



東風



**TUNG FENG**

香港東區扶輪社週報 THE ROTARY CLUB OF  
HONG KONG ISLAND EAST

## Last week's Proceedings -

**29<sup>th</sup> August, 2007**

President Laurence chaired the luncheon meeting and had a welcome back to PP Henry Chan, upon his return from a successful business mission to Nevada Gaming Commission, USA.

President Laurence welcomed our visiting Rotarian, PP Peter Tse from RC Tsimshatsui, who came to our new meeting venue at Regal Hotel for the first time. Our luncheon speaker was Mr Brian Renwick, an expert of human resources consulting.

Congratulation to PE Andy Wong, for his receipt of a certificate of award from District 3450, being "Outstanding Rotaractor Advisor", for his contribution to the Rotaract Club of Hong Kong Island East.

Pres. Laurence announced the PDG Uncle Peter Golf Cup to be held on September 7 (Friday) at Fanling, together with an evening gathering for members and their spouse to join the birthday celebration of Uncle Peter.

PP Henry formally introduced our luncheon speaker and his ex-colleague, Mr Brian Renwick, the managing director from Boyden Managing Consulting Asia. Brian was head of HR in the then Royal HK Jockey Club in 1982, and later joined the HSBC as their HR director for another 9 years.

Brian is active in the Hong Kong community and has either chaired or sat on a number of educational and advisory bodies. Brian is Vice Chairman of the Employers' Federation of Hong Kong (EFHK), an influential organization to help shaping the HR practices in Hong Kong. Brian is particularly interested in improving management performance within organisations, and in how to link people strategies with business objectives.

Brian gave us an introduction of the roles of Employers' Federation of Hong Kong (an organization since 1947)

- Producing pay survey in HK since 1993, and published "Guide to good employment practices" to local employers
- Being a collective voice for employers, and have a concern on labour legislations, such as for minimum wages, race discrimination, MPF and Healthcare financing etc.
- Interested in proactive communication and supportive to manpower development and employee training

Brian cited some of their EFHK recent annual pay trend survey figures in March, 2007 (covering 126 companies employing almost 160,000 full-time employees):

- The average pay rise in the first 2 months of 2007 was about 3.14%
- The expected average rise would be about 2.9% from March to December 2007.

There were a few interesting trends found in the March 2007 pay trend survey:

- Staff attrition (employee turnover rate) was about 15.7%, a slightly rise from 2006 figure (14.2%)
- A trend of variable pay with performance incentive and wealth sharing, moving away from 13th month guarantee pay (year end double pay bonus scheme)
- Annual employment cost was about 36% of the surveyed companies total cost, and about 16% of their revenue.
- Based on a buying power of 1998 (as an index base of 100), the CPI was about 87 and the pay was about 108; apparently the staff was better off in recent year.

The message of EFHK was that the market forces might better serve Hong Kong's need for a flexible and fast responding economy:

- No base for an across-the-board increases, as there are chances to price out jobs for Hong Kong people. (average might be a misleading concept here)
- Urge the companies to consider to be flexible and to award increases selectively (as pay rise has no guarantee to increase supply of skilled and scarce human resources in the short run)
- It might be equally important (if not more) to invest in 1% for training and development when compared to add 1% in pay rise.

Brian pointed out that the local business community had some concerns on the recent Civil Service remuneration and pay movement in :

- Civil Service starting salaries were raised substantially in some cases
- When the private sector pay had risen by slightly over 3%; the civil service was targeting to increase by 5% (citing the private sector frequently used discretionary bonus, not forming part of their base salary adjustment), a concern of returning to the days of government led wage inflation.
- Fringe benefits (such as for children overseas education allowance and housing allowance etc.) might still be better off in the civil service. [A survey conducted by the HK Chamber of Commerce four years ago, indicated the public sector overall salaries were 45% higher than those in the private sector.]

Some recommendations from the EFHK to improve the Civil Service pay level assessment were such as:

- To review survey mechanism to remove bias
- To encourage effectiveness, pay for performance system
- To decentralize pay administration and allow more flexibility to bureau level
- To "agent-ise" and to encourage more public corporations, and the outsourcing of non-core functions in the civil service.

PP Stephen led us to thank the speaker in our usual Rotary manners and recognized the good works of the EFHK for their active communication and promoting competitiveness in both private and public sectors; and the emphasis of fair play and mutual benefits for both employers and employees in Hong Kong.

SAA Heman reports the red box collection of HK\$800. President Laurence reported that the next week program would be by PP Hubert, after his visit from Kenya water well project.

The meeting was adjourned in time, with a toast to RI coupled with RC of Tsimshatsui. The guest and members all stayed for a group photo.

## Rotary Information

### 1st RYLA Programme of D.3450

We knew very little about RYLA in our district before 1985, not until PDG Peter Hall met Rtn. Alan Howes who came a long way from Australia to Hong Kong when they have the first meeting and discussion about the RYLA Programme.

It was something new to me at that time, while RYLA projects had been very popular in Australia and New Zealand since 1959 and eventually RYLA programme was adopted by Rotary International officially in 1971.

What is RYLA? We now fully understand that this abbreviation stands for "Rotary Youth Leadership Award".

With only a video tape left to me by Alan, we followed up the idea as discussed with him. Through his guidance, we were able to launch our first district RYLA scheme in 1986 in Hong Kong and Macao.

We held our RYLA Camp in the Chinese University and selected two Rylarians, Ms. Kowin Lam from Hong Kong and Mr. Goncalo Colaco from Macau to attend the RYLA camp of district 971 at Moss Vale, Australia. CP John Sze was the leader of these two Rylarians. The air passage was sponsored by airline Qantas for the three members.

Ever since 1986, we were able to accommodate RYLA candidates to our district RYLA camp from Australia. One of the Rylarians from Canberra, Australia was Nick Pelham whom I have the opportunity of meeting him again at the RI Convention in San Antonio, USA in the year 2001 together with my old friend Alan Howes.

This is a true story about the beginning of RYLA in our district as written by Peter Hall.

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## Electronic Make-up Questions

~~**You can submit an electronic makeup for this missed meeting by answering the following questions:**~~

1. Who was welcomed back by Pres. Laurence today?

Answer:

2. Who was our visiting Rotarian today?

Answer:

3. What award was presented to PE Andy today?

Answer:

4. How much we have collected for the Red Box?

Answer:

5. Who was our speaker of the day?

Answer:

6. Who thanked the speaker on behalf of our Club?

Answer:

7. What is RYLA?

Answer:

8. When did we launch our first district RYLA scheme in Hong Kong and Macao?

Answer:

Name:

Email:

### Jokes

A California highway patrolman pulled a car over and told the driver that because he had been wearing his seat belt, he had just won \$5,000 in the statewide safety competition. "What are you going to do with the money?" asked the policeman.

"Well, I guess I'm going to get a driver's license."

"Oh, don't listen to him," yelled a woman in the passenger seat. "He's a smart-aleck when he's drunk."

This woke up the guy in the back seat who took one look at the cop and moaned, "I knew we wouldn't get far in a stolen car."

At that moment, there was a knock from the trunk and a voice said, in Spanish, "Are we over the border yet?"

### Photographs of our meeting on

29<sup>th</sup> August, 2007

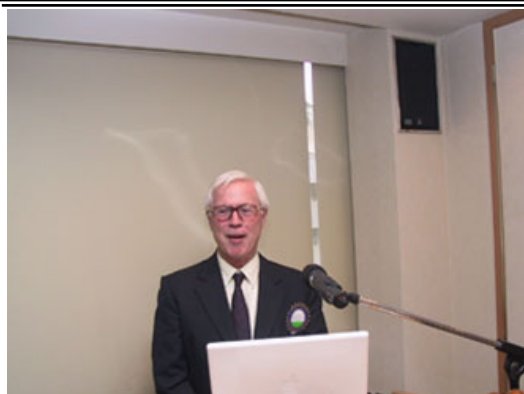


PDG Uncle Peter, Guest speaker Brian Renwick and Pres. Laurence

PE Andy Wong, Rtn. Nancy Yee & PP John Kwok

Rtn. Jason Chiu, PP Henry Chan & Sergeant-at-Arm Heman Lam

PP Peter Tse from RC of Tsimshatsui, Rtn. Kenny Chan, PP Stephen Liu, Rtn Tony Loy & PP Rudy Law



Pres. Laurence presents the Outstanding Rotaractor Advisor Award to PE Andy Wong

Guest Speaker Brian Renwick



PP Henry introducing the guest speaker to us

Group photo with our guest speaker and visitor



Rotaractors of RC HKIE and Lingnam University at the Rotaract District Installation Night

IPP Mimi of Rotaract Club of HKIE received awards from PP Grace of RC HK Harbour



Pres. Laurence received the Outstanding Rotaractor Advisor Award on behalf of PE Andy Wong

Group photo of Rotaractor Club representatives of HKIE with DG, IPDG and District Officers