

### The Pay Trend (1993 – 2010)

<u>Year</u>	<u>#GDP Growth</u>	<u>#Composite CPI</u>	<u>*Pay Adjustment Recommended by EFHK</u>	<u>EFHK Survey - Actual Pay Adjustment in Jan/Feb</u>	<u>EFHK Survey - Actual Pay for the year</u>
1993	6.1%	8.8%	10.5%	11.6%	
1994	5.4%	8.8%	9.5%	10.44%	
1995	3.9%	9.1%	9%	9.73%	
1996	4.5%	6.3%	8%	8.63%	
1997	5.0%	5.8%	6%	6.94%	
1998	-5.3%	2.8%	5 - 6%	6.04%	
1999	3.0%	-4%	0%	0.27%	
2000	10.5%	-3.7%	0%	0.55%	
2001	0.1%	-1.6%	<2%	2.5%	
2002	2.3%	-3.0%	0% + variable pay	0.12%	
2003	3.3%	-2.6%	0% + variable pay	0.09%	
2004	8.2%	- 0.4%	Review HR Policies, No general pay increase	0.31%	
2005	7.3%	1.1%	No across-the-board increase, One-off bonuses	1.83% (Jan-Mar)  2.87% (Aug)	
2006	4 - 5%	2.3%	No across-the-board increase, Overall average < 2%	3.19%	
2007	6.3%	2.0%	No across-the-board increase, 0-2.5%	3.14%	
2008	2.5%	4.2%	No across-the board increase Variable pay <2.5%	4.7%	4.7%
2009	-3.5 to -4.5% (forecast)	0.5% (forecast)	Preserve jobs and retain competent and effective staff as much as possible; Keep salary and necessary cost increases to a minimum	1.0%	
2010	--	--	Preserve jobs as much as possible; Adopt good people management practices to retain key staff & to award high-performing staff through performance-related bonus; Avoiding across-the-board salary increases		

**Remark:**

# Source from HKSAR Government

\* The pay adjustment recommendation for each year is made in September of the preceding year. For example, the pay recommendation for 2001 was made in September 2000.