

## LEGISLATIVE COUNCIL BRIEF

### 2022-23 CIVIL SERVICE PAY ADJUSTMENT – DECISION

#### INTRODUCTION

On 12 July 2022, the Executive Council **ADVISED** and the Chief Executive (CE) **ORDERED** that civil service pay should be adjusted for 2022-23 in accordance with the pay offers made to the staff side of the four central consultative councils<sup>1</sup>, viz. the pay for civil servants in the upper, middle and lower salary bands and the directorate be increased at 2.5% with retrospective effect from 1 April 2022.

2. Independent Commission Against Corruption staff are not civil servants. However, in accordance with the Government's established policy, the annual civil service pay adjustment will also be extended to them.

#### JUSTIFICATIONS

##### (A) Staff Side's Response to Pay Offers

3. In accordance with the CE-in-Council's decision made on 5 July 2022, the pay offers set out in paragraph 1 above have been made to the staff side of the four central consultative councils. The staff side's response to the pay offers are at **Annexes A to D**<sup>2</sup>. In gist -

A to D

- (a) the staff sides unanimously express disappointment as the adjustment is way below the net Pay Trend Indicators (PTIs) for the upper and middle salary bands. They reflect staff sentiment that, with an across-the-board adjustment that is neither pegged to the net PTIs nor inflation rate, the pay offers are a departure from the established mechanism, and there is no apparent explanation for how the 2.5% was arrived at. Some express concern that the pay offers this year, which deviate significantly from the net PTIs, would

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

<sup>2</sup> The Association of Expatriate Civil Servants of Hong Kong, one of the three constituent associations of the SCSC, has not provided response to the pay offers.

set a precedent for the Government to disregard the Pay Trend Survey (PTS) completely in the future;

- (b) some demand that the difference between the net PTIs and actual pay adjustment this year be taken into consideration in the pay adjustment exercise next year; some are particularly concerned that, since the design of the PTS tracks year-on-year pay adjustment movements, the findings next year may be in the negative when the survey tracks the impact brought on the labour market by the fifth wave of COVID-19;
- (c) some representatives argue that the magnitude of increase could not fully restore their loss of purchasing power in the light of the inflation during pay freeze for the past two years, which has already affected the livelihood of civil servants, particularly those on the lower salary band; and
- (d) some continue to argue that the payroll cost of increments (PCIs) deduction arrangement should be abolished.

**(B) The Government's Views**

4. Our views on the response of the staff side are set out below –

- (a) civil service remuneration should be regarded as fair by both civil servants and the public they serve. The CE-in-Council has taken into account all the relevant factors under the established mechanism in deciding the pay offers. While results of the 2022 PTS show a clear upward trend in the private sector salary generally during the survey period (i.e. from 2 April 2021 to 1 April 2022), the net PTIs alone cannot fully reflect the uncertain and volatile economic situation. The adjustment magnitude of 2.5% is the outcome of balancing all relevant factors;
- (b) in accordance with established mechanism in handling civil service pay adjustment, the CE-in-Council will continue to consider all relevant factors, including the net PTIs derived from the annual PTS, which serve as an objective assessment of the year-on-year pay adjustment movements in the private sector. Each year's exercise is separate, and each decision made is a result of thorough consideration of all relevant factors;
- (c) changes in the cost of living is one of the six factors to be considered. Despite that tracking inflation is never the objective of civil service pay adjustment, the pay offer at 2.5% is higher than the change in the Composite Consumer Price Index at 1.7% for the 12-month period ending March 2022 over the previous 12-month period ending March 2021; and

- (d) 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 half of the 111 surveyed companies in the 2022 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, show 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.

5. Having considered the staff side's response to the pay offers and after taking into account all relevant factors under the established mechanism, the CE-in-Council has decided that civil service pay for 2022-23 should be adjusted in accordance with the pay offers made.

## **IMPLICATIONS**

6. The Basic Law, financial, economic and family implications of the decision on the 2022-23 civil service pay adjustment are the same as those set out in the Legislative Council Brief on the pay offers in respect of the 2022-23 civil service pay adjustment issued on 5 July 2022. The decision has no environmental, productivity, sustainability or gender implications.

## **PUBLICITY**

7. The Secretary for the Civil Service informed the staff side of the decision on the 2022-23 civil service pay adjustment today (12 July 2022). A press release has been issued and a spokesman will be available to answer media enquiries. We plan to seek the approval of the Finance Committee of the Legislative Council in July.

## **ENQUIRIES**

8. Enquiries on this brief should be addressed to Mr Leo LI, Principal Assistant Secretary for the Civil Service (Tel: 2810 3112).

**Civil Service Bureau**  
**12 July 2022**



香港高級公務員協會

Hong Kong Senior Government Officers Association

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## 2022-23 年度公務員薪酬調整 - 薪酬調整方案

香港高級公務員協會謹以高級公務員評議會職方成員身份，回覆局長於 2022 年 7 月 5 日來函提出的薪酬調整方案。

本會知悉行政長官會同行政會議，已於昨天（7 月 5 日）向公務員團體提出今年整體公務員薪酬一律加薪 2.5% 的決定。有關決定「嚴重」偏離機制、脫離現實情況、全屬長官意願、漠視工會意見、打擊公務員士氣，開了壞的先例。我們對於政府並未有跟隨一直以來行之有效的機制調整公務員薪酬，表示反對、強烈不滿、十分遺憾，本會保留追溯的權利！

本會早前已於 2022 年 5 月 26 日向政府提出合理且詳細的 2022-23 年度公務員薪酬調整建議方案（附件一），希望政府詳細研究並重新考慮。本會有關方案主要理據是希望政府能夠給予公務員合理的薪酬待遇，以保持公務員薪酬的吸引力及與市場水平大致相若，令政府可以保留並吸納具質素的人才。因此，本會維持建議在參考「六大因素」，並在符合過去二十多年公務員合理/合法期望（**legitimate expectation**）的情況下，特區政府應該按照薪酬趨勢淨指標調整公務員薪酬。

李方冲

香港高級公務員協會主席 李方冲

2022 年 7 月 6 日

**香港高級公務員協會****Hong Kong Senior Government Officers Association**

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## 2022-23 年度公務員薪酬調整

### 前言

香港高級公務員協會謹以高級公務員評議會職方成員身份，提交 2022-23 年度公務員薪酬調整的職方要求。本會在參照「薪酬趨勢淨指標」、香港經濟狀況、政府財政狀況、生活費用的變動，以及維持公務員的穩定性及士氣等因素後，要求 2022-23 年度各級公務員的薪酬調整如下：

|         |           |
|---------|-----------|
| 低、中級公務員 | 加薪 4.55%； |
| 高級公務員   | 加薪 7.26%  |

2. 香港經濟經歷兩年深度衰退後，2021 年有顯著的復甦。本港經濟錄得強勁按年的增長，勞工市場亦在年內隨著經濟復甦及本地疫情穩定而持續改善。雖然經歷 2022 年第一季起第五波疫情沉重的打擊，我們得悉本年度的「整體薪酬趨勢指標」仍然錄得顯著的升幅，特別是在個別行業中，去年的薪酬升幅強勁。在參照過去十多年的數據後，雖然按照「整體薪酬趨勢指標」而言，數據並非是歷年最高，但高層薪金級別的「薪酬趨勢指標」則錄得歷史的高位，證明市場復甦的力量。

### 《2022 年薪酬趨勢調查》與公務員薪酬調整

3. 每一年薪酬趨勢調查的目的，是要調查及統計香港超過 100 間「良好穩健僱主」近十多萬僱員的年度薪酬調整趨勢，供政府參考並制定公務員薪酬調整的方案，以保持公務員薪酬的吸引力及與市場水平大致相若，令政府可以保持並吸納人才。而每年獲邀參與薪酬趨勢調查的公司數目，均按照香港經濟行業劃分，與香港從事經濟活動人口整體分佈情況大致相若。此外，一般僱主因個別原因或社會氣候變化導致短暫性薪酬政策的改變（例如升職、轉職、停薪留職、裁員、折扣支薪等）並不會在調查研究之中。

4. 我們特別留意到，大部分獲邀公司已於今年初完成了年度薪酬調整，其他公司亦可能因為第五波疫情變化而觀望及未能於今年 4 月 1 日前作薪酬調整的決定。很多公司亦因資源所限，未有趕及於限定時間內交回問卷。因此，若香港經濟持續不穩，明年的「薪酬趨勢指標」或會錄得強烈的下降趨勢。由於現時薪酬趨勢調查帶有「滯後性」，相信第五波疫情對香港經濟的影響，以及香港經濟在未來四個季度對私營機構全職僱員薪酬的影響，會於來年的薪酬趨勢調查結果中如實反映。

5. 雖然薪酬趨勢調查有「滯後性」，過去多年政府均會按照「薪酬趨勢淨指標」作為公務員薪酬調整的主要參考，政府只有在少數年份沒有跟隨「薪酬趨勢淨指標」調整公務員的薪酬（註：自回歸以來，在過去的 21 次薪酬趨勢調查中，只有六個年度政府沒有跟隨淨指標調整薪酬，當中四個年度均是增加公務員薪酬，即 99-00, 00-01, 15-16 及 17-18 年，政府是按照「薪酬趨勢淨指標」以上加薪約 0.5%；另外兩個年度，即 20-21 及 21-22 年，政府並沒有跟隨淨指標而決定凍結薪酬調整）。當然，按照往常慣例，過往每年低層公務員均會跟隨中層公務員的淨指標調整薪酬。

6. 我們非常理解因為第五波疫情的影響，公務員加薪或許令市民感到不解。但是，我們必須指出，《2022 年薪酬趨勢調查報告》所收集的數據既有「滯後性」，亦有「領先性」的作用。公務員薪酬的調整既要參照私人市場過往一年的數據，亦是日後私人市場薪酬調整的重要參考。因此，我們既不能過分偏離市民大眾的觀感，亦不能抽離於市場的真實數據而作出偏離統計科學的決定。

7. 過去三年的通脹率及退休公務員的退休金亦有達約 5.4% 的複息增長，公務員在連續兩年凍薪的情況下，如仍然未能得到合理的薪酬調整，並不合理。同時，公務員在過去幾年均積極參與各種抗疫活動，在疫情嚴峻時，仍能維持政府基本的公共服務，值得支持和鼓勵。

8. 另外，每年公務員的薪酬調整，均亦會影響該年退休公務員的退休金額的計算及安排，因此我們希望政府必須尊重機制，按照「薪酬趨勢淨指標」，調整公務員薪酬。若政府不按照薪酬趨勢調整數據調整薪酬，必會影響公務員的士氣。

9. 最後，我們特別需要指出，現時與首長級公務員薪酬相近的私人機構僱員的薪酬調整趨勢，並未有包括在薪酬趨勢調查範圍之中（註：有 2,630 名私人機構僱員因月薪超過 150,915 元，即非首長級公務員同等薪酬上限，而被剔除於今年趨勢調查之中。相對而言，被納入調查的私人機構高層僱員，即與非首長級高級公務員的薪酬水平近似的私人機構僱員則有 10,299 名）。

10. 我們認為政府必須考慮在往後的薪酬趨勢調查中，加入與首長級公務員薪酬水平相近的私人機構僱員的薪酬趨勢調查。我們亦希望政府盡快開展每六年一次的「薪酬水平調查」，以確定香港政府高層公務員的薪酬水平具有一定的吸引，並與市場水平大致相若。

## **有關《2022 年薪酬趨勢調查報告》的一些意見**

11. 關注高層薪金級別私人機構僱員薪酬增幅較大的情況，我們特別留意到去年有幾個行業的僱員薪金增長幅度強勁，包括「專業及商用服務業」，「運輸、倉庫、郵政、速遞服務及公用事業」，「批發零售及進出口貿易業」，以及「金融、保險及地產業」。我們也留意到所涵蓋的九個經濟行業中，高層薪金級別的加幅十分明顯，尤其「規模較小公司」的加幅更是顯著。

12. 雖然被納入調查的公司數目與去年比較沒有明顯的變動，但所收納於今年調查中的僱員數目卻與上年比較顯著下跌，未知是否由於去年本港離職及移民潮有關，我們期望「薪酬研究調查組」能於下年度的薪酬調查中尋找原因。

13. 本會在研究及分析《2022 年薪酬趨勢調查報告》時，發現高層薪金級別於去年的薪酬加幅顯著，是過去 15 年最高的一次。我們相信是由於以下幾個原因：

- 一）由於 2020 及 2021 年疫情後，香港經濟顯著復甦，經濟活動加快，私人機構僱員薪酬加幅明顯。另外大部分獲邀公司於 2022 年初（即第五波疫情發生前）已經完成了年度薪酬調整。相對而言，受疫情影響的薪酬變動，將會在來屆的薪酬趨勢調查中反映出來。
- 二）我們相信由於去年有不少公司僱員流失或移民，私人機構為了挽留人才，對僱員（尤其高層級別僱員）提升了薪酬及福利的回報。
- 三）我們留意到有幾個行業去年的經濟活動加速比較顯著，而高層級別僱員更可能是由於來自「良好穩健僱主」，在疫情時間仍然能夠維持穩定的工作，例如適切的「在家工作」處理日常業務、改變經營模式以減低疫情的影響等。

## 總結

14. 我們覺得《2022 年薪酬趨勢調查報告》，不單反映了過去一年私人機構薪酬變動的趨勢，更記錄了在第一至四波疫情過去後，香港經濟高速反彈的實況。我們估計，若今年第五波疫情仍然影響香港的經濟活動，來年私人機構或會受到很大衝擊，影響僱員的薪酬調整幅度。

15. 相反地，若果下半年疫情影響減退，出入境限制「解封」，香港經濟必然會很快復甦，失業率亦會逐步下降，來年私人機構僱員有望升職、加薪、「跳槽」等。因此，我們確信，若政府能夠按照機制以「薪酬趨勢淨指標」調整公務員薪酬，定必會提振公務員的士氣，一同迎接來屆政府的種種挑戰。



香港高級公務員協會主席 李方冲

2022 年 5 月 26 日





香港政府華員會

Chinese Version Only  
只附中文版

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呈遞

香港特別行政區政府  
公務員事務局局長  
楊何蓓茵女士

尊敬的楊何蓓茵局長：

### 尋求妥善薪調方案——追補自 2020 年凍薪累積的通脹 2022-23 年度全體公務員薪酬劃一上調 5.3%

謝謝您 2022 年 7 月 5 日來函，告知行政長官會同行政會議向中央評議會職方提出 2022-23 年度公務員薪酬調整方案劃一上調 2.5%。

本會對此薪酬調整方案建議深感失望！一方面未有充份照顧公務員（特別是中、低層薪金級別人員）在兩年凍薪至今頂著持續累積通脹的壓力，另一方面亦未充份考慮新一屆政府開局之際，維持公務員士氣的重要性。本會懇請行政長官會同行政會議充份審視及考慮下述三點意見，尋求給予全體公務員本年度薪酬調整妥善的方案——劃一上調 5.3%。

### 追補由 3/2020 至 3/2022 累積的通脹，縮窄通脹持續上升的落差

本會注意到 2.5%建議方案只參照了 4/2021 至 3/2022 的 2.4%通脹，並沒有考慮整體公務員於 2020 年度，在薪酬趨勢淨指標為正數下凍薪，與市民共渡時艱，但同時公務員須頂著自 2020 年凍薪以來累積 5.3%<sup>註</sup>通脹的壓力。累積的甲類消費物價指數 5.3%為滯後數字，事實上當下日常生活必需品的價格升幅遠高於 5.3%；無形中，公務員的薪金不斷「縮水」，基本生活質素持續下降。

社會輿論雖然對今年高層薪金級別公務員的薪酬趨勢淨指標 7.26%大多持嚴厲的批評意見，認為脫離現實，與社會的實況有頗大的落差；但大部份社會人士、市民都貼地氣知物價，理解公務員是「打工仔」，特別是中、低層公務員薪金不高，按滯後累積的甲類消費物價指數上調薪酬 5.3%，是情理中可接受、亦是年度薪酬調整機制範圍所容許的。

註：

| 甲類消費物價指數          | 31/3/2020 | 31/3/2021  | 31/3/2022 | 累積  |
|-------------------|-----------|------------|-----------|-----|
| 通脹(未剔除政府一次性紓困措施)% | 2.9       | -0.1%(無通脹) | 2.4       | 5.3 |
| 通脹(已剔除政府一次性紓困措施)% | 3.6       | 0.9        | 1.1       | 5.6 |

另外，備受關注的是，新一屆特區政府政治問責官員的薪酬已恢復按年調整薪酬的機制，並即時跟隨丙類消費物價指數，自 2019 年 7 月 1 日起的平均按年變動作出調整，追回 3 年來(2020、2021 及 2022)的通脹變動。上屆的特首會同行政會議，接納獨立檢討委員會的解釋理據，指這只是「回復至應有水準，而不應被視作加薪」。此舉其一，實際上類同現行公務員薪酬調整機制早期曾採用過的補回「不足之數」(shortfall) 的做法；其二，同一天空下，在接近或同一政府財政及社會經濟狀況之下，給予政府政治問責官員追回 3 年來丙類消費物價的通脹，政府應考慮用同樣的標準去追補公務員過去 3 年累積的甲類消費物價指數。

## 上調 5.3%能為社會消費添加動力，對整體社會經濟有正面作用

公務員本年度薪酬上調 5.3%，將有機會推動私營公司在力所能及下，為其僱員紓緩通脹壓力；而 5.3%的力度將較大縮窄通脹持續上升的落差，其漣漪效應將令市面的消費氣氛進一步改善，推動消費、營商進一步復蘇。此為對整體社會經濟在未完全復常下的「加油劑」，對社會經濟有正面作用。

## 新一屆政府開局之際，維持及提升公務員士氣至為重要

現時抗疫尚未成功，疫情仍具變數，維持公務員士氣抗疫到底不容忽視。新一屆政府開局之際，如何把握由治及興的關鍵時刻，把習主席的 4 點希望從速變成現實，新一屆政府須調動公務員的積極性，以新腦袋、新思維、新方法，千方百計去拆解老大難問題，並在切實排解民生憂難的過程中，維護社會和諧與穩定。故此，提升公務員士氣協助政府「會幹事、幹成事」至為重要。跟隨政治問責官員，給予公務員追補過去 3 年累積的通脹，全體公務員薪酬劃一上調 5.3%，肯定對維持、提升公務員士氣有極大的作用。

本會懇請行政長官會同行政會議全面考慮上述的理據及情況，並充份審視政府在財政穩健的情況下，公務員薪酬上調 5.3%的開支實物有所值。

誠望行政長官會同行政會議，為公務員自 2020 年凍薪與民共渡時艱，得以合理追補 3 年累積的通脹以紓緩物價的壓力；為社會消費添加動力；為新一屆政府開局能維持一支士氣高昂、敢於擔當及應對新挑戰的公務員隊伍，尋求妥善的 2022-23 年度公務員薪酬調整方案。

會長



謹啟

(利葵燕)

2022 年 7 月 7 日

警察評議會職方協會

香港軍器廠街一號警察總部

警政大樓三十八樓

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**POLICE FORCE COUNCIL  
STAFF ASSOCIATIONS**

38/F, ARSENAL HOUSE,  
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1 ARSENAL STREET, HONG KONG.

協會檔號 OUR REF: CP PER SS C/4-85/2 Pt.13

來件編號 YOUR REF: CSBCR/PG/4-085-001/87

7 July 2022

Mrs. Ingrid YEUNG HO Poi-yan, JP  
Secretary for the Civil Service,  
9/F., West Wing, Central Government Offices,  
2 Tim Mei Avenue, Tamar, Hong Kong

Dear Mrs. YEUNG,

**2022-23 Civil Service Pay Adjustment**

Thank you for your letter dated 5 July 2022 under reference CSBCR/PG/4-085-001/87 informing us of the pay offers made by the Chief-Executive-in-Council (CE-in-Council) to the Staff Side, that the pay for civil servants in the upper, middle and lower salary bands and the directorate be increased at the same rate of 2.5% for 2022-23, effective retrospectively.

The Police Force Council Staff Side (PFC SS) wishes to express our deep disappointment that the CE-in-Council has disregarded the existing mechanism, and appears not to have fully considered the factors mentioned in our pay claim letter of 26 May 2022, including the extraordinary contribution of our police officers to the community in the past years.

**SUPERINTENDENTS'  
ASSOCIATION**

警司協會

**HONG KONG  
POLICE INSPECTORS'  
ASSOCIATION**

香港警務督察協會

**OVERSEAS INSPECTORS'  
ASSOCIATION**

海外督察協會

**JUNIOR POLICE OFFICERS'  
ASSOCIATION**

警察員佐級協會

Despite the PFC SS opines the current survey methodology does not fully reflect the uniqueness of police work, we suggest no change at all. We will continue to respect and follow the long-established pay adjustment mechanism.

The purpose of the annual Pay Trend Survey (PTS) is to track the year-on-year pay movements in the private sector so as to maintain broad comparability between civil service and private sector pay. The survey produces the gross Pay Trend Indicators (PTIs), which represents the movements in private sector pay from the previous year to the current year, which lags a year behind the prevailing trend. Civil servants have always paid respect to this delayed effect over the years, and would reasonably expect the Government to do the same.

After deduction of the Payroll Cost of Increments (PCIs), the Net Pay Trend Indicator (PTI) during the period 2 April 2021 to 1 April 2022 were 2.04%, 4.55% and 7.26% for the lower, middle and upper salary bands. The PFC SS considers that we fully deserve to receive a pay rise in accordance with the 2022 PTS findings, which does indeed echo the pay trend of the private market. Besides, the big discrepancy between the 2022 PTS findings and the announced pay offers would probably shake the credibility of the long established PTS system, and be viewed as a serious departure from the established mechanism.

The Civil Service Bureau (CSB) made pay offers to the Staff Side of the four civil service central consultative councils and proposed an across-the-board pay rise of 2.5% for all civil servants publicly at the press conference held on 5 July 2022. However, the PFC SS is of the view that the early public announcement has indeed ruined the possible room for maneuver and undermined the following consultation meeting scheduled for 6 July 2022 between the CSB and PFC SS.

The PFC SS respects the existing and long established annual pay adjustment mechanism, and understands that in arriving at the decision, the CE-in-Council should have fully and thoroughly considered all the relevant

factors under the established mechanism. The civil service pay should be adjusted from year to year, taking into account the other five factors in addition to the PTIs. Though the Government claims that there was no mechanical linkage between the annual civil service pay adjustment and the annual net PTIs, it is noted that the pay adjustment relied heavily on the net PTIs over the previous years. The PFC SS is of the view that the weighting of all six factors should be clearly specified to avoid “moving the goal post”. Furthermore, overall improvement to the transparency of the deliberations of the six factors concerned is also required.

Actually, we see there was a positive change in the cost of living in the past two years, an offer of pay rise of only 2.5% cannot meet the rising costs of living in these past years. And after a marked deterioration in the first quarter of 2022 amid the fifth wave of local epidemic, the Hong Kong economy stabilised on entering the second quarter. The economy is projected to gradually recover in the remainder of 2022. Besides, the fiscal reserves are expected to stand at \$890.3 billion by the end of March 2023 as published in the 2022-23 Budget. Given the stable state of Hong Kong’s economy and the phenomenally healthy fiscal position of the Government, we consider it only fair that the living standards of our police officers should not be eroded by the rising costs of living without adequate and reasonable compensation in the form of fair pay adjustment.

Lastly, we wish to reiterate again that our police colleagues deliver essential frontline services within our community, providing stability for Hong Kong to prosper, and are the agency of “last resort” during these turbulent and testing times. We believe that a fair and reasonable pay increase should be offered, following the trends in private sector pay, to show proper and genuine support to our police colleagues, particularly as the PFC SS has already taken a very considerate attitude for the frozen pay adjustment in the past two years. The Government should recognise and appreciate the dedication and sacrifices that our police officers have made in terms of the remuneration during the last two years, and our sacrifices deserve a return with a significant pay rise.

The PFC SS sincerely hopes that the CE-in-Council will consider our response when coming to a final decision on the 2022-23 Civil Service Pay Adjustment.

Yours sincerely,



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Percy LEUNG  
Chairman  
SPA



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Wilkie NG  
Chairman  
HKPIA

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Tobi LOTHIAN  
Chairman  
OIA



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Ray LAM  
Chairman  
JPOA

c.c. Commissioner of Police



紀律部隊評議會(職方)  
Disciplined Services Consultative Council  
(Staff Side)

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本函檔號：(66) in SS/DSCC/P-3 (Pt.XXV)  
來函檔號：CSBCR/PG/4-085-001/87

香港  
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公務員事務局局長  
楊何蓓茵女士, JP  
(傳真號碼：2868 5069)

楊太：

2022-23 年度公務員薪酬調整-薪酬調整方案

2022 年 7 月 5 日的來信收悉。

紀律部隊評議會(職方)感謝第六屆行政長官和新一屆行政會議成員理解公務員對年度薪酬調整的關注而迅速地在第一次行政會議便討論和處理這議程。

然而，紀評(職方)對行政長官會同行政會議於 7 月 5 日的「2022-23 年度公務員薪酬調整方案」表示失望。行政會議這方案與紀評(職方)的期望有頗大的落差。

自 2020-21 年度起，政府已連續兩年沒有按薪酬趨勢調查結果來調整公務員薪酬。今次行政會議的方案亦再一次不依從薪酬趨勢淨指標來調整公務員薪酬，亦未有提供數據以量化其他五項因素作支持其方案。

在過往連續兩年公務員薪酬凍結期間，社會經濟持續出現通脹，這三個年度(即截至 2022 年 3 月 31 日的過往 36 個月)甲類物價指數累積升幅為 5.26%；截至 2022 年 3 月 31 日的過往十二個月，基本食物和交通的物價指數升幅分別為 7.6%及 4.9%。公務員的購買力不斷下降，實際上形同減薪，對各同事的家庭已產生極大的負面影響。

政府飛行服務隊機師工會  
Government Flying Service  
Pilots' Union

政府飛行服務隊空勤主任協會  
Government Flying Service  
Air Crewman Officers Association

政府飛行服務隊飛機工程師會  
Government Flying Service  
Aircraft Engineers Association

政府飛行服務隊飛機技術員工會  
Government Flying Service  
Aircraft Technicians Union

懲教事務職員協會(高級組)  
Correctional Services  
Officers' Association  
(Senior Section)

懲教事務職員協會(初級組)  
Correctional Services  
Officers' Association  
(Junior Section)

香港海關官員協會  
Association of Customs &  
Excise Service Officers

香港海關關員工會  
Hong Kong Customs  
Officers Union

香港消防控制組職員會  
Hong Kong Fire Services  
Control Staff's Union

香港消防處救護員會  
Hong Kong Fire  
Services Department  
Ambulancemen's Union

香港消防處救護主任協會  
Hong Kong Fire Services  
Department Ambulance  
Officers Association

香港消防主任協會  
Hong Kong Fire Services  
Officers Association

香港消防處職工總會  
Hong Kong Fire Services  
Department  
Staffs General Association

香港入境事務助理員工會  
Hong Kong Immigration  
Assistants Union

入境事務主任協會  
Immigration Service  
Officers Association

公務員一直以來願意與市民共渡時艱，期間仍默默緊守崗位。紀評(職方)唯望來年政府在決定公務員薪酬調整時能考慮追加這三年按慣例而應有的累計薪酬升幅。

紀評(職方)保持一貫的薪酬調整立場「不低於通脹」，以及要求政府取消扣減遞增薪額開支這不合理的安排。

最後，紀評(職方)懇請行政長官會同行政會議成員重新考慮職方所提出的理據而修改今次公務員薪酬調整方案。

紀律部隊評議會(職方)主席

黎偉生



2022年7月6日



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來函檔號: CSBCR/PG/4-085-001/87

**第一標準薪級公務員評議會(職方)**  
**MODEL SCALE 1 STAFF CONSULTATIVE COUNCIL**  
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公務員事務局局長  
楊何蓓茵女士, JP

楊太:

**2022-23 年度公務員薪酬調整—薪酬調整方案**

謝謝你於2022年7月5日的來信，並感謝新一屆政府聆聽職方的意見，於本屆行政會議首次會議即盡快處理2022-23年度公務員薪酬調整工作及重新諮詢中央評議會的意見。

然而，行政長官會同行政會議於2022年7月5日建議2022-23年度高層、中層及低層薪金級別公務員劃一加薪2.5%，遠較我們建議的不少於5.6%為低，我們對此感到非常失望。

自2020年初公務員團隊一直堅守崗位，齊心抗疫。直至今年第五波疫情爆發，公務員更是面對史無前例的挑戰，特別是第一標準薪級公務員，不僅工作量大增，更要長期參與高風險的前線抗疫工作，付出有目共睹。若本年度公務員仍未能獲得合理及應得的薪酬調整，實在會嚴重打擊我們的士氣。

基層公務員的收入不高，而且有別於晉升職級的公務員，第一標準薪級屬單一職系，沒有可供晉升的階梯，因此每年的薪酬調整對已達頂薪點的第一標準薪級人員尤其重要。全體公務員的薪酬已連續兩年未獲調整，面對通脹飆升，百物騰貴，基本食品及交通這些必要開支的價格大幅上升，基層公務員的生活可謂愈發捉襟見肘。

我們希望政府能夠體恤基層公務員的情況，不要偏離現行機制及薪酬趨勢調查結果，並按照以往的慣例將低層公務員的薪酬加幅上調至與中層看齊。我們一向強調「調高」安排是公務員薪酬調整機制內不可或缺的一環。祈望政府作為良好僱主，能盡早將有關安排正式納入現行機制內，避免低層和中層薪金級別公務員薪酬差距擴大，維持公務員團隊的整體穩定和信心。

第一標準薪級公務員評議會

職方主席林進鴻



2022年7月7日

備註：以上為第一標準薪級公務員評議會職方意見，香港政府華員會暫未有代表出任一評職方委員。