

## ITEM FOR FINANCE COMMITTEE

### 2026-27 CIVIL SERVICE PAY ADJUSTMENT

Members are invited to approve –

- (A) with effect from 1 April 2026, an increase of 2% in the dollar value of the pay points in the upper, middle and lower salary bands and the directorate of the civil service pay scales arising from the 2026-27 civil service pay adjustment;
- (B) corresponding adjustments to the provisions for aided schools;
- (C) corresponding adjustments to the provisions for the Independent Commission Against Corruption (ICAC); and
- (D) corresponding adjustments to the provisions for subvented bodies where the subventions are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

### PROBLEM

We need to adjust the civil service pay scales in accordance with the decision of the Chief Executive-in-Council (CE-in-Council) on 15 June 2026. We also need to adjust the provisions for aided schools, ICAC and subvented bodies where the subventions are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

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**PROPOSAL**

2. We propose that –
- (a) with effect from 1 April 2026, the dollar value of the pay points in the upper, middle and lower salary bands and the directorate of civil service pay scales be increased by 2%;
  - (b) corresponding adjustments be made to the provisions for aided schools;
  - (c) corresponding adjustments be made to the provisions for ICAC; and
  - (d) corresponding adjustments be made to the provisions for subvented bodies where the subventions are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

Encl. 3. Upon approval of the proposals at paragraph 2 above, the civil service pay scales will be revised as set out at Enclosure and corresponding adjustments will be made to the provisions for aided schools, ICAC and subvented bodies where the subventions are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

**JUSTIFICATION****Civil Service Pay Policy and the Established Pay Adjustment Mechanism**

4. The Government's civil service pay policy is to offer sufficient remuneration to attract, retain and motivate staff of suitable calibre to provide the public with an effective and efficient service; and to maintain broad comparability between civil service and private sector pay. According to the Improved Civil Service Pay Adjustment Mechanism, the CE-in-Council decides on the annual civil service pay adjustment having regard to a number of relevant factors, including –

- (a) the state of Hong Kong's economy;
- (b) changes in the cost of living;
- (c) the Government's fiscal position;
- (d) the net pay trend indicators (PTIs) derived from the Pay Trend Survey (PTS);

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- (e) the pay claims of the staff side; and
- (f) civil service morale.

For factors (a) to (c) and (f), the Government conducts assessments on a regular basis. For factor (d), the Government obtains information on the year-on-year pay adjustment movements in the private sector through PTS, from which the net PTIs are derived. Upon completion of the PTS, the staff side of the four central consultative councils<sup>1</sup> (staff side) submit individual pay claims to the Government, i.e. factor (e). The Government then invites the CE-in-Council to decide on the pay offers to be made to the staff side, having regard to the above six factors. If the pay offers are different from their pay claims, the staff side are consulted again before the CE-in-Council's decision on the civil service pay adjustment is sought.

### **2026-27 Civil Service Pay Adjustment**

#### *Factor (a): The State of Hong Kong's Economy*

5. The Hong Kong economy expanded robustly in the first quarter of 2026, driven by the sustained strong performance in external trade and pick-up in domestic demand. Real gross domestic product grew by 5.9% year-on-year in the first quarter, accelerating from the 4.0% growth in the preceding quarter.

6. Looking ahead, Hong Kong's economic outlook remains broadly resilient. The Hong Kong economy is forecast to grow by 2.5% to 3.5% for 2026 as a whole. Strong global demand for advanced electronics and artificial intelligence-related products is expected to support goods export performance, while services exports should remain firm, underpinned by sustained vibrancy in inbound tourism, robust cross-boundary financial activity, and steady demand for business services, and resilient business outlook is expected to support domestic demand. Yet, the Middle East conflict could heighten global financial market volatility, posing downside risks to growth.

7. The labour market showed modest improvement in early 2026, with the seasonally adjusted unemployment rate retreating from 3.9% in November 2025 – January 2026 to 3.7% in February – April 2026. Payroll per person engaged increased by 3.2% in nominal terms in the fourth quarter of 2025 over a year earlier, yielding growth of 3.2% for 2025 as a whole. Looking ahead, the resilient growth momentum of the Hong Kong economy should render support to the overall labour market, and be conducive to further growth in labour earnings.

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<sup>1</sup> The four central consultative councils are the Senior Civil Service Council (SCSC), the Police Force Council (PFC), the Disciplined Services Consultative Council (DSCC) and the Model Scale 1 Staff Consultative Council (MOD 1 Council).

*Factor (b): Changes in the Cost of Living*

8. For the 12-month period ending March 2026, the headline Composite Consumer Price Index (CPI), which reflects the impact of the changes in consumer prices on approximately 90% of households, increased by 1.4% as compared to the previous 12-month period ending March 2025. The changes in headline and underlying<sup>2</sup> Composite CPI, CPI(A), CPI(B) and CPI(C) (with the latter three indices relating to approximately 50%, 30% and 10% of households respectively) for the 12-month period ending March 2026<sup>3</sup> over the previous 12-month period ending March 2025 are as follows –

	<b>Composite CPI</b>	<b>CPI(A)</b>	<b>CPI(B)</b>	<b>CPI(C)</b>
Headline	1.4%	1.7%	1.3%	1.2%
Underlying	1.2%	1.2%	1.1%	1.1%

9. The annual increases in headline and underlying Composite CPIs are forecast at 2.6% and 2.5% for 2026. The feed-through of higher international oil prices to fuel-related components in consumer prices should continue in the coming months. Having said that, overall inflation in Hong Kong is expected to remain relatively well anchored, reflecting our lesser extent of reliance on energy as a service-oriented economy.

*Factor (c): The Government's Fiscal Position*

10. In 2025-26, the Government recorded a fiscal surplus of \$11.2 billion, after taking into account \$55 billion additional revenue from stamp duties and profits tax driven by a robust stock market and an accelerated economic growth, a one-off transfer of \$61.5 billion from six seed capital funds to the Government's accounts and bond issuance of \$156 billion. A fiscal surplus of \$22.1 billion is forecast for 2026-27, after taking into account one-off transfers of \$127.8 billion from funds outside the Government's accounts, accumulated surplus of the Bond Fund and investment income from the Exchange Fund, as well as bond issuance of \$160 billion. As at 31 March 2026, the fiscal reserves stood at \$665.5 billion, and

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<sup>2</sup> The headline CPI figures include the effect of the Government's relevant one-off relief measures while the underlying CPI figures exclude the effect of these measures. Conventionally, we make reference to the headline CPI in the exercise.

<sup>3</sup> Source: Monthly Report on the Consumer Price Index (March 2026) published on 23 April 2026. These figures were based on the 2019/20-based index series compiled by the Census and Statistics Department.

are expected to slightly increase to \$687.6 billion by the end of March 2027. However, the future is not without challenges given the continued need to invest in developments for the future as well as the rising spending pressure in welfare and medical fronts due to the ageing population.

*Factor (d): The Net PTIs derived from the 2026 PTS*

11. Under the established mechanism, a PTS is conducted to ascertain the year-on-year pay adjustment movements in the private sector, from which the net PTIs derived will serve as one of the six relevant factors. The conduct of the annual PTS is overseen by the PTS Committee, which is a tripartite committee comprising representatives of the staff side of the four central consultative councils, the two independent advisory bodies on civil service salaries and conditions of service (namely the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) and the Standing Committee on Disciplined Services Salaries and Conditions of Service) as well as government officials. The annual PTS collects the year-on-year adjustment in both basic pay and additional pay (e.g. bonus) of employees from both larger (i.e. with 100 or more employees) and smaller (i.e. with 50 to 99 employees) companies. The data are collated according to three salary bands, namely upper, middle and lower, and aggregated into a basic pay indicator and an additional pay indicator for each salary band. The sum of the two indicators for a particular salary band is the gross PTI for that band.

12. The 2026 PTS<sup>4</sup> covers the 12-month period from 2 April 2025 to 1 April 2026. In the survey, the basic pay and additional pay adjustment data of 154 887 employees in 104 companies, consisting of 153 442 employees in 80 larger companies and 1 445 employees in 24 smaller companies, were collected. The gross PTIs of the 2026 PTS for the three civil service salary bands are set out below –

<b><u>Salary Band</u></b>	<b><u>Gross PTI</u></b>
<b>Upper</b>	<b>5.16%</b>
<b>Middle</b>	<b>3.67%</b>
<b>Lower</b>	<b>2.33%</b>

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<sup>4</sup> Before the conduct of the 2026 PTS, the PTS Committee reviewed and agreed on the survey methodology and the survey field following the established arrangement. The PTS Committee's advice on the 2026 PTS methodology was accepted in full by both the Standing Commission and the Government. The PTS Committee commissioned the Pay Survey and Research Unit of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service to conduct the 2026 PTS.

13. The PTS Committee met and considered the 2026 PTS findings on 3 June 2026. The findings were validated by all members attending the meeting, including staff side representatives of all the four central consultative councils.

14. According to the prevailing methodology, the Payroll Cost of Increments (PCIs) from each salary band will be deducted from their respective gross PTIs to arrive at the net PTIs. In considering the 2019-20 civil service pay adjustment, the CE-in-Council decided to put a cap on the PCIs to be deducted from the gross PTIs. Specifically, from the 2019-20 civil service pay adjustment onwards, the average PCIs from 1989-90 to 2019-20 for the upper, middle and lower salary bands, which are 1.04%, 1.03% and 1.16% respectively, or the actual PCI for the particular salary band for the year, whichever is the lower, will be adopted by the Government for deriving the net PTI for that salary band. As shown from the table below, the average PCIs from 1989-90 to 2019-20 for the three salary bands are all lower than the actual PCIs for the salary bands for this year. The average PCIs mentioned above are thus adopted in calculating the net PTIs for the three salary bands in 2026-27 as set out below –

<u>Salary Bands</u>	<u>Gross PTIs</u>	<u>Average PCIs from 1989-90 to 2019-20</u>	<u>Actual PCIs for this year</u>	<u>Net PTIs</u>
	[A]	[B]		[A] – [B]
<b>Upper</b>	5.16%	1.04%	1.30%	<b>4.12%</b>
<b>Middle</b>	3.67%	1.03%	1.42%	<b>2.64%</b>
<b>Lower</b>	2.33%	1.16%	2.16%	<b>1.17%</b>

*Factor (e): The Pay Claims of the Staff Side*

15. The Secretary for the Civil Service personally met the representatives of the staff side and the four major service-wide staff unions<sup>5</sup> on 4 June 2026 to listen to their pay claims and justifications.

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<sup>5</sup> The four major service-wide staff unions are the Government Employees Association, the Hong Kong Civil Servants General Union, the Hong Kong Federation of Civil Service Unions and the Government Disciplined Services General Union.

16. The pay claims of the staff side are summarised in the table below –

Staff Side	Upper Salary Band	Middle Salary Band	Lower Salary Band
(I) SCSC <sup>6</sup>			
(a) Hong Kong Chinese Civil Servants' Association (HKCCSA) <sup>7</sup>	4.12%		
(b) Hong Kong Senior Government Officers Association	No less than 5%	-	-
(II) PFC	A pay rise no less than the net PTI of the corresponding salary band		
(III) DSCC	4.9%		
(IV) MOD 1 Council <sup>8</sup>	-	-	No less than 5%

17. The major common demands that the staff side put forward at the meetings on 4 June 2026 and in their submissions are set out below –

- (a) the staff side consider that since Hong Kong's economy is exhibiting a steady growth and the Government's fiscal position has improved this year, the general civil service has reasonable expectation for pay rise to reasonably share the success of the Government and the economy. Noting that the net PTIs have objectively reflected the upward pay adjustments in the private sector in the previous year, the staff side request for a pay rise in line with the market to maintain broad compatibility between the pay of the civil service and private sector, which will be conducive to attracting and retaining talents for the Government;

/(b) .....

<sup>6</sup> The Association of Expatriate Civil Servants of Hong Kong, one of the three constituent associations of the SCSC, did not make any pay claim.

<sup>7</sup> HKCCSA is a member of the staff side of the SCSC and the MOD 1 Council. HKCCSA's pay claims differ from other members of both staff side. Please also refer to footnote 8 below.

<sup>8</sup> The pay claims from the MOD 1 Council staff side represent the opinions of the five groups of constituent associations other than HKCCSA. HKCCSA (including its representatives on the SCSC and MOD 1 Council) separately provided its pay claims.

- (b) the staff side remark that the civil service is still facing a high vacancy rate and a considerable number of civil servants has been shouldering additional responsibilities and working under immense pressure. They generally expect the Government to acknowledge their hard work in the face of increasing challenges and surging workload to take forward various new and major initiatives and measures;
- (c) taking into account the decision of civil service pay freeze in 2025-26, some staff side representatives demand a pay rise this year to catch up the cumulative inflation in the past two years, with a view to restoring the purchasing power of civil servants, especially those from the lower and middle bands. They also noted that in the past six years, there were pay freeze in three years and the pay rise was lower than the net PTIs in two years. There was only one year where the pay rise was in line with the net PTIs;
- (d) while acknowledging that the performance put up by some civil servants over the past year has been negatively perceived by members of the public, the staff side remark that the annual civil service pay adjustment in general and the performance management of individual civil servants should be dealt with separately;
- (e) the staff side demand that the Government, as a caring employer, should continue to follow past practice and invoke the “bring-up” arrangement given that the net PTI of the lower salary band is below that of the middle salary band; and
- (f) some staff side representatives continue to criticise the PCIs deduction arrangement, despite that the PCIs have been capped since the 2019-20 civil service pay adjustment.

18. All the pay claims, together with the justifications and comments put forward by the staff side, were submitted to and considered by the CE-in-Council.

*Factor (f): Civil Service Morale*

19. In order to optimise the use of manpower resources and to control public expenditure, about 10 000 posts are expected to be deleted from the overall civil service establishment by 1 April 2027. The establishment cut as well as a civil service vacancy rate of around 10% have resulted in our staff at various levels shouldering additional responsibilities. Besides, rising public expectation on the efficiency and performance has inevitably increased the pressure on civil servants

of across all grades and levels. Despite heavier workload, immense pressure stemming from tight labour and public criticism of the civil service, civil servants of both civilian and disciplined services grades have shown their solidarity, resilience and dedication in discharging promptly and conscientiously their duties. Besides their normal work, many civil servants have proactively taken part in a series of major tasks under “government-wide mobilisation” to provide inter-departmental emergency support over the past year. With the continued growth of Hong Kong’s economy and the Government’s improved fiscal position, it would help to sustain staff morale for there to be a reasonable pay adjustment this year amidst the continued need for prudent financial management.

*Staff Side’s Response to Pay Offers*

20. Following the decision of the CE-in-Council on 9 June 2026, the Government made the pay offers (i.e. a pay increase of 2% for civil servants in the upper, middle and lower salary bands and the directorate) to the staff side. The staff side’s response is summarised as follows –

- (a) the staff side unanimously express disappointment to the pay offers as the rate of adjustment falls below the net PTIs of the upper and middle salary bands and cannot catch up with the accumulative inflation over the past two years, bearing in mind that the civil service pay was frozen across-the-board last year. Some staff side consider that the pay offers’ extent of deviation from the net PTIs has resulted in staff’s loss in confidence in the established pay adjustment mechanism and led them to question the meaning of conducting a pay trend survey. While acknowledging the need for prudence in managing public finance, the staff side stress the importance of maintaining the living standards of civil servants in an inflationary environment for preserving their purchasing power. Some staff side suggest that the rate of adjustment should be reasonably increased from the pay offers. Individual representatives re-assert the proposal set out in their pay claims;
- (b) some staff side stress that the net PTIs, as objective reflections of overall pay adjustment trends in the private sector, should be duly considered when deciding the adjustments. In view of the increase of earnings in the private sector as evidently reflected by the positive net PTIs, some representatives argue that the widening pay differential between civil service and private sector may affect the attractiveness of civil service jobs, thereby hindering recruitment and retention efforts by the Government;

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- (c) the staff side also highlight the growing challenges and mounting pressure faced by civil servants amid the high civil service vacancy level. They emphasise that the civil service has spared no effort in supporting the Government to implement various major policy initiatives and measures, and therefore expects the Government to recognise their commitment and dedication through a more reasonable pay rise; and
- (d) some continue to advocate for the abolishment of the PCIs deduction arrangement.

The staff side's response was submitted in full to the CE-in-Council for consideration.

*CE-in-Council's Decision on Civil Service Pay Adjustment*

21. Having thoroughly considered all relevant factors under the established mechanism, including the pay claims of the staff side and their views put forward in their response to the pay offers, the CE-in-Council decided that, with effect from 1 April 2026, the pay for civil servants in the upper, middle and lower salary bands and the directorate should be increased by 2%.

22. The CE-in-Council has considered the following when making the decision on the civil service pay adjustment –

- (a) the CE-in-Council has taken into account all six relevant factors under the established mechanism in deciding on the pay adjustment. The Hong Kong economy has seen substantial growth alongside a modest rise in living expenses, and the positive net PTIs across all salary bands reflect an upward trend in private sector pay. The CE-in-Council also recognises the commitment and devotion of the civil service as a whole in taking forward various new and major policy initiatives and measures despite increasing workloads and challenges. Nonetheless, the Government needs to remain prudent in managing public finance to cater for future developments as well as unexpected needs arising from continuing uncertainty in the geopolitical scene which may affect general livelihood within a short period of time. The pay adjustment is a fair balance after holistic consideration and balancing of all relevant factors;
- (b) while tracking inflation is never the objective of civil service pay adjustment, the rate of pay adjustment for 2026-27 is higher than the change in the headline Composite CPI at 1.4% for the 12-month period ending March 2026 over the previous 12-month period ending March 2025;

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- (c) the net PTIs derived from the PTS are and remain one of the six relevant factors under the established mechanism and this Council has pay due regard to the net PTIs and balanced all relevant factors in reaching this final decision; and
- (d) as regards the PCIs deduction arrangements, the Committee of Inquiry into the 1988 Civil Service Pay Adjustment and Related Matters considered that, if in-scale increment and merit pay (including exceptional merit pay which should be excluded but cannot be distinguished therefrom) in the private sector were to be included in the PTS, the PCIs should be deducted for fairness. The current situation under which more than 70% of the 104 surveyed companies in the 2026 PTS still took merit pay into consideration in deciding pay adjustment for their employees, and those that did take special merit pay into consideration were not able to provide a breakdown of salary adjustments attributable to such special merit, shows that there are not sufficient justifications to cease the PCIs deduction arrangement. In any case, PCIs have been capped since the 2019-20 civil service pay adjustment to ensure no further erosion of the net PTIs by the rising PCIs.

### **Adjustments to the Provisions for ICAC and the Auxiliaries**

23. Although ICAC staff and members of the Auxiliaries are not civil servants, it is the Government's policy to extend the annual civil service pay adjustment to them. Subject to the Finance Committee (FC)'s approval of the proposals at paragraph 2 above, we will adjust the provisions for ICAC and the Auxiliaries in accordance with the established mechanism.

### **Adjustments to the Provisions for the Subvented Sector**

24. The salary of the staff in the subvented sector is delinked from that of the civil service. The only exception is the salary of teaching and related staff in the aided school sector, which is pegged to the relevant civil service pay scales for the policy objective of promoting the movement of teachers between government and aided schools. Subject to FC's approval of the proposals at paragraph 2 above, the provisions for aided schools will be adjusted to allow the same adjustment to be made to the salaries of teaching and related staff of aided schools.

25. Other than salary of staff of aided schools as set out in the above paragraph, the Government, as a general rule, is not involved in the determination of pay or pay adjustment of staff working in subvented bodies (e.g. the Hospital Authority, social welfare non-governmental organisations and institutions funded

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by the University Grants Committee). These are matters between the concerned bodies as employers and their employees. Therefore, the Government will not directly impose any pay adjustment applicable to the civil service to employees in the subvented sector. However, it has been the established practice that following an annual civil service pay adjustment, the Government will adjust the subventions which are price-adjusted on the basis of formulae that include a factor of civil service pay adjustment. Where the civil service pay adjustment involves a pay rise, the additional subventions will in general be calculated according to the weighted average of the pay rise decided for the civil service<sup>9</sup>. It would be up to individual subvented bodies, as employers, to decide whether to increase the salaries of their own employees and, if so, the rate of increase. We will, through the relevant Controlling Officers, remind the subvented bodies concerned that the additional subventions from the Government are meant to allow room for pay adjustment for their staff.

## FINANCIAL IMPLICATIONS

26. The proposed pay adjustment in 2026-27 will have financial implications on the provisions for government paid staff as well as the subvented sector. The annual financial implication of the proposed pay adjustment for **government paid staff** (including the civil service, Independent Commission Against Corruption (ICAC) and auxiliaries staff) is estimated to be **\$2,739 million**, with breakdown as follows –

	<b>\$ million</b>
(a) Civil Service	2,706 <sup>10</sup>
(b) ICAC	24
(c) Auxiliaries	8
<b>Total for government paid staff</b>	<b>2,739<sup>11</sup></b>

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<sup>9</sup> If the proposed 2026-27 civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 2%.

<sup>10</sup> The figure includes an additional cost of about \$211 million arising from pay adjustment for around 18 150 civil servants seconded to or working in trading funds, subvented and other public bodies, and an estimated increase of \$322 million in pension payments for those retiring in 2026-27.

<sup>11</sup> Individual figures may not add up to the total due to rounding.

27. It has been the established practice that following a civil service pay adjustment, the Government will adjust the provisions for the subvented sector with regard to the civil service pay adjustment rate. The annual financial implication for **subvented organisations** arising from the proposed pay adjustment is estimated to be **\$3,324 million**<sup>12</sup>.

28. Having regard to paragraphs 26 and 27 above, the total annual financial implication of the proposed pay adjustment in 2026-27 is estimated to be **\$6,063 million**.

29. In line with the established practice, the relevant Heads of Expenditure have yet to reflect the above financial implications since the relevant pay adjustment proposals could not have been anticipated at the time of drawing up the 2026-27 Estimates. However, on the whole, it is expected that the Government's fiscal position should be able to cope with the additional expenditure arising from the proposed pay adjustment for the year.

30. On 9 March 1983 (vide Item B170), FC delegated to the Financial Secretary (FS) the authority to approve supplementary provision without limit in personal emoluments subheads, provided that the supplementary provision is required for salaries and allowances in accordance with approved pay scales and rates of allowances, and in respect of approved posts. On 23 July 1986 (vide Item 76), FC further delegated to FS the authority to approve supplementary provision without limit in recurrent subventions subheads provided that the supplementary provision is required for salaries and allowances in accordance with approved Government pay scales and rates within the approved ambit of the subhead. Subject to FC's approval of the proposals at paragraph 2 above, we shall approve under delegated authority the supplementary provisions required under the relevant Heads of Expenditure.

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<sup>12</sup> This figure has excluded the financial implications arising from pay adjustment for civil servants seconded to or working in subvented bodies, which have been incorporated under item (a) in paragraph 26 above.

**PUBLIC CONSULTATION**

31. We briefed the Legislative Council Panel on Public Service on the 2026-27 civil service pay adjustment at its meeting on 16 June 2026. Members supported the proposed adjustment and our submission to FC.

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Civil Service Bureau  
Financial Services and the Treasury Bureau  
June 2026

**Directorate Pay Scale**

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	\$	\$
	(330,115)	(336,715)
8	320,590	327,000
	(320,225)	(326,630)
7	310,855	317,070
	(296,535)	(302,465)
6	287,990	293,750
	(281,035)	(286,655)
5	272,900	278,360
	(272,745)	(278,200)
	(264,760)	(270,055)
4	256,985	262,125
	(247,200)	(252,145)
	(239,885)	(244,685)
	(233,090)	(237,750)
3	226,445	230,975
	(212,900)	(217,160)
	(206,670)	(210,805)
	(200,745)	(204,760)
2	194,825	198,720
	(179,425)	(183,015)
	(174,070)	(177,550)
	(168,815)	(172,190)
1	163,925	167,205

Note: Figures in brackets represent increments.

### Directorate (Legal) Pay Scale

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
6	(296,535)	(302,465)
	287,990	293,750
5	(281,035)	(286,655)
	272,900	278,360
4	(272,745)	(278,200)
	(264,760)	(270,055)
	256,985	262,125
	(247,200)	(252,145)
3	(239,885)	(244,685)
	(233,090)	(237,750)
	226,445	230,975
2	(212,900)	(217,160)
	(206,670)	(210,805)
	(200,745)	(204,760)
	194,825	198,720
1	(179,425)	(183,015)
	(174,070)	(177,550)
	(168,815)	(172,190)
1	163,925	167,205

Note: Figures in brackets represent increments.

### Master Pay Scale

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
49	147,125	150,070
48	142,010	144,850
47	137,085	139,825
46 (44B)	132,275	134,920
45 (44A)	127,700	130,255
44	119,650	122,045
43	115,495	117,805
42	110,740	112,955
41	106,155	108,280
40	101,775	103,810
39	97,575	99,525
38	93,255	95,120
37	89,170	90,955
36 (33C)	85,130	86,835
35 (33B)	83,150	84,815
34 (33A)	82,330	83,975
33	81,510	83,140
32	77,855	79,410
31	74,345	75,830
30	71,010	72,430
29	67,850	69,205
28	64,780	66,075
27	61,865	63,100
26	59,110	60,290
25	56,450	57,580
24	53,980	55,060
23	51,545	52,575
22	49,230	50,215
21	47,010	47,950
20	44,765	45,660
19	42,640	43,495
18	40,620	41,430
17	38,715	39,490
16	36,850	37,585

### Master Pay Scale

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
15	35,080	35,780
14	33,405	34,075
13	31,795	32,430
12	29,995	30,595
11	28,225	28,790
10	26,590	27,120
9	25,115	25,620
8	23,585	24,060
7	22,145	22,590
6	20,770	21,190
5	19,535	19,930
4	18,305	18,675
3	17,200	17,545
2	16,135	16,460
1	15,180	15,485
0	14,280	14,570

**Model Scale 1 Pay Scale**

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
13	19,755	20,155
12	19,355	19,745
11	18,960	19,340
10	18,595	18,970
9	18,230	18,595
8	17,880	18,240
7	17,555	17,910
6	17,200	17,545
5	16,865	17,205
4	16,520	16,855
3	16,165	16,490
2	15,840	16,160
1	15,495	15,805
0	15,175	15,480

### Disciplined Services (Commander) Pay Scale

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
	(296,535)	(302,465)
4	287,990	293,750
	(272,745)	(278,200)
	(264,760)	(270,055)
3a	256,985	262,125
	(247,200)	(252,145)
	(239,885)	(244,685)
	(233,090)	(237,750)
3	226,445	230,975
	(212,900)	(217,160)
	(206,670)	(210,805)
	(200,745)	(204,760)
2	194,825	198,720
	(184,835)	(188,530)
	(179,630)	(183,225)
	(174,070)	(177,550)
1	168,815	172,190

Note: Figures in brackets represent increments.

### Disciplined Services (Officer) Pay Scale

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
40	163,105	166,365
39	159,900	163,100
38	154,775	157,870
37	148,775	151,750
36	142,790	145,645
35	137,460	140,210
34	132,365	135,010
33	127,620	130,170
32	119,590	121,980
31	115,305	117,610
30	111,115	113,335
29	107,120	109,260
28	103,205	105,270
27	99,500	101,490
26	95,840	97,755
25	92,250	94,095
24	88,995	90,775
23	85,770	87,485
22	83,840	85,515
21	83,010	84,670
20	82,185	83,830
19	81,370	82,995
18	78,455	80,025
17	75,200	76,705
16	71,995	73,435
15	68,720	70,095
14	65,505	66,815
13	62,360	63,605
12	59,210	60,395
11	56,335	57,460
10	53,630	54,705
9	50,990	52,010
8	48,335	49,300
7	45,715	46,630
6	43,135	44,000

**Disciplined Services (Officer) Pay Scale**

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
5	40,495	41,305
4	38,220	38,985
3	36,405	37,135
2	34,585	35,275
1	33,125	33,790
1a	31,695	32,330
1b	30,325	30,930

**Disciplined Services (Rank and File) Pay Scale**

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
32	61,900	63,140
31a	60,420	61,630
31	58,950	60,130
30	56,140	57,265
29	53,465	54,535
28	51,435	52,465
27	49,455	50,445
26	48,025	48,985
25	46,590	47,520
24	45,250	46,155
23	44,085	44,965
22	42,865	43,720
21	41,700	42,535
20	40,595	41,405
19	39,510	40,300
18	38,435	39,205
17	37,300	38,045
16	36,270	36,995
15	35,255	35,960
14	34,260	34,945
13	33,260	33,925
12	32,245	32,890
11	31,260	31,885
10	30,275	30,880
9	29,340	29,925
8	28,335	28,900
7	27,370	27,915
6	26,575	27,110
5	25,470	25,980
4a	25,115	25,620
4	24,765	25,265
3	24,070	24,555
2	23,375	23,845
1	22,750	23,205

**Police Pay Scale**

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
	(330,115)	(336,715)
59	320,590	327,000
	(281,035)	(286,655)
	(272,900)	(278,360)
58	264,760	270,055
	(247,200)	(252,145)
	(239,885)	(244,685)
	(233,090)	(237,750)
57	226,445	230,975
	(212,900)	(217,160)
	(206,670)	(210,805)
	(200,745)	(204,760)
56	194,825	198,720
	(189,830)	(193,625)
	(184,835)	(188,530)
	(179,630)	(183,225)
	(174,070)	(177,550)
55	168,815	172,190
54b	163,905	167,185
54a	159,900	163,100
54	154,775	157,870
53	148,775	151,750
52	142,790	145,645
51	137,460	140,210
50	132,365	135,010
49	127,620	130,170
48	119,590	121,980
47	115,305	117,610
46	111,115	113,335
45	107,120	109,260

### Police Pay Scale

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
44	103,205	105,270
43	99,500	101,490
42	95,840	97,755
41	92,250	94,095
40	88,995	90,775
39	85,770	87,485
38	83,840	85,515
37	83,010	84,670
36	82,185	83,830
35	81,370	82,995
34	78,455	80,025
33a	76,830	78,365
33	75,200	76,705
32	72,060	73,500
31	68,875	70,255
30	66,775	68,110
29	63,895	65,175
28	60,850	62,065
27	57,960	59,120
26	55,465	56,575
25	53,585	54,655
24	52,015	53,055
23	50,505	51,515
22	49,035	50,015
21	47,600	48,550
20	46,215	47,140
19	44,865	45,760
18	43,610	44,480
17	42,390	43,240
16	41,225	42,050
15	40,095	40,895
14	38,945	39,725
13	37,825	38,580
12	36,760	37,495
11	35,885	36,605

**Police Pay Scale**

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
10	34,675	35,370
9	33,630	34,305
8	32,605	33,255
7	31,675	32,310
6	30,700	31,315
5	29,805	30,400
4	28,940	29,520
3	28,040	28,600
2	27,220	27,765
1	26,475	27,005

Note: Figures in brackets represent increments.

### Training Pay Scale

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
16	34,995	35,695
15	33,325	33,990
14	31,725	32,360
13	30,340	30,945
12	28,485	29,055
11	26,160	26,685
10	24,020	24,505
9	22,625	23,080
8	21,235	21,660
7	19,945	20,345
6	18,730	19,105
5	17,570	17,925
4	16,510	16,845
3	15,515	15,830
2	14,535	14,830
1	13,670	13,945

### Craft Apprentice Pay Scale

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
4	13,460	13,730
3	12,335	12,585
2	11,155	11,380
1	10,035	10,240
0	9,465	9,655

**Technician Apprentice Pay Scale**

<b>Point</b>	<b>as at 31.3.2026</b>	<b>w.e.f. 1.4.2026</b>
	<b>\$</b>	<b>\$</b>
4	17,010	17,355
3	15,515	15,830
2	14,015	14,300
1	12,905	13,165
0	12,105	12,350

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