

S.C.M.S.

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## 60 firms quizzed in pay trend survey

A recent pay trend survey may spark a civil service pay adjustment later this year, the Deputy Secretary for the Civil Service Pay and Conditions of Service, Mr C.C. Sze, said yesterday.

Speaking after a lunch meeting of the Rotary Club of Hongkong North, Mr Sze said the survey was conducted last month and involved 60 private companies.

The findings, he said, would be analysed by the middle of next month.

A pay trend survey is often used as the basis for salary increases for the 170,000 civil servants in Hongkong. Mr Sze told Rotarians in his address.

The survey is usually commissioned each December and the results analysed by the pay trend survey committee chaired by a commissioner of the Standing Commission before a proposal is sent to the Executive Council.

Following that, a series of discus-

sions is held with three staff consultative councils — the Senior Civil Service Council, the Model Scale I Staff Consultative Council and the Police Force Council.

If the discussions are successful, the proposed pay award is submitted to the Finance Committee of the Legislative Council.

If the proposal is approved, an announcement is then made towards the end of March for implementation on April 1.

An agreement is often hard to

secure as there is usually only about six weeks between the analysis of the pay trend survey results and the announcement of a pay award.

Mr Sze said the commissioning of a pay trend survey is purely a fact-finding exercise.

"It does not commit the Government to a pay award, which must be determined having regard to the economic and budgetary situation — in other words can Government pay and should it pay that much?"