HKIHRM Hong Kong
Pay Trend &
Pay Level Survey
2018

An Important Reference to
Your Pay Decisions

The survey:
- Consists of four reports, namely:
  - January Pay Trend Survey 2018 (Publishing date: May 2018)
  - Main Pay Trend Survey 2018 (Publishing date: December 2018)
  - Pay Level Survey 2018 (Publishing date: December 2018)
  - Topical Study 2018 (Publishing date: December 2018)

For more information, please contact Research & Development Department
Email: research@hkihrm.org
Tel: (852) 2881 5113
January 2018 Pay Trend Survey
- Total Base Pay Adjustments
- Bonus Payments
- Distribution of Pay Adjustments

2018 Pay Trend Main Survey
1. Pay Adjustments and Bonus Payments in 2018
   - Total Pay Adjustments
   - Distribution of Changes in Pay Adjustments (2018 vs 2017)
   - Distribution of Pay Adjustments
   - Differential Pay Adjustments
   - Cumulative Total Pay Adjustments
   - Special Adjustments
   - Promotional Adjustments
   - Bonus Payments
   - Pay Practices
   - Civil Service Pay Adjustments
2. Proportion of Benefits to Total Remuneration
3. 2019 Overall Market Forecast Pay Adjustments
4. Trends of Pay and Bonus Adjustments Over the Last Five Years
   Pay Adjustments analysed by:
   - Size of Company
   - Salary Level
   - Management of Company (Local vs. Multinational)
   Bonus Payments
   - Trend of Change in Guaranteed Bonus Policy
   - Trend of Change in Non-guaranteed Bonus Policy
   - Employees Eligible for a Bonus and Size of Bonus

2018 Pay Level Survey
Pay Levels (26 Job Fields / Occupations and 8 Categories of Fresh Graduates)
- Actual Pay Levels
- Changes in Targeted Entry Pay
- Actual Entry Pay of New Recruits

Other Special Features:
Easy-to-use: A loose-leaf binder for easy browsing and retrieval of information
Informative: Year-over-year comparison charts, executive summary
User-friendly: Soft copy of report also included
More benefits: Special offer for enrolling in HKIHRM Pay Trend Seminar
Statistics of Pay Trend Survey are mainly analysed by the following dimensions:

Business Sectors:
- Banking
- Construction
- Engineering
- Financial Services
- Hi-Tech / Telecommunication
- Hotel
- Insurance
- Manufacturing
- Non-governmental Organisation
- Property Development / Management
- Public Utility
- Retail
- Shipping / Terminal
- Trading
- Others

Salary Levels:
- General
- Middle
- Senior
- Top

Management Types:
- Local
- Multinational

Company Sizes:
- Small (100 to 499 employees)
- Medium (500 to 999 employees)
- Large (more than 1,000 employees)

* Subject to availability of sufficient data points

Occupations and types of fresh graduates covered in Pay Level Survey:

Job Fields / Occupations
- Information Technology / Computer
- Engineering
- Accounting
- Finance
- Human Resources
- Public Relations
- Sales
- Marketing
- Procurement
- Logistics
- Customer Service
- Property Management / Development
- Facilities Maintenance / Building Service
- Clerk
- Senior Clerk
- Junior Secretary / Secretary
- Senior Secretary / Executive Secretary
- Assistant Merchandiser
- Senior Merchandiser
- Pool Car Driver
- Personal Driver
- Security Guard
- Receptionist / Telephonist
- Labourer
- Office Assistant
- Tradesman

Fresh Graduates
- Master Degree Holder (Business)
- Master Degree Holder (Engineering)
- Bachelor Degree Holder (Business)
- Bachelor Degree Holder (Engineering)
- Higher Diploma Holder
- Associate Degree Holder
- Diploma Holder
- Certificate Holder
<table>
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<th>HKIHRM Hong Kong Pay Trend &amp; Pay Level Survey Reports 2018</th>
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☐ My crossed cheque (No.: _________________________________) made payabe to “Hong Kong Institute of Human Resource Management Ltd.” is enclosed.

☐ Please issue me a ☐ receipt / ☐ invoice

(For environmental protection purpose, receipt / invoice will only be issued upon request)

Name: Dr / Mr / Ms / Mrs (surname) ___________________________ (given name) ___________________________

Position: ________________________________________________

Company: ________________________________________________

Address: ________________________________________________

[ ] HKIHRM Member No.: ___________________________ [ ] Non-member

Tel: ___________________________ Fax: ___________________________

E-mail*: ________________________________________________

* For overseas delivery, postage / courier fee will be additionally charged.
* For delivery of softcopy reports

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