

## 2018 net pay trend indicators

The Civil Service Bureau (CSB) received today (May 24) the Report on the 2018 Pay Trend Survey validated and submitted by the Pay Trend Survey Committee, and derived the "net pay trend indicators" by deducting the civil service payroll cost of increments from the "gross pay trend indicators" as indicated in the report:

Salary band	Gross pay trend indicator	2017-18 cost of increment as a percentage of the total civil service payroll cost	Net pay trend indicator
	(a)	(b)	(a) minus (b)
Upper (monthly salary from \$67,066 to \$135,075)	5.25%	1.19%	4.06%
Middle (monthly salary from \$21,880 to \$67,065)	5.63%	1.12%	4.51%
Lower (monthly salary below \$21,880)	4.89%	2.05%	2.84%

"The Pay Trend Survey is effective and credible. The net pay trend indicators derived will continue to be one of the factors to be considered by the Chief Executive-in-Council in determining the 2018-19 civil service pay adjustment. Other factors include the state of Hong Kong's economy, the Government's fiscal position, changes in the cost of living, the pay claims of the staff side and civil service morale," a CSB spokesman said.

In accordance with the established practice, the staff side will submit their pay claims for the 2018-19 pay adjustment to the Government. The CSB will meet with representatives of the staff side of the four central consultative councils and the four major service-wide staff unions, and will reflect their views to the Chief Executive-in-Council.