

HR Roundtable Workgroup Breakfast Meeting at HK Club on 7 Nov 2024



9th Meeting on 7 Nov 2024

The 9th HR Roundtable Work Group (WG) took place on 7th November 2024 at the HK Club with a record-breaking attendance of 32 HR professionals and WG committee members. We were delighted to have Andy Luk, VP of HKIHRM, who shared insightful findings from their **2024 Hong Kong & Greater Bay Area Pay Trend Surveys**. (please refer to the slides for detailed content).

Looking ahead, the Work Group is committed to utilizing this dynamic platform to foster knowledge exchange, share best practices, and explore innovative strategies. By harnessing the collective wisdom and experiences of our peers, we aim to strengthen our professional network.

Save the date for our upcoming HR Roundtable meeting on 9th January 2025! We extend a warm invitation to all HR professionals who are interested in joining this vibrant Work Group. If you or your HR executive would like to participate, please don't hesitate to reach out to the Secretariat of HKRSA at events@hkrsa.org.hk. We look forward to welcoming new members and fostering a diverse and engaging community.

香港退休計劃協會之人力資源圓桌工作小組 (WG) , 於 2024 年 11 月 7 日第九次會議 , 並在中環香港會舉行早餐會 , 此次出席人數打破以往紀錄 , 共有 32 位人力資源專業人士和工作小組委員會成員出席。本次聚會我們很高興邀請來自 HKIHRM 的 Andy Luk 分享他們完成的「**2024 年香港及大灣區薪酬趨勢調查**」及對其調查的見解。(請見以下內容)

工作小組期待繼續利用這個雙月互動的平台來來交流見解、分享最佳實踐 , 並透過會員主導的計劃探索創新策略 , 從而培育更強大的網路。每個成員都可以從同行的集體智慧和經驗中受益。下次會議定於 2025 年 1 月 9 日舉行。

歡迎更多人力資源專業人士加入 , 分享經驗和建立聯繫。如果您或您的人力資源主管有興趣加入 香港退休計劃協會的「人力資源圓桌會議工作小組」, 請聯絡秘書處以獲取詳細資訊:events@hkrsa.org.hk。

HKIHRM 2024 Hong Kong & Greater Bay Area Pay Trend Surveys

香港人力資源管理學會「2024 年香港及大灣區薪酬趨勢調查」

By Andy Luk of HKHIRM

The 2024 Hong Kong & Greater Bay Area Pay Trend Surveys, conducted jointly by the Hong Kong Institute of Human Resource Management (HKIHRM) and CIIC Management Consulting Co. Ltd., provided a comprehensive analysis into salary and bonus trends in Hong Kong and nine Greater Bay Area (GBA) cities. Andy Luk, Vice President of HKIHRM and a member of the HKRSA HR Roundtable Working Group, shared key findings from the Surveys at the HR Roundtable Working Group meeting on 7 November.

Key findings for Hong Kong indicated a 3.2% base pay adjustment in 2024, with 91.7% of companies offering pay increases. In the GBA, the average salary increase was 4.8%, with 61.2% of companies providing pay raises.

For bonus payments in 2024, 37.2% of Hong Kong companies offered guaranteed bonuses, averaging 1.00 month of base pay. Non-guaranteed bonuses were more prevalent, provided by 83.9% of companies, with eligible employees receiving an average of 1.23 months' base pay. In the GBA, year-end and performance bonuses were more common, averaging 1.8 months' base pay, with 50% of middle-level management (sales) receiving bonuses of three or more times their base pay.

Looking towards 2025, 63% of responding Hong Kong companies projected a pay increase, with a projected rise of 3.6%. In the GBA, the projected pay increase was 4.7%, slightly exceeding the national average.

HKIHRM conducts the Hong Kong Pay Trend Survey annually, providing authoritative information on pay trends since 1978. This year's survey encompassed data from 186 companies across 12 businesses sectors between January and September 2024, covering 107,400 full-time salaried employees in Hong Kong. For GBA, data covered approximately 435 companies across more than 10 business sectors from January to August 2024, representing 184,338 full-time salaried employees.

These findings are essential for navigating regional pay trends and strategic talent management. For detailed insights, please visit and subscribe the survey report here: <https://www.hkihrm.org/content.php?mid=5&id=27&sid=80>

「2024 年香港及大灣區薪酬趨勢調查」由香港人力資源管理學會及中智管理諮詢有限公司共同發佈。調查涵蓋香港及九個大灣區城市的企業數據，旨在了解企業的薪酬調整及花紅發放趨勢。香港人力資源管理學會副會長暨香港退休計劃協會之人力資源圓桌工作小組成員陸國坤先生於11月7日的會議上，與成員分享了調查的結果摘要。

調查發現，2024年香港僱員整體平均基本薪酬調整為 3.2% (加權平均數)，有 91.7% 的機構於本年加薪。同期，大灣區整體平均調薪率為 4.8%，有61.2%的機構於本年加薪。

2024年花紅發放方面，香港有 37.2%的機構在調查期間設有固定花紅制度，當中平均金額為 1.00 個月基本薪酬；而有 83.9%的機構設有非固定花紅制度，當中符合資格並獲發其非固定花紅的平均金額為 1.23 個月基本薪酬。在大灣區企業中，「年終獎」及「績效獎金」是最普遍的獎勵方式，僱員平均獲得的年終獎金額為基本月薪的 1.8 倍，50%的中層管理人員（銷售）的年終獎金為基本月薪的 3 倍或以上。

展望 2025 年的薪金調整，選擇加薪的本港公司有 63%，平均加薪幅度為 3.6%。大灣區方面，2025年平均加薪幅度為 4.7%，略高於全國整體的平均加薪幅度。

香港人力資源管理學會自1978年起每年就薪酬趨勢進行調查，為香港最權威的年度薪酬信息來源之一。本年的調查於2024年1月至9月期間進行，涵蓋來自 12 個行業的186 間企業的數據，包括共約 107,400 名香港全職受薪僱員；大灣區方面，數據涵蓋2024 年 1 月至 8 月期間來自 10 多個行業共 435 家企業，包括 184,338 名大灣區全職受薪僱員。

調查結果對掌握兩地薪酬趨勢和策略性人才管理至關重要。如需更詳細的資訊，請按此訂閱調查報告：<https://www.hkihrm.org/content.php?mid=5&id=27&sid=80>





2024

香港及大灣區薪酬趨勢調查概要

Key Findings of Hong Kong & Greater Bay Area Pay Trend Surveys

- In our reports, we have surveyed 186 companies in Hong Kong, covering 107,400 employees across 12 industries.
- Additionally, our GBA survey* includes data from 435 participating companies, encompassing 184,338 employees over 10 industries.

*The GBA cities including Shenzhen, Guangzhou, Zhuhai, Dongguan, Foshan, Huizhou, Zhongshan, Jiangmen and Zhaoqing.

- 是次薪酬趨勢調查訪問了香港186家公司，涵蓋12個行業的107,400名員工；
- 大灣區調查*包括來自 435 家參與公司的數據，涵蓋超過10個行業的184,338名員工。

*大灣區城市包括深圳、廣州、珠海、東莞、佛山、惠州、中山、江門、肇慶。



2024 基本薪金調整 Base Pay Adjustment



香港 Hong Kong

3.2%

*加權平均數 weighted average

大灣區 Greater Bay Area

4.8%



2024 基本薪金調整 Base Pay Adjustment



提供數據的機構
Participating Companies

香港 Hong Kong

大灣區 Greater Bay Area

加薪
PAY INCREASE

凍薪
PAY FREEZE

減薪
PAY CUT

91.7%

8.3%

0.0%

61.2%

17.9%

20.9%

香港 - 固定花紅制度

Hong Kong - Guaranteed bonus plan

37.2%

受訪機構設有固定花紅制度
of surveyed companies have a
guaranteed bonus plan

21.2%



合資格僱員享有固定花紅
of employees covered by
a guaranteed bonus plan

1.00

月薪
months
of pay



固定花紅制度僱員所獲得
的平均花紅
Average size of guaranteed
bonus awarded

香港 -
非固定花紅制度
Hong Kong -
Non-guaranteed
bonus plan

83.9%

受訪機構設有非固定花紅制度
of surveyed companies have
a non-guaranteed bonus plan

67.1%



合資格僱員享有非固定花紅
of employees covered by a
non-guaranteed bonus plan

1.23
月薪
months
of pay



非固定花紅制度僱員所獲得
的平均花紅
Average size of
non-guaranteed bonus
awarded

大灣區獎勵項目 Greater Bay Area Incentives

企業最常用的獎勵類型 The most frequently awarded incentives

1 年終獎
Year-end
Bonus

2 績效獎金
Performance
Bonus

3 專項激勵獎金
Project-based
Bonus

2023年平均年終獎金額
The average amount of year-end bonuses in 2023



1.80
月薪
months
of pay

50%



中層管理人員（銷售）的年終獎為
基本薪酬的3倍或以上
of middle-level management
(sales) received year-end
bonuses that were 3 times or
more than their base pay

2025 香港及大灣區薪酬調整展望

Hong Kong and GBA Pay Adjustment Projection



受訪機構加薪計劃
Annual Base Pay
Adjustment Projection



未有決定
No forecast yet



加薪
Pay increase



凍薪
Pay freeze

香港 Hong Kong

33%

63%

3%

大灣區 Greater Bay Area

55.9%

31.3%

12.9%



2025 企業預期平均加薪幅度 Projected Pay Adjustment



香港 Hong Kong

3.6%

*加權平均數 weighted average

大灣區 Greater Bay Area

4.7%