

SUMMARY OF THE 1991/92 PAY TREND SURVEY

Purpose of the Survey

The 1991/92 Pay Trend Survey was the nineteenth 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 levels for specific occupational groups.

Survey Period

2. Starting from the 1990/91 Pay Trend Survey, the survey period has been revised to run from 2 April of the previous year to 1 April of the current year so that more current pay adjustment information is included. The 1991/92 Pay Trend Survey therefore covered a 12-month period from 2 April 1991 to 1 April 1992.

Participating Companies

3. 69 companies were invited to participate in the survey and the data of 65 companies were eventually included in the calculation of the 1991/92 pay trend indicators. A list of the companies invited to take part in the 1991/92 Pay Trend survey is at the Annex.

Data Collection

4. Between February and May 1992, staff of the Pay Survey and Research Unit visited every participating company. They interviewed the personnel manager, the personnel officer or other members of management responsible for pay and collected information on increases in salary due to general pay increases, merit payments and inscale increments.

5. In order to identify any variation in salary adjustments made to staff at different levels within a company, company representatives were requested to provide information on salary adjustments according to three salary bands, namely: less than \$8,340 per month, \$8,340 - \$25,565 per month and \$25,566 - \$51,700 per month. These bands relate broadly to the Master Pay Scale (MPS) below Point 10, MPS Points 10 - 33 and MPS Point 34 - General Disciplined Services (Officer) Pay Scale Point 38 respectively in the civil service.

Appendix G (Cont'd)

6. Survey companies were also asked to provide information on payments additional to salary and, where available, adjustments attributable to internal relativities, external relativities (i.e. adjustments due to changes in the market pay level of a job), promotion and transfer.

7. Information collected for the survey was recorded in individual statements, the accuracy of each being confirmed by the company concerned.

Survey Findings

8. The Pay Survey and Research Unit analysed these company data in accordance with the agreed criteria and presented its findings to the Pay Trend Survey Committee in May 1992.

9. The Pay Trend Survey Committee accepted the findings of the Unit on the 1991/92 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 surveyed companies during the period 2 April 1991 to 1 April 1992:

- (a) Lower Salary Band
(less than \$8,340 per month) : 11.81%
- (b) Middle Salary Band
(\$8,340 - \$25,565 per month) : 12.06%
- (c) Upper Salary Band
(\$25,566 - \$51,700 per month) : 12.50%

Companies Invited to Participate
in the 1991/92 Pay Trend Survey

British-American Tobacco Co. (H.K.) Ltd.
Broadway-Nassau Investments Ltd.
(previously Mei Foo Investments Ltd.)
Caltex Oil Hong Kong Ltd.
Carlsberg Brewery Hong Kong Ltd.
Caterpillar Far East Ltd.
Cathay Pacific Airways Ltd.
Chiaphua Industries Ltd.
China Light & Power Co. Ltd.
China Motor Bus Co. Ltd.
Coopers & Lybrand
Crocodile Garments Ltd.
Dairy Farm Company Ltd., The
DHL International Ltd.
Esso Hong Kong Ltd.
Fook Lee Construction Co. Ltd.
Hewlett-Packard Hong Kong Ltd.
Hong Kong Aircraft Engineering Co. Ltd.
Hong Kong and China Gas Co. Ltd., The
Hongkong and Shanghai Banking Corporation Ltd., The
Hongkong and Shanghai Hotels Ltd., The
Hongkong Ferry (Holdings) Co. Ltd.
Hong Kong Oxygen & Acetylene Co. Ltd.
Hong Kong Teakwood Works Ltd.

Annex to Appendix G (Cont'd)

Hongkong Telecom Ltd.
Hongkong Telephone Co. Ltd.
Hongkong Tramways Ltd.
Hongkong United Dockyards Ltd.
Hsin Chong Holdings (HK) Ltd.
(previously Hsin Chong Construction Co. Ltd.)
IBM China/Hong Kong Corporation
ICI (China) Ltd.
Inchcape Pacific Ltd.
Jardine Pacific Ltd.
Jebsen & Co. Ltd.
John Swire & Sons (H.K.) Ltd.
Kodak (Far East) Ltd.
Kowloon Motor Bus Co. (1933) Ltd., The
Lam Soon (H.K.) Ltd.
Lap Heng Co. Ltd.
Leighton Textiles Company Ltd.
Li & Fung (Trading) Ltd.
Lo and Lo Solicitors & Notaries Public
Manhattan Garments International Ltd.
Mass Transit Railway Corporation
Mattel Toys (H.K.) Ltd.
Mobil Oil Hong Kong Ltd.
Motorola Semi-conductors (H.K.) Ltd.
National Lacquer & Paint Products Co. Ltd., The
Nedlloyd Lines

Annex to Appendix G (Cont'd)

Orient Overseas Container Line Ltd.
Otis Elevator Co. (H.K.) Ltd.
Paul Y. Construction Co. Ltd.
Philips Hong Kong Ltd.
Philips Hong Kong Ltd. Consumer Electronics Factory
Ryoden (Holdings) Ltd.
San Miguel Brewery Ltd.
Shell Hong Kong Ltd.
Shui Hing Co. Ltd., The
Shun Hing Electronic Trading Co. Ltd.
Sonca Products Ltd.
South China Morning Post Publishers Ltd.
Standard Chartered Bank
Swire Bottlers Ltd.
Toppan Printing Co. (H.K.) Ltd.
Tyco (Hong Kong) Ltd.
Vigers Hong Kong Ltd.
Vitasoy International Holdings Ltd.
Wearbest Garment Manufacturing Co. Ltd.
Wilkinson & Grist Solicitors & Notaries
Winner Company (H.K.) Ltd.