

SUMMARY OF THE 1994/95 PAY TREND SURVEY

Purpose of the Survey

Pay trend 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. Prior to 1983, pay trend surveys were undertaken by the then Pay Investigation Unit under the auspices of a Steering Committee of the Senior Civil Service Council. The Pay Survey and Research Unit was established in December 1982 and the Pay Trend Survey Committee shortly after. The 1994/95 survey was the twenty-second of its kind.

Survey Period

2. The Survey covered a 12-month period from 2 April 1994 to 1 April 1995.

Participating Companies

3. 75 companies as listed at the Annex were invited to participate in the survey. Of these, 69 took part in the survey. Their data were included in the calculation of the 1994/95 pay trend indicators.

Data Collection

4. Between February and May 1995, staff of the Pay Survey and Research Unit visited the participating companies. 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. Surveyed

Appendix G (Cont'd)

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

5. In order to identify any variation in salary adjustments made to staff at different levels, company representatives were requested to provide information on salary adjustments according to three salary bands, namely: less than \$11,315 per month, \$11,315 - \$34,690 per month and \$34,691 - \$69,060 per month. These bands related broadly to the civil service non-directorate pay scales of Master Pay Scale below point 10, points 10 to 33, and above point 33 respectively.

6. Information collected for the survey was recorded in individual company statements, the accuracy of each was confirmed by the company concerned. Strict confidentiality was observed in the handling of company data which were released in survey reports only in an anonymous form.

Survey Findings

7. The Pay Survey and Research Unit analysed the company data in accordance with the agreed criteria and presented its findings to the Pay Trend Survey Committee in May 1995.

8. The Pay Trend Survey Committee accepted the findings of the Unit on the 1994/95 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 1994 to 1 April 1995:

Appendix G (Cont'd)

- (a) Lower Salary Band
(Less than \$11,315 per month): 10.66%
- (b) Middle Salary Band
(\$11,315 - \$34,690 per month): 11.36%
- (c) Upper Salary Band
(\$34,691 - \$69,060 per month): 11.38%

AT&T GIS (HK)
British American Tobacco Co. (H.K.) Ltd.
Caterpillar (Hong Kong) Ltd.
Coca-Cola Bottling (Hong Kong) Ltd.
Crested Holdings (Hong Kong) Ltd.
Crispin Holdings Ltd.
China Light & Power Co. Ltd.
China Motor Bus Co. Ltd.
Gongxi & Co. Ltd.
Goulds (China) Ltd.
Hanyuan (China) Ltd.
Hanson Holdings & Properties
Hui Wah Holdings (Hong Kong) Ltd.
Digital Equipment Co. (H.K.) Ltd.
Luen Hing (Hong Kong) Ltd.
Fook Lee Construction Co. Ltd.
Hing Wah Holdings (Hong Kong) Ltd.
Hong Kong Electric Engineering Co. Ltd.
Hong Kong and China Gas Co. Ltd.
The Hongkong and Shanghai Banking Corporation Ltd.
Hing Wah Holdings (Hong Kong) Ltd.
Hing Wah Holdings (China) Ltd.
Hing Wah Holdings & Properties Co. Ltd.
Hing Wah Holdings (Works) Ltd.
Hing Wah Holdings (H.K.) Ltd.

Annex to Appendix G

Companies Invited to Participate
in the 1994/95 Pay Trend Survey

- AT&T GIS (HK)
- British-American Tobacco Co. (H.K.) Ltd.
- Caltex Oil Hong Kong Ltd.
- Carlsberg Brewery Hong Kong 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
- Deacons Solicitors & Notaries
- DHL International (Hong Kong) Ltd.
- Digital Equipment HK 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.
- Hongkong Telecom Ltd.

Annex to Appendix G (Cont'd)

Hongkong Tramways Ltd.
Hongkong United Dockyards Ltd.
Hsin Chong Construction Co. Ltd.
IBM China/Hong Kong Corporation
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
Mass Transit Railway Corporation
Mattel Toys (HK) Ltd.
Mobil Oil Hong Kong Ltd.
Motorola Semi-conductors (H.K.) Ltd.
National Lacquer & Paint Products Co. Ltd., The
Nedlloyd (H.K.) Lines
Omni Hotels Asia Pacific
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.
S. Megga Telecommunications Ltd.
San Miguel Brewery Hong Kong Ltd.
Schmidt & Co. (HK) Ltd.
Shangri-La Hotel (Kowloon) Ltd.
Shell Hong Kong Ltd.

Annex to Appendix G (Cont'd)

Sheraton Hong Kong Hotel & Towers

Shui Hing Co. Ltd.

Shui On (Contractors) Ltd.

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.

Universal Cars Ltd.

Urban Property Management Ltd.

Video Technology Electronics Ltd.

Vigers Hong Kong Ltd.

Vitasoy International Holdings Ltd.

Wearbest Garment Manufacturing Co.Ltd.

Wilkinson & Grist Solicitors & Notaries

Winner Company (H.K.) Ltd.

Shell Hong Kong Ltd.
Shanghai Hotel (Kowloon) Ltd.
Sennar & Co. (H.K.) Ltd.
San Miguel Brewery Hong Kong Ltd.
S. M. Wong Telecommunications Ltd.
Nyden (Holdings) Ltd.
Pharos Hong Kong Ltd. Consumer Electronics Factory
Pappa Hong Kong Ltd.
Pau Y. Construction Co. Ltd.
One Elevator Co. (H.K.) Ltd.
Ginn Hotels Asia Pacific
Nedford (H.K.) Ltd.
National Cables & Paint Products Co. Ltd. The
Materials Semi-conductors (H.K.) Ltd.
Mobil Oil Hong Kong Ltd.
Mottel Tax (H.K.) Ltd.
Mass Transit Railway Corporation
Lo and Lo Solicitors & Notaries
Li & Fung (Trading) Ltd.
Leighton Textiles Company Ltd.
Luo Heng Co. Ltd.
Lam Sau (H.K.) Ltd.
Kowloon Motor Bus Co. (1933) Ltd. The
Kodak (H.K.) Ltd.
John Swire & Sons (H.K.) Ltd.
Kousen & Co. Ltd.
Kowloon Pacific Ltd.