

**MEDIA RELEASE
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**Hong Kong Computer Society Announces IT Industry Employment and Salary
Trend Survey Results**

**ICT Professionals in 80% Companies enjoy a Pay Rise, Over 70% at over 4%
44% ICT Graduates Earned more than 16K; Nearly 35% got 20% pay raise by 3 years**

March 11th, 2019 · Hong Kong — Hong Kong Computer Society (HKCS) today announces positive results of Hong Kong IT Industry Employment and Salary Trend Survey. This year, 81.8% of ICT professionals receive a pay rise while over 70% of them enjoy an increase at over 4%. Over 10% of respondents even offers a raise at over 10%, outperforming the inflation rate of 2.6% stated in Budget 2019 and reflecting a bright career prospect in the ICT industry.

Moreover, over 40% of the respondents hired ICT fresh graduates this year, with all of them offering a starting monthly salary over HK\$12,000, while 44% of them offering higher than HK\$16,000 per month. 55% of companies offers a raise at over 4%, indicating an excellent prospect for ICT graduates.

Mr. Ted Suen, the President of Hong Kong Computer Society said, “ICT industry has been lacking of talent. Last year, HKCS recorded a pay rise for ICT professionals with the rate mostly over 4% and had outperformed the inflation rate, which was an indication of stable growth of IT salary and a good industry prospect. The recent released ‘Outline Development Plan for Greater Bay Area’ stated that Hong Kong will promote itself as an international innovation and technology hub. Leading sectors such as finance, shipping, trading, tourism and service industries have been relying on ICT for further development, which will provide enormous career opportunities for ICT professional. I highly encourage youngsters in Hong Kong to study ICT related subjects and develop their career in the industry. On the other hand, Government should proactively involve more resources in cultivating ICT talents, especially in FinTech, Cyber Security to tackle the needs for future development.”

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HKCS started the questionnaire survey among corporate members in the end of January and collected 55 responses including large public and private organizations. Over 80% of interviewed companies are hiring more than 100 employees, in which nearly 50% are hiring over 400 staff. Among the responses, 42% of them have over 100 ICT related staff. HKCS believes that the result is highly representative.

Mr. Ted Suen pointed out that nearly 80% of ICT employees have enjoyed a salary rise this year. The average growth is over 4% for over 70% of companies. 62.5% of interviewed companies offered an increase rate at 4-6%, and even over 10% for over 10% of them.

Did I.T. Department Enjoy a Pay Rise This Year?	Total Percentages (Round up to 1 digit)
Yes	81.8%
No	18.2%

IT Industry Salary Average Growth Rate	Total Percentages (Round up to 1 digit)
Less than 1%	2.1%
1%-3%	22.9%
4%-6%	62.5%
7%-9%	2.1%
10% or above	10.4%

Among the 55 surveyed companies, 39.6% of them hired fresh ICT graduates this year. All hiring companies offer a starting salary higher than HK\$12,000, while 44% of them offer over HK\$16,000 to attract new talents.

As a whole, the survey also reveals that the starting salary of IT staff is increasing. 70.8% of companies increased their starting salary for fresh graduates, while 55.6% of them offer over 4% in compare with previous year.

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Average Salary for IT Fresh Graduates	Total Percentages
HK\$8,000-HK\$ 10,000	0%
HK\$10,001-HK\$ 12,000	0%
HK\$ 12,001-HK\$14,000	40.0%
HK\$14,001-HK\$16,000	16.0%
HK\$16,001 or over	44.0%

IT Fresh Graduates Salary Growth Rate	Total Percentages
1%-3%	44.4%
4%-6%	27.8%
7%-9%	27.8%
10% or above	0%

Mr. Ted Suen said, “in order to reflect that ICT is an ideal career for youngsters, HKCS collected data for the salary growth after working in the industry for 3 years and 5 years in the survey. The results showed that over 50% of ICT professional would enjoy a salary rise of over 10% for working in the field for 3 years, while 38.9% of ICT professional would get over 20% of salary growth after 5 years working. It reflects that the salary growth of the industry has been quite ideal.”

Average Salary Growth for an ICT Graduate working for 3 Years	Total Percentages (Round up to 1 digit)
0%-2%	3.6%
3%-5%	20.4%
6%-10%	16.7%
11%-20%	16.7%
20%+	35.2%
Not applicable	7.4%

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Average Salary Growth for an ICT Graduate working for 5 Years	Total Percentages (Round up to 1 digit)
0%-2%	1.8%
3%-5%	14.8%
6%-10%	16.7%
11%-20%	18.5%
20%+	38.9%
Not applicable	9.3%

“According to the survey results, ICT fresh graduates and other ICT professionals both receive a pay rise, which is quite good considering current labor market in Hong Kong. Meanwhile, nearly 40% of respondents hire ICT fresh graduates this year and over 50% of companies offer internship position for ICT undergraduates. With the uncertain prospects of the global economy, the demand for ICT talents remains strong and companies are willing to allocate more resources to ICT, which suggests further room for development of the ICT industry.” Noted Mr. Ted Suen.

About the Hong Kong Computer Society (HKCS)

Founded in 1970, the Hong Kong Computer Society (HKCS) is a recognised non-profit professional organisation focused on developing Hong Kong’s Information Technology (IT) profession and industry. Their members come from a broad spectrum of Hong Kong’s IT community, from corporations to like-minded individuals, all coming together to raise the profile and standards of the IT profession and industry. As a well-established IT professional body, the Society is committed to professional and industry development as well as community services to ensure the IT sector continues to make a positive impact on peoples’ lives with three main goals, namely, 1) talent cultivation and professional development, 2) industry development and collaboration, and 3) the effective use of IT in our community.

For more details, please visit <http://www.hkcs.org.hk>.

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Appendix: Hong Kong Computer Society IT Employment Survey Result

A) Total number of surveys received: **55**

B) Questions and Results

Question 1: How many employees in your company? (55 responses)

Choice	Total Percentages (Round up to 1 digit)
0-50	5.5%
51-100	12.7%
101-200	10.9%
201-300	9.1%
301-400	10.9%
401 or above	50.9%

Question 2: How many ICT (Information and Communication Technology) or IM (Information Management) related employees in your company? (55 responses)

Choice	Total Percentages (Round up to 1 digit)
0-20	23.6%
21-40	14.5%
41-60	6.4%
61-80	10.9%
81-100	2.8%
101 or above	41.8%

Question 3: Did your company employ any ICT or IM related fresh graduates this year? (53 responses)

Choice	Total Percentages (Round up to 1 digit)
Yes (answer Question 4)	39.6%
No (answer Question 8)	60.4%

Question 4: How many ICT or IM related fresh graduates did your company employ this year? (25 responses)

Choice	Total Percentages (Round up to 1 digit)
1-3	56.0%
4-6	20.0%
7-9	0%
10 or above	24.0%

Question 5: What is the average starting salary of ICT or IM related fresh graduate in your company this year? (25 responses)

Choice	Total Percentages (Round up to 1 digit)
HK\$8,000-HK\$10,000	0%
HK\$10,001-HK\$ 12,000	0%
HK\$12,001-HK\$14,000	40.0%
HK\$14001-HK\$16,000	16.0%
HK\$16,001 or above	44.0%
No answer	0%

Question 6: Is the starting salary higher than last year? (24 responses)

Choice	Total Percentages (Round up to 1 digit)
Yes (answer Question7)	70.8%
No (answer Question 8)	29.2%

Question 7: What is the percentage increase? (26 responses)

Choice	Total Percentages (Round up to 1 digit)
1%-3%	44.4%
4%-6%	27.8%
7%-9%	27.8%
10% or above	0%

Question 8 : What is the average salary increase for a ICT or IM related fresh graduate after working 3 years? (54 responses)

Choice	Total Percentages (Round up to 1 digit)
0%-2%	3.6%
3%-5%	20.4%
6%-10%	16.7%
11%-20%	16.7%
20%+	35.2%
Not applicable	7.4%

Question 9 : What is the average salary increase for a ICT or IM related fresh graduate after working 5 years? (54 responses)

Choice	Total Percentages (Round up to 1 digit)
0%-2%	1.8%
3%-5%	14.8%
6%-10%	16.7%
11%-20%	18.5%
20%+	38.9%
Not applicable	9.3%

Question 10: Did the employees in the ICT related departments overall enjoy a pay rise this year? (55 responses)

Choice	Total Percentages (Round up to 1 digit)
Yes (answer Question 11)	81.8%
No (answer Question 12)	18.2%

Question 11: What is the overall average percentage of increased rate? (48 responses)

Choice	Total Percentages (Round up to 1 digit)
Less than 1%	2.1%
1%-3%	22.9%
4%-6%	62.5%
7%-9%	2.1%
10% or above	10.4%

Question 12: Does your company offer internship positions for university students from time to time? (54 responses)

Choice	Total Percentages (Round up to 1 digit)
Yes	53.7%
No	46.3%

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