

# Pay Trend Survey Committee Meeting on May 27, 2020

The following is issued on behalf of the Pay Trend Survey Committee:

The Pay Trend Survey Committee (the Committee) met today (May 27) to consider the findings of the 2020 Pay Trend Survey.

The survey findings indicate that the following average pay adjustments have been awarded by the surveyed companies over the 12-month period from April 2, 2019, to April 1, 2020:

	Basic Pay Indicator	+	Additional Pay Indicator	=	Gross Pay Trend Indicator
Lower Salary Band (below \$24,070 per month)	3.53%	+	-1.22%	=	2.31%
Middle Salary Band (\$24,070 – \$73,775 per month)	4.19%	+	-1.18%	=	3.01%
Upper Salary Band (\$73,776 – \$147,235 per month)	3.67%	+	-0.95%	=	2.72%

The 2020 Pay Trend Survey was conducted by the Pay Survey and Research Unit of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service, based on an improved methodology as approved by the Chief Executive-in-Council in March 2007.

The survey results reflect the pay trend in 107 companies covering 146 434 employees over the 12-month period from April 2, 2019, to April 1, 2020. The survey takes into account adjustments to basic salary and additional payments awarded to employees of the surveyed companies attributable to factors in relation to the cost of living, general prosperity and company performance, general changes in market rates, merit and inscale increment, in accordance with the improved survey methodology.

A breakdown of the 107 companies by size is as follows:

	No. of Companies
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Larger companies (employing 100 or more staff)	80 (74.8%)
Smaller companies (employing 50 – 99 staff)	27 (25.2%)
Total :	107 (100%)

The distribution of the 146 434 employees by the three salary bands is as follows:

	No. of Employees
Lower Salary Band (below \$24,070 per month)	69 166 (47%)
Middle Salary Band (\$24,070 – \$73,775 per month)	65 946 (45%)
Upper Salary Band (\$73,776 – \$147,235 per month)	11 322 (8%)
Total :	146 434 (100%)

The Committee met on May 27, 2020, to verify and consider the 2020 Pay Trend Survey Report. The two representatives of the Standing Commission on Civil Service Salaries and Conditions of Service, the representative of the Standing Committee on Disciplined Services Salaries and Conditions of Service, the two representatives of the Civil Service Bureau, the Secretary General of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service, the three Staff Side representatives of the Model Scale 1 Staff Consultative Council, the two Staff Side representatives of the Senior Civil Service Council and the two Staff Side representatives of the Police Force Council validated the survey findings.

The meeting was chaired by Mr Lee Luen-fai, Chairman of the Pay Trend Survey Committee. Mr Lee is a member of the Standing Commission on Civil Service Salaries and Conditions of Service.

Mr Lee said, "The 2020 Pay Trend Survey was conducted in accordance with the agreed methodology and in a professional and objective manner. The Pay Trend Survey Committee will submit the Committee Report to the Government for consideration.

"The relevant pay trend indicators are the result of a survey of the pay trend in companies of the private sector. Civil service pay adjustment is, however, a separate matter. I understand that in accordance with the established practice, the Chief Executive-in-Council will take into account the pay trend indicators derived from the Pay Trend Survey and other pertinent considerations before making a decision on the 2020-21 civil service pay adjustment," Mr Lee added.

Mr Lee wishes to express the Committee's sincere appreciation for the co-operation and assistance rendered by the companies to the Pay Survey and

## **Around 180 persons arrested for participating in unauthorized assemblies in Central and Causeway Bay**

At around 1pm today (May 27), protestors gathered on Pedder Street, Central and Hennessy Road near Percival Street, Causeway Bay, behaving in a disorderly manner and disturbing public peace. In Central, protestors occupied roads and caused obstruction to the traffic. Police adopted a measured and restrained approach and reminded the protestors to leave as their acts were in breach of the Public Order Ordinance (Cap. 245). However, Police warnings were ignored. Officers took enforcement actions and arrested some 180 persons for participating in unauthorized assembly.

Police respect the public's freedom of expression. However, it should be exercised within legal bounds. Protestors are urged to leave immediately. Police will continue to enforce the law.

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## **Phishing email related to The Bank of East Asia, Limited**

The following is issued on behalf of the Hong Kong Monetary Authority:

The Hong Kong Monetary Authority (HKMA) wishes to alert members of the public to a press release issued by The Bank of East Asia, Limited on phishing email, which has been reported to the HKMA. Hyperlink to the press release is available on the [HKMA website](#) for ease of reference by members of the public.

Anyone who has provided his or her personal information to the email concerned or has conducted any financial transactions through the email should contact the bank concerned using the contact information provided in the press release, and report to the Police or contact the Cyber Security and Technology Crime Bureau of the Hong Kong Police Force at 2860 5012.

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## Update on suspected food poisoning cases involving sandwiches

The Centre for Health Protection (CHP) of the Department of Health today (May 27) provided an update on its investigation into the suspected food poisoning cases involving sandwiches announced since May 21, and reminded the public to maintain personal, food and environmental hygiene to prevent food-borne diseases.

The CHP has today identified 26 more clusters of suspected food poisonings related to those sandwiches. The newly reported clusters involved 22 males and 39 females aged 2 to 67. They developed gastroenteritis symptoms including abdominal pain, vomiting, diarrhoea and fever about three to 57 hours after consuming the sandwiches. Among them, 49 sought medical consultation and 12 required hospitalisation.

As of 4pm today, the CHP has identified a total of 89 clusters of suspected food poisonings affecting 215 persons. Among them, stool specimens of six affected persons and one food remnant sample tested positive for Group D Salmonella.

All affected persons are now in stable condition. Investigations are proceeding.

"Prolonged storage of food at room temperature may allow pathogens to grow and produce toxins. Members of the public should avoid consuming cooked or ready-to-eat food that has been kept at room temperature for several hours," a spokesman for the CHP said.

To prevent food-borne diseases, members of the public are reminded to maintain personal, food and environmental hygiene at all times. When dining out:

- Patronise only reliable and licensed restaurants;
- Avoid eating raw seafood;
- Be a discerning consumer in choosing cold dishes, including sashimi, sushi and raw oysters, at a buffet;
- Ensure food is thoroughly cooked before eating during a hot pot or barbecue meal;
- Handle raw and cooked foods carefully and separate them completely during the cooking process;
- Use two sets of chopsticks and utensils to handle raw and cooked food;
- Do not patronise illegal food hawkers;
- Drink boiled water;
- Do not try to use salt, vinegar, wine and wasabi to kill bacteria as they are not effective; and

- Always wash hands before eating and after going to the toilet.
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## Man fined for operating unlicensed guesthouse

A man was fined \$10,000 at the Kowloon City Magistrates' Courts today (May 27) for contravening the Hotel and Guesthouse Accommodation Ordinance.

The court heard that in November last year, officers of the Office of the Licensing Authority (OLA) from the Home Affairs Department, when searching the Internet for intelligence about unlicensed guesthouse activities, identified a suspected unlicensed guesthouse on Tai Po Road in Sham Shui Po. The OLA officers posed as lodgers and successfully rented a room in the guesthouse on a daily basis through an Internet platform.

According to the OLA's records, the guesthouse did not possess a licence under the Ordinance on the day of lodging. The man responsible for operating the premises was charged with contravening section 5(1) of the Ordinance.

A department spokesman stressed that operating or managing an unlicensed guesthouse is a criminal offence and can lead to a criminal record. Upon conviction, the offender is liable to a maximum fine of \$200,000 and two years' imprisonment. Guesthouse licensees may advertise or offer to provide sleeping accommodation on the Internet. To assist the public and the tourists to identify licensed guesthouses, the licensees should indicate clearly "Licensed guesthouse" in all promotional advertisement materials or advertisements related to the guesthouse.

The spokesman appealed to anyone with information about suspected unlicensed guesthouses to report it to the OLA by the hotline (Tel: 2881 7498), by email ([hadlaeng@had.gov.hk](mailto:hadlaeng@had.gov.hk)), by fax (2504 5805) using the report form downloaded from the OLA website ([www.hadla.gov.hk](http://www.hadla.gov.hk)), or through the mobile application "Hong Kong Licensed Hotels and Guesthouses".