

Press release
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Promotion does not guarantee a salary increase for Hong Kong workers

- Only 1% of Hong Kong CFOs say they always give a salary increase when promoting an employee
- 60% say they want to assess a promoted employee’s performance before offering more pay
- 28% say they lack the financial resources to offer salary increases

Hong Kong, 12 January 2017 – A promotion doesn’t automatically mean a bigger pay cheque in Hong Kong. Independent research by specialised recruitment company [Robert Half](#) indicates only 1 per cent of Hong Kong companies *always* provide a pay rise following a promotion.

Six in ten Hong Kong finance leaders say the primary reason for promoting without attributing a corresponding salary increase is because they want to assess an employee’s performance first before remuneration is increased. Meanwhile, just under a third of respondents (28 per cent) feel their business lacks the financial resources to increase salaries, followed by 7 per cent who say they urgently needed to fill the role.

Adam Johnston, Managing Director Robert Half Hong Kong said: *“A promotion is always a clear sign of confidence in an employee, but without a corresponding salary increase it has the potential to negatively impact an employee’s motivation and ultimately influence their decision to look for another job.”*

“Hong Kong’s tight labour market and low unemployment rate make it essential for companies to reward top performers through career advancement opportunities. However, a competitive salary package is a very effective retention tool, and many employees are prepared to work hard if they are confident of being rewarded by a higher salary or bonus.”

“In circumstances where a promotion doesn’t go hand in hand with a pay rise, it is vital to explain the reasons why, as well as discussing exactly what an employee needs to do to make that salary increase happen.”

Primary reason for promoting an employee without a corresponding pay rise

Employee performance needs to be assessed first	60%
Lack of financial resources	28%
The job had to be filled urgently	7%
Remuneration was too high for previous position	4%
We <i>always</i> promote with a corresponding pay rise	1%

Source: Independent survey commissioned by Robert Half among 100 Hong Kong CFOs and finance directors.

Mr Johnston concluded: *“Employees who receive a promotion without a salary increase should consider negotiating non-financial benefits like flexible working hours or options to telecommute. It’s also worth bearing in mind that taking on a more senior role can be instrumental to long term career advancement, which can compensate for missing out on a pay rise in the short term.”*

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Notes to editors

About the research

The annual study is developed by Robert Half and conducted by an independent research firm, surveying 100 Chief Financial Officers (CFO) and finance directors in Hong Kong. This survey is part of the international workplace survey, a questionnaire about job trends, talent management and trends in the workplace.

About Robert Half

Robert Half is the world's first and largest specialised recruitment consultancy. Founded in 1948, the company has over 325 offices worldwide providing interim management, temporary and permanent recruitment solutions for accounting and finance, financial services and technology professionals in Hong Kong. More information on roberthalf.com.hk.

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[Salary Negotiation Tips – what you need to know](#)

You've made it through the interview rounds, and now you have a job offer on hand. But your job search journey isn't over yet - it's time to negotiate your salary. For some candidates, salary negotiation can be one of the most harrowing aspects of the interview process. Fortunately, since you already have an offer, you also have the upper hand. Read here for tips to help you negotiate the salary you want and deserve.



[5 finance career questions that you may be asked in Hong Kong](#)

If you are planning to build a finance career in Hong Kong, it's important to ensure that you understand the current trends that may give you a competitive edge. Whether you're in a job interview or conducting a boardroom meeting, you need to be prepared to answer some questions that are becoming more common in Hong Kong for those in finance. Read here to find out the five questions that you may face – and how you can answer them.

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