

SUMMARY OF THE 2001/2002 PAY TREND SURVEY

Purpose of the Survey

Pay trend surveys yield information on the general movements of pay in the private sector over a given period. They are not concerned with the 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 (PSRU) was established in December 1982 and the Pay Trend Survey Committee (PTSC) shortly after. The 2001/2002 survey was the 29th of its kind.

Survey Period

2. The survey covered a 12-month period from 2 April 2001 to 1 April 2002.

Participating Companies

----- 3. Of the 98 companies in the survey field as listed at the Annex, 97 were invited and 91 took part in the survey. The pay data of their 130,854 employees were used in the calculation of the 2001/2002 gross pay trend indicators.

Data Collection

4. Between January and April 2002, PSRU staff visited the participating companies. They interviewed the human resources managers or other management staff responsible for salary administration and collected information on pay adjustments due to general salary adjustments, bonuses, merit payments and inscale increments. The companies were asked to provide information, where available, on adjustments attributable to internal and external relativities i.e. adjustments due to changes in the market level of a job.

5. In order to identify any variation in salary adjustments made to staff at different levels, the companies were requested to provide information on salary adjustments according to three salary bands, namely, below \$15,520 per month, \$15,520 - \$47,590 per month and \$47,591 - \$97,325 per month. These salary bands related broadly to the civil service non-directorate pay scales of the 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, after their accuracy had been confirmed by the company concerned. Strict confidentiality was observed in the handling of company data which were made non-attributable in survey reports, so as to preserve the anonymity of the participating companies.

Survey Findings

7. The PSRU analysed the company data in accordance with the approved methodology and presented its findings to the PTSC in May 2002.

8. The PTSC accepted the findings of the PSRU on the 2001/2002 Pay Trend Survey. Taking into account only those adjustments which related to the cost of living, company performance, general changes in market rates, inscale increment and merit, the PTSC concluded that the following pay adjustments had been made in the surveyed companies during the period from 2 April 2001 to 1 April 2002 –

(a)	Lower Salary Band (below \$15,520 per month)	-0.79%
(b)	Middle Salary Band (\$15,520 - \$47,590 per month)	-0.60%
(c)	Upper Salary Band (\$47,591 - \$97,325 per month)	-3.39%

[Note : The above survey findings validated by the PTSC were known as the gross Pay Trend Indicators (PTIs). In accordance with the recommendations of a Committee of Inquiry in 1988, the Administration, after deducting the value of civil service increments at their payroll cost, which were 0.79%, 1.04% and 1.03% respectively for the lower, middle and upper salary bands in 2002, arrived at the net PTIs as follows –

<i>(a) Lower Salary Band</i>	<i>-1.58%</i>
<i>(b) Middle Salary Band</i>	<i>-1.64%</i>
<i>(c) Upper Salary band</i>	<i>-4.42%</i>

The PTSC was not involved in the calculation of the net PTIs.]

**List of 98 Companies in the Survey Field
for the 2001/2002 Pay Trend Survey**

- Acer Computer (Far East) Ltd.
- adidas-Salomon International Sourcing Ltd.
- American Club, The
- Automated Systems (HK) Ltd.
- Bank of China (Hong Kong) Ltd.
- Bayer China Co. Ltd.
- British-American Tobacco Co. (HK) Ltd.
- Café de Coral Holdings Ltd.
- Caltex Oil Hong Kong Ltd.
- Carlsberg Brewery Hong Kong Limited
- Cathay Pacific Airways Ltd.
- Chevalier International Holdings Ltd.
- Chiaphua Industries Ltd.
- Cigna Worldwide Insurance Co.
- CITIC Pacific Ltd.
- CLP Holdings Ltd.
- Compaq Computer Ltd.
- Crocodile Garments Ltd.
- Dah Chong Hong (Motor Service Centre) Ltd.
- Dairy Farm Company Ltd., The
- Deacons Graham & James
- DHL International (Hong Kong) Ltd.
- Dow Chemical Pacific Ltd.
- Du Pont China Limited
- Eagle Star Insurance Group
- Edward Keller Ltd.
- Electronic Devices Ltd.
- Epson Hong Kong Ltd.
- ExxonMobil Hong Kong Limited
- Four Seas Mercantile Ltd.
- Fuji Xerox (Hong Kong) Limited
- Giordano Ltd.

- Grand Hyatt Hong Kong Co. Ltd.
- Green Island Cement (Holdings) Ltd.
- Hasbro Far East Ltd.
- Hong Kong Aero Engine Services Ltd.
- Hong Kong Aircraft Engineering Company Limited
- Hong Kong and China Gas Co. Ltd., The
- Hong Kong Baptist Hospital
- Hong Kong Country Club, The
- Hong Kong Ferry (Holdings) Co. Ltd.
- Hong Kong Oxygen & Acetylene Co. Ltd.
- Hongkong and Shanghai Hotels Ltd., The
- Hongkong Tramways Ltd.
- Hongkong United Dockyards Ltd.
- Hotel Inter-Continental Hong Kong
- HSBC
- Hsin Chong Construction Co. Ltd.
- IBM China/Hong Kong Ltd.
- Jardine Pacific Ltd.
- Jebsen & Co. Ltd.
- John Swire & Sons (H.K.) Ltd.
- Jusco Stores (Hong Kong) Co. Ltd.
- Kowloon Motor Bus Co. (1933) Ltd., The
- Lam Soon (Hong Kong) Ltd.
- Li & Fung (Trading) Ltd.
- Marco Polo Hotels
- Matilda and War Memorial Hospital
- Mattel (HK) Ltd.
- Mattel Asia Pacific Sourcing Ltd.
- Minolta Hong Kong Limited
- Motorola Asia Pacific Ltd.
- Motorola Semiconductors Hong Kong Ltd.
- MTR Corporation Ltd.
- National Lacquer & Paint Products Co. Ltd., The
- NCR (Hong Kong) Ltd.
- Nestle Hong Kong Ltd.
- Ocean Park Corporation
- Oliver's Super Sandwiches Management Ltd.

- Otis Elevator Company (H.K.) Limited
- P & O Nedlloyd (HK) Ltd.
- Pacific Century Cyberworks Ltd.
- Philip Morris Asia Limited
- Philips Electronics Hong Kong Ltd.
- Philips Electronics Hong Kong Ltd. BCU Audio
- PricewaterhouseCoopers Ltd.
- Ryoden (Holdings) Ltd.
- San Miguel Brewery Hong Kong Ltd.
- Schmidt & Co., (H.K.) Ltd.
- Shangri-La Hotel (Kowloon) Ltd.
- Shell Hong Kong Ltd.
- Sheraton Hong Kong Hotel & Towers
- Shui On Construction and Materials Ltd.
- Shun Hing Electronic Trading Co., Ltd.
- Sime Darby Hong Kong Ltd.
- Sonca Products Ltd.
- Sony Corporation of Hong Kong Ltd.
- South China Morning Post Publishers Ltd.
- Standard Chartered Bank
- Swatch Group (Hong Kong) Ltd., The
- Swire Coca-Cola HK Ltd.
- Swire Properties Ltd.
- Television Broadcasts Ltd.
- Tsit Wing Coffee Co. Ltd.
- Urban Property Management Ltd.
- Vigers Hong Kong Ltd.
- Vitasoy International Holdings Ltd.
- VTech Electronics Ltd.