Printing Co. (H.K.) Ltd.	M
Tyco (Hong Kong) Ltd.	M
Vigers Hong Kong Ltd.	F
Vincent Wong & Co. Ltd.	W
Wearbest Garment Manufacturing Co. Ltd.	M
Wilkinson & Grist Solicitors & Notaries	F
Winner Company (H.K.) Ltd.	M

* Industrial classification in accordance with International Standard Industrial Classification

C = Construction

F = Financing, insurance, real estate and business services

M = Manufacturing

T = Transport, storage and communication

U = Utilities

W = Wholesale, retail and import/export trades, restaurants and hotels