

2025-26 Civil Service Pay Freeze

The Financial Secretary announced in the Budget that under the reinforced fiscal consolidation programme, the Government has put forward that the pay of executive authorities, including members of the civil service, be frozen in 2025-26. As a result, the Government has decided that the 2025 Pay Trend Survey should not proceed further.

The arrangement of civil service pay freeze will take effect from April 1, 2025. According to the established policy, the pay freeze arrangement will be applicable to staff of the Independent Commission Against Corruption. In addition, it has been the established practice that following a civil service pay adjustment, the Government will adjust the provisions for subventions which are price-adjusted on the basis of formulae including a factor of civil service pay adjustment. No corresponding adjustment will be made to the subventions for relevant subvented bodies in 2025-26.

"With limited resources, it is of paramount importance to strictly contain government expenditure growth. As an integral part of the Government, the civil service will fully support the reinforced fiscal consolidation programme announced in the Budget, continue the endeavours to enhance public services and join hands in responding to the upcoming challenges," a spokesman for the Civil Service Bureau said.