

Tentative findings of 2024 Pay Trend Survey

The following is issued on behalf of the Pay Trend Survey Committee:

The 2024 Pay Trend Survey Report (PTS Report), compiled by the Pay Survey and Research Unit of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service, has been distributed to members of the Pay Trend Survey Committee (PTSC) earlier today (May 16).

The tentative survey findings have indicated the following average pay adjustments in the surveyed companies over the 12-month period from April 2, 2023, to April 1, 2024.

Tentative findings of the 2024 Pay Trend Survey (PTS) (subject to verification)

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		Basic Pay Indicator	+	Additional Pay Indicator	=	Gross Pay Trend Indicator
Lower Salary Band (below \$25,815 per month)	:	5.26%	+	1.37%	=	6.63%
Middle Salary Band (\$25,815 – \$79,135 per month)	:	5.03%	+	0.32%	=	5.35%
Upper Salary Band (\$79,136 – \$159,130 per month)	:	3.63%	+	1.42%	=	5.05%

Members of the PTSC are at present studying the PTS Report in detail. Subject to their analysis and deliberation, the PTSC will verify and consider whether to validate the findings of the survey at its meeting scheduled for May 22. After that, the PTSC will submit the survey findings to the Government.

In accordance with the established practice, the Chief Executive-in-Council (CE-in-Council) will take into account the pay trend indicators derived from the PTS and other pertinent considerations before making a decision on the 2024-25 civil service pay adjustment. The PTSC has yet to validate and confirm these tentative findings. The PTSC will not make any recommendations to the Government on the rates of adjustments to civil service salaries. Be they tentative or validated, the findings are not rates of adjustments to civil service salaries recommended by the PTSC.

The tentative survey findings reflect the pay trend in 113 companies covering 134 376 employees over the 12-month period from April 2, 2023, to April 1, 2024. Among these companies, there are 83 larger companies (employing 100 or more staff) and 30 smaller companies (employing 50 – 99 staff).

The survey is conducted in accordance with an improved methodology as approved by the CE-in-Council in March 2007. The survey takes into account adjustments to basic salary and additional payments awarded to employees of the surveyed companies attributable to factors in relation to the cost of living, general prosperity and company performance, general changes in market rates, merit and inscale increment.

The PTSC is chaired by Mr Laurence Li, SC, who is a member of the Standing Commission on Civil Service Salaries and Conditions of Service. Mr Li wishes to express the PTSC's sincere appreciation for the co-operation and assistance rendered by the companies who participated in the 2024 PTS.

[Red flag hoisted at Cheung Chau Tung Wan Beach](#)

Attention TV/radio announcers:

Please broadcast the following as soon as possible:

Here is an item of interest to swimmers.

The Leisure and Cultural Services Department announced today (May 16) that due to big waves, the red flag has been hoisted at Cheung Chau Tung Wan Beach in Islands District. Beachgoers are advised not to swim at the beach.

[Speech by CS at Hospital Authority Convention 2024 \(English only\) \(with photo/video\)](#)

Following is the speech by the Chief Secretary for Administration, Mr Chan Kwok-ki, at the Hospital Authority (HA) Convention 2024 today (May 16):

Vice-minister Cao Xuetao (Vice-minister of the National Health Commission),

Henry (Chairman of the HA, Mr Henry Fan), Tony (Chief Executive of the HA, Dr Tony Ko), distinguished guests, ladies and gentlemen,

Good morning. It gives me great pleasure to join you all today at the opening of this year's Hospital Authority Convention.

I have been told that the Convention has brought together some 7 000 healthcare professionals and stakeholders from Hong Kong, Mainland China, and around the world.

You will hear from over 160 expert speakers in a range of symposiums, plenaries, special sessions, masterclasses, and more.

Hong Kong is blessed with a life expectancy among the highest in the world. And our infant mortality rate is among the world's lowest.

Our remarkable standing in health, internationally, is only made possible by the support of our high-quality medical care services and effective healthcare system.

And, of course, like most economies, Hong Kong is faced with challenges too. Our population is ageing; we have a shortage of healthcare professionals; and chronic disease is increasing in our community.

That is why the Government of the Hong Kong Special Administrative Region (SAR) continues to increase investment in Hong Kong's healthcare system, especially the public hospital system.

This fiscal year, our estimated recurrent subvention for the Hospital Authority is some HK\$95.4 billion. And that is on top of the commitments we have made regarding ongoing capital projects under the Hospital Development Plans and other healthcare infrastructure upgrades.

All along, the Hospital Authority plays a key role in delivering our healthcare policies, providing comprehensive, quality public healthcare services, together with a strong safety net for the people of Hong Kong.

Healthcare professionals and supporting personnel are at the core of quality healthcare services. This convention is a welcome opportunity for us all to express our appreciation and gratitude to all Hospital Authority staff, and the healthcare sector at large, for their commitment and contributions to Hong Kong.

And their achievements are particularly noteworthy, given our public healthcare manpower shortage. And I am pleased to add that the Hospital Authority's wide-ranging efforts to recruit healthcare professionals are beginning to yield results.

The Hong Kong SAR Government will continue to strengthen healthcare manpower supply and training. We will continue to support the Hospital Authority's drive to recruit more locally and non-locally trained doctors. We are also increasing training places, and providing new pathways for the admission of qualified, non-locally trained dentists and nurses.

At the same time, we are pursuing healthcare talent training and exchanges with the Mainland. More than 100 healthcare professionals from Guangdong Province have begun their exchanges under the Greater Bay Area Healthcare Talents Exchange Programme. And I am glad that they are here today, alongside professionals from around the world, under our Global Healthcare Talent Scheme.

Exchange programmes with Mainland cities like Beijing, Shanghai and Shenzhen are also being organised. Under these programmes, Hospital Authority staff will have the opportunity to learn from their counterparts on the Mainland.

Hardware development is also important to our healthcare system. Alongside the Hospital Development Plans, where all hospital projects under the First Plan have begun, the Hospital Authority is developing Smart Hospital and Smart Care initiatives. These programmes will ensure that our infrastructure remains modern and efficient for sustainable healthcare services.

On the policy level, the Hong Kong SAR Government is committed to developing Hong Kong into a health and medical innovation hub.

To that end, we are enhancing our drug and medical-device regulatory regime. That includes supporting clinical trials. Our long-term objective is to develop an internationally recognised authority that registers medical products under the "primary evaluation" approach.

With our Government's support, the Hospital Authority has also rolled out measures to help researchers and healthcare professionals conduct more clinical research. It has recently established the Central Clinical Research and Innovation Office. And it is also providing clinical trial sites, as well as patient participation in public hospitals, to promote scientific research.

Ladies and gentlemen, you are here, today and tomorrow, to discuss the latest advances and promising prospects in healthcare. You are here, as well, to learn more about the remarkable transformations taking place in global healthcare.

Given technological progress and ground-breaking discoveries in medicine, it is vital that we embrace innovation and collaboration, regionally and globally.

My thanks to the Hospital Authority for once again organising this annual gathering of medical professionals, scientists, academics, innovators, entrepreneurs, and institutions around the world.

This is, let me add, one of the anchor events at this year's International Healthcare Week. That inspiring series includes the con-current Asia Summit on Global Health, together with other high-profile events like the Hong Kong International Medical and Healthcare Fair, which opens today and continues through the weekend; and the first-edition FoodMed conference and exhibition, which runs from May 28 to 29.

Ladies and gentlemen, I wish you all a rewarding Convention this year. And for those who have travelled to Hong Kong, I encourage you to find time to explore our dynamic cosmopolitan city, where East meets West. Thank you very much.



[LegCo Public Accounts Committee to hold public hearing tomorrow](#)

The following is issued on behalf of the Legislative Council Secretariat:

The Legislative Council (LegCo) Public Accounts Committee (PAC) will hold the third public hearing on "Emergency dental services and elderly dental care support" (Chapter 2) of the Director of Audit's Report No. 82 tomorrow (May 17) at 9am in Conference Room 1 of the LegCo Complex.

Six witnesses have been invited to appear before the above hearing to respond to points raised in the Report and answer questions asked by PAC members.

The programme for the public hearing is as follows:

Subject: Emergency dental services and elderly dental care support
(Chapter 2 of the Director of Audit's Report No.82)

Date: May 17 (Friday)

Time: 9am

Venue: Conference Room 1

Witnesses:

Professor Lo Chung-mau
Secretary for Health

Mr Thomas Chan
Permanent Secretary for Health

Mr Eddie Lee
Deputy Secretary for Health 2

Dr Frankie So
Consultant (Oral Health Care)
Health Bureau

Dr Ronald Lam
Director of Health

Dr Kitty Hse
Consultant i/c Dental Services
Department of Health

The PAC is chaired by Mr Shiu Ka-fai, and its Deputy Chairman is Mr Paul Tse. Other members are Ms Yung Hoi-yan, Mr Luk Chung-hung, Mr Edmund Wong, Mr Louis Loong and Ms Carmen Kan.

[Speech by CE at Asia Summit on Global Health \(English only\) \(with photos/video\)](#)

Following is the speech by the Chief Executive, Mr John Lee, at the Asia Summit on Global Health today (May 16):

Honourable Vice-minister Cao Xuetao (Vice-minister of the National Health Commission), Deputy Director Yin Zonghua (Deputy Director of the Liaison Office of the Central People's Government in the Hong Kong Special Administrative Region (HKSAR), Deputy Commissioner Li Yongsheng (Deputy Commissioner of the Office of the Commissioner of the Ministry of Foreign Affairs of the People's Republic of China in the HKSAR), Dr Peter Lam (Chairman of the Hong Kong Trade Development Council), distinguished guests, ladies and gentlemen,

Good morning. Welcome to Hong Kong, and to the Asia Summit on Global Health.

Health is wealth. Health is an ever-evolving discipline that affects all of humanity. It affects the life of every individual in any economy of the

world, big or small, rich or poor, liberal or conservative. Public health is the foundation of society and the very basis for humankind to thrive.

Which is why I'm pleased to note that this year's two-day Summit has attracted some 2 500 industry leaders. You're medical professionals, academics, service providers, heads of pharmaceutical and health-tech enterprises, and many others. You all gather here, in the world city of Hong Kong, to get up to speed on the latest insights, advances and most promising prospects in medicine, and medical technology, in Asia.

And where else than in Hong Kong? Under the "one country, two systems" principle, Hong Kong thrives as an international metropolis that maintains unparalleled connectivity with both the Mainland of China and the rest of the world. Together with the free flow of information, capital, goods and people, our unique advantages give rise to Hong Kong's prowess in not only finance, commerce and shipping, but also in science, technology and education.

Hong Kong is the only Asian city that has as many as five universities in the world's top 100. Our two medical schools are among the top three in Asia, and are both in the world's top 40. Our universities are also home to some of the world's top 10 schools in the studies of dentistry, nursing, data science, AI (artificial intelligence) and education. Our outstanding medical institutions have nurtured a large pool of multilingual medical professionals who are dedicated to maintaining public health and advancing medical technology.

Technology is a policy priority of the Hong Kong SAR (Special Administrative Region) Government. Thanks to the strong support of the National 14th Five-Year Plan and other national strategies, Hong Kong is rapidly emerging as an international innovation and technology hub.

We are collaborating with the cities in the Guangdong-Hong Kong-Macao Greater Bay Area, particularly Shenzhen. Last month, the Hong Kong-Shenzhen I&T (innovation and technology) Park held a partnership launching ceremony, with some 60 world-class companies and research institutes taking part. The Hong Kong-Shenzhen I&T Park, I must add, is part of the Shenzhen-Hong Kong Science and Technology Innovation Co-operation Zone, an area which radiates beyond Hong Kong's boundary with our neighbouring city of Shenzhen.

The Park's first buildings will open, progressively, from year's end. And life and health technology will be a major focus of the Park's research and development work.

With that in mind, allow me to update you on our initiatives and ongoing progress as an international medical innovation hub.

To expedite the registration of new drugs, our new "1+" mechanism came into effect last November. The mechanism allows for the registration of specific new drugs that are supported with local clinical data, with the approval from only one reference drug regulatory authority. It will attract more drug development in Hong Kong and increase clinical trials here.

It will also strengthen our drug evaluation ability and expertise, as well as software and hardware. Most importantly, it will ensure that all pharmaceutical products approved for registration fulfil stringent safety, efficacy and quality requirements.

In addition, Hong Kong, China has acceded to the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use. This will ensure that we continue to keep pace with the latest regulatory drug developments.

We are now working to establish the Hong Kong Centre for Medical Products Regulation. The long-term objective is to establish an internationally recognised authority that registers drugs and medical devices, under the "primary evaluation" approach. This means directly approving applications for registration of medical products based on clinical trial data.

As for clinical trials, we will set up the Greater Bay Area International Clinical Trial Institute, later this year in our Co-operation Zone with Shenzhen. It will serve as a clinical trial support centre for biomedical and research institutions, co-ordinating clinical trial resources for Hong Kong in the public and private healthcare sectors.

These and other efforts will accelerate the clinical use of new drugs and medical devices, driving the development of industries related to medical product testing.

The Hong Kong SAR Government is also enhancing I&T support across the upstream, midstream and downstream sectors to fuel life and health science advances.

The 16 life and health-related R&D (research and development) centres established in our InnoHK research clusters are yielding impressive research outcomes.

We have earmarked US\$1.3 billion to further support life and health technology.

With our long-standing advantage as a trading hub, we are focused, too, on moving research outcomes on to applications and commercialisations.

To promote the transformation of R&D outcomes, we launched a US\$1.3 billion RAISE+ Scheme last year. It helps university research teams take forward their projects.

For the downstream sector, we will launch a US\$1.3 billion New Industrialisation Acceleration Scheme this year. It will help companies in life and health technology, and other strategic fields, develop in Hong Kong.

Education and research drive innovation and technology. Which is why,

last year, I announced plans to develop Hong Kong as an international, post-secondary education hub. Realising that ambition will help ensure a creative and continuing stream of future talent.

We welcome scholars and researchers from around the world, and encourage international collaboration with our distinguished institutions.

Our Research Endowment Fund has reached US\$6 billion. This supports research projects, collaborative research funding schemes and longer-term research of strategic value to Hong Kong's development.

Our universities are particularly active in healthcare-related research projects. Last year, more than 200 individual research projects in the medicine and biology fields received public funding support of over US\$30 million.

Ladies and gentlemen, Hong Kong is committed to supporting and developing medical innovation in every way we possibly can.

Collaboration and partnerships fast-track innovation.

And that, I'm confident, can begin right here, over these next two days of forums, plenaries, dialogues and networking sessions. A wealth of medical research and development intelligence and insights, together with the latest I&T, and the experts driving them: all here for you, at this year's Asia Summit on Global Health.

For that, and much more, I'm grateful to the Hong Kong Trade Development Council, organiser of this Summit together with the Hong Kong SAR Government.

Ladies and gentlemen, I wish you all a rewarding two days at the Summit. And, let me add, this important gathering is just one of the 16 high-profile events taking place during our third International Healthcare Week, which runs right through the rest of May.

That's a lot to take in, a medical wellspring, but I urge you to make time, too, to discover today's Hong Kong, and all that our world city can offer you. The good life, day and night: it's everywhere you look in Hong Kong.

Thank you.

