

Offers of 2023-24 civil service pay adjustment

The Civil Service Bureau (CSB) made the following pay offers, effective retrospectively from April 1, 2023, to the staff side of the four civil service central consultative councils today (June 6):

(a) a pay increase of 2.87 per cent for civil servants in the upper salary band and the directorate, subject to the pay points referred to in (i) and (ii) below the dollar values of which should be as specified:

(i) Master Pay Scale (MPS) 34 at \$79,930 and MPS 35 at \$80,730; and

(ii) Disciplined Services (Officer) Pay Scale (DS(0)) 20 and Police Pay Scale (PPS) 36 at \$79,790, DS(0) 21 and PPS 37 at \$80,590, and DS(0) 22 and PPS 38 at \$81,400; and

(b) a pay increase of 4.65 per cent for civil servants in the middle and lower salary bands.

"The Chief Executive-in-Council (CE-in-Council) has considered the pay offers in accordance with the established mechanism. According to the usual practice, since the 2023-24 net Pay Trend Indicator (PTI) for the lower salary band is lower than that for the middle salary band, the CE-in-Council decided that the pay adjustment for civil servants in the lower salary band should be 'brought-up' to the same level of the net PTI for the middle salary band. The pay offer for directorate civil servants follows the arrangement for civil servants in the upper salary band," a CSB spokesman said.

The above decisions were made by the CE-in-Council after considering all relevant factors under the established annual civil service pay adjustment mechanism, including:

- * the state of Hong Kong's economy;
- * changes in the cost of living;
- * the Government's fiscal position;
- * the net PTIs;
- * the pay claims of the staff side; and
- * civil service morale.

"After the CE-in-Council considers the response from the staff side and makes a decision on the 2023-24 civil service pay adjustment, the Government will submit the pay adjustment proposal to the Legislative Council Finance Committee for consideration as soon as possible," the spokesman added.