

# Offers of 2018-19 civil service pay adjustment

The Civil Service Bureau (CSB) made the following pay offers, effective retrospectively from April 1, 2018, to the staff side of the four civil service central consultative councils today (June 5):

(a) a pay increase of 4.06 per cent for civil servants in the upper salary band and the directorate (equals to the net pay trend indicator (PTI) for the upper salary band), 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 34 at \$70,590; and

(ii) General Disciplined Services (Officer) Pay Scale (GDS(0)) 20 and Police Pay Scale (PPS) 36 at \$70,470, and GDS(0) 21 and PPS 37 at \$70,970;

(b) a pay increase of 4.51 per cent for civil servants in the lower and middle salary bands (equals to the net PTI for the middle salary band).

The above decision was made by the Chief Executive-in-Council (CE-in-Council) after considering all relevant factors under the established annual civil service pay adjustment mechanism, including:

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

"The CE-in-Council made the decision in accordance with the established mechanism. The pay offers for civil servants in the upper and middle salary bands are the same as their respective net PTIs (i.e. 4.06 per cent and 4.51 per cent respectively). The pay offer for civil servants in the lower salary band follows the net PTI for the middle salary band due to the 'bring-up' arrangement," a spokesman for the CSB said.

"Under the 'bring-up' arrangement, if the net PTI for the lower salary band is lower than that for the middle salary band, its pay adjustment will be brought up to the same level of the net PTI for the middle salary band, subject to the decision of the CE-in-Council," the spokesman said.

"In accordance with past practice, the pay offer for directorate civil servants follows the arrangement for civil servants in the upper salary band," the spokesman added.

The Government will submit the pay adjustment proposal to the Legislative Council Finance Committee for consideration as soon as possible after the CE-in-Council considers the response from the staff side to the pay

offers and makes a decision on the 2018-19 civil service pay adjustment.