HKIHRM Hong Kong Pay Trend & Pay Level Survey 2014

An Important Reference to Your Pay Decisions

The survey:
- Covers some 152,000 staff from 17 business sectors
- Covers some 100 local and multinational companies participating on a continuous basis
- Consists of four reports, namely:
  - January Pay Trend Survey 2014 (Publishing date: March 2014)
  - Main Pay Trend Survey 2014 (Publishing date: November 2014)
  - Pay Level Survey 2014 (Publishing date: November 2014)
  - Topical Study 2014 (Publishing date: November 2014)

For more information, please contact Research & Development Department
Email: research@hkihrm.org
Tel: (852) 2881 5113
January 2014 Pay Trend Survey
- Total Base Pay Adjustments
- Bonus Payments
- Distribution of Pay Adjustments

2014 Pay Trend Main Survey & Pay Level Survey
2015 Forecast Pay Adjustments (by industry)
2014 Data:
1. Pay & Bonus Adjustments in 2014 (by industry / size of company / company management)
   - Total Pay Adjustments
   - Distribution of Changes in Pay Adjustment (2014 vs. 2013)
   - 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. 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

Trends of Pay and Bonus Adjustments Over the Last Five Years
1. Pay Adjustment analysed by:
   - Size of Company
   - Business Sector
   - Salary Level
   - Management of Company (Local vs. Multinational)
2. 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 the Bonus

Other Special Features:
- Easy-to-use: A loose-leaf binder for easy browsing and retrieval of information
- Informative: More year-over-year comparison charts, enhanced executive summary
- User-friendly: Soft copy of report also included
- More benefits: Special offer for enrolling in annual Pay Trend Seminar and selected HKIHRM C&B seminars respectively
### Business Sectors:
- Accounting
- Banking
- Construction
- Engineering
- Financial Services
- Hi-Tech / Telecommunication
- Hotel
- Insurance
- Manufacturing
- Non-governmental Organisation
- Oil / Chemicals
- 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)

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

<table>
<thead>
<tr>
<th>Job Fields / Occupations</th>
<th>Management Types</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Information Technology / Computer</td>
<td>- Local</td>
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<tr>
<td>- Engineering</td>
<td>- Multinational</td>
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<td>- Accounting</td>
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<td>- Finance</td>
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<td>- Human Resources</td>
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<td>- Public Relations</td>
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<td>- Sales</td>
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<td>- Marketing</td>
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<td>- Procurement</td>
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<td>- Logistics</td>
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<td>- Customer Service</td>
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<td>- Property Management / Development</td>
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<td>- Facilities Maintenance / Building Service</td>
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<tr>
<td>- Clerk</td>
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<tr>
<td>- Senior Clerk</td>
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<tr>
<td>- Junior Secretary / Secretary</td>
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<tr>
<td>- Senior Secretary / Executive Secretary</td>
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<tr>
<td>- Assistant Merchandiser</td>
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<tr>
<td>- Senior Merchandiser</td>
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<tr>
<td>- Pool Car Driver</td>
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<td>- Personal Driver</td>
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<td>- Security Guard</td>
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<tr>
<td>- Receptionist / Telephonist</td>
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<td>- Labourer</td>
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<td>- Office Assistant</td>
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<td>- Tradesman</td>
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<table>
<thead>
<tr>
<th>Fresh Graduates</th>
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<tbody>
<tr>
<td>- Master Degree Holder (Business)</td>
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<tr>
<td>- Master Degree Holder (Engineering)</td>
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<tr>
<td>- Bachelor Degree Holder (Business)</td>
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<tr>
<td>- Bachelor Degree Holder (Engineering)</td>
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<tr>
<td>- Higher Diploma Holder</td>
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<tr>
<td>- Associate Degree Holder</td>
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<tr>
<td>- Diploma Holder</td>
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<td>- Certificate Holder</td>
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**HKIHRM Hong Kong Pay Trend & Pay Level Survey Reports 2014**

<table>
<thead>
<tr>
<th>Special Offers</th>
<th>Price</th>
<th>QTY</th>
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<tbody>
<tr>
<td><strong>HKIHRM member</strong></td>
<td><strong>HK$4,270</strong></td>
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<tr>
<td><strong>Non-member</strong></td>
<td><strong>HK$5,080</strong></td>
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</table>

- My crossed cheque (No.: ____________________________ ) made payable 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.

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**Hong Kong Institute of Human Resource Management**

Suite 1503, 15/F, 68 Yee Wo Street, Causeway Bay, Hong Kong

Tel: (852) 2881 5113    Fax: (852) 2881 6062

Website: www.hkihrm.org    Email: info@hkihrm.org