

# Remuneration package for Members of Eighth-Term LegCo

The Chief Executive in Council has decided to accept the recommendations of the Independent Commission on Remuneration for Members of the Executive Council and the Legislature, and Officials under the Political Appointment System of the Hong Kong Special Administrative Region (Independent Commission) on the remuneration package for Members of the Eighth-Term Legislative Council (LegCo) to continue to adopt the existing remuneration package of the Seventh-Term LegCo for Members of the Eighth-Term LegCo.

A Government spokesman said today (May 30) that the Independent Commission had conducted a thorough review on the remuneration package for Members of the Eighth-Term LegCo. The Independent Commission had adopted a holistic approach and taken into account a host of factors before arriving at its recommendations.

Factors that the Independent Commission had considered include:

- (a) the role and functions of LegCo Members;
- (b) the objective to enable a broad spectrum of quality individuals from different sectors of the community to serve the public in the capacity of LegCo Members vis-a-vis other pursuits;
- (c) the provision of a remuneration package that is adequate for LegCo Members to discharge their core duties;
- (d) views of LegCo Members;
- (e) utilisation rates of the allowances currently available to Members;
- (f) the economic situation of Hong Kong; and
- (g) market rates of salaries and rentals.

Concerning the proposals put forward by the LegCo Subcommittee on Members' Remuneration and Operating Expenses Reimbursement (LegCo Subcommittee) to the Independent Commission in July last year, the Independent Commission considers the proposals to adopt a weighted index as the basis for annual adjustment to Members' Office Operation Expenses Reimbursement (OoER) and abolish the one-third reduction in the monthly remuneration for LegCo Members who also serve on the Executive Council (ExCo) (Dual Members) reasonable. However, in the face of the economic situation and the pressure on public finances, including the Government proposing in the 2025-26 Budget to reinforce the fiscal consolidation programme to strictly contain public expenditure, the Independent Commission recognises that it may not be a suitable time to implement changes in the remuneration package for LegCo Members which may lead to additional financial implications.

The Independent Commission has also reviewed other components of the remuneration package, including the monthly remuneration for the LegCo President, the President's Deputy and other LegCo Members, end-of-service gratuity and medical allowance, as well as the OoER, Entertainment and

Travelling Expenses Reimbursement (ETER), Setting Up and Information Technology Expenses Reimbursement (SUITER) and Winding Up Expenses Reimbursement (WUER). The Independent Commission considers the current levels adequate and recommends that status quo be maintained for these items. The Independent Commission therefore recommends that the existing remuneration package of the Seventh-Term LegCo be adopted for Members of the Eighth-Term LegCo.

"The Government expresses its gratitude towards the Independent Commission for its dedicated efforts in and valuable advice on reviewing the remuneration package for Members of the Eighth-Term LegCo, as well as to the LegCo Subcommittee for making proposals to the Independent Commission.

"On the proposal to abolish the one-third reduction in the monthly remuneration for Dual Members, the Government accepts the observations of the Independent Commission that as a matter of principle, a Dual Member is performing two roles and does not devote lesser time in LegCo as compared with their counterparts, and should be entitled to both honoraria in full. The Government also acknowledges the contributions and dedication of Dual Members to society, particularly in balancing their dual roles in both the ExCo and LegCo to assist the Government in gathering public opinions and explaining policies," the spokesman said.

In accordance with the said decision, the remuneration package for Members of the Eighth-Term LegCo (based on the rate effective from October 1, 2024) (Note 1) will comprise:

- (a) monthly remuneration at \$108,790 (Note 2);
- (b) end-of-service gratuity at 15 per cent of the total remuneration for the term (payable at term end per term);
- (c) medical allowance at \$37,890 per annum;
- (d) 00ER at \$2,984,860 per annum;
- (e) ETER at \$238,400 per annum (Note 3);
- (f) SUITER at \$375,000 per term (Note 4); and
- (g) WUER (being 1/12 of the annual 00ER plus actual severance payments per term).

Based on the remuneration package effective from October 1, 2024, the total funding for the remuneration package for Members of the Eighth-Term LegCo is estimated to be about \$1.76 billion, or about \$19.7 million per Member per term. Implementing the results of the current review will not bring about additional financial implications.

The Independent Commission is chaired by Mr Carlson Tong and comprises Mr Kevin Lam, Ms Winnie Tam, Mr Philip Tsai, Professor Alexander Wai and Ms Winnie Wong as members. It advises the Chief Executive, among others, on the remuneration package for LegCo Members. The Independent Commission started a comprehensive review of the remuneration package for Members of the Eighth-Term LegCo in mid-2024 and completed it in May 2025. The Independent Commission's Review Report is available at [www.admwing.gov.hk/pdf/IC\\_Report\\_Eng.pdf](http://www.admwing.gov.hk/pdf/IC_Report_Eng.pdf).

Note 1: The existing mechanism whereby Members' monthly remuneration, medical allowance, ODER, ETER and the LegCo President's additional entertainment allowance will be adjusted in October each year in accordance with movements of the Consumer Price Index (C) will be maintained.

Note 2: The existing arrangement that the monthly remuneration for the LegCo President, the President's Deputy and Dual Members will be fixed at 200 per cent, 150 per cent and two-thirds of the monthly remuneration of their fellow LegCo Members respectively will be maintained.

Note 3: The LegCo President is entitled to an additional President's Entertainment Allowance at \$238,630 per annum.

Note 4: For Members who have claimed setting up expenses in the previous term, they can claim \$262,500 in the new term.