



REVIEW OF MINIMUM AND MAXIMUM RELEVANT INCOME LEVELS

最低及最高有關入息水平的檢討

21 February 2011
2011年2月21日

INTRODUCTION 引言



- MPF legislation: MPFA to review min RI and max RI levels at least once in every 4 years

強積金法例：積金局每四年要進行至少一次最低及最高有關入息水平檢討

- July 2010: Current review completed, review report submitted to Government

2010年7月：完成是次檢討及提交檢討報告予政府

INTRODUCTION 引言



- MPFA has set out in July 2010 report the following factors for Government's consideration:

積金局已於2010年7月的檢討報告中列載以下因素予政府考慮：

- Two statutory adjustment factors (i.e. monthly employment earnings statistical data)

兩項法定調整因素(即每月就業收入統計數據)

- Other relevant factors, in particular:

其他相關因素，特別是：

- **Min RI level: Statutory minimum wage**

最低有關入息水平：法定最低工資

(See Para 5.2.2 - 5.2.3 of Annex to Appendix to LC Paper CB(1)1291/10-11(01))

(見立法會CB(1)1291/10-11(01)號文件附錄的附件第5.2.2至5.2.3段)

- **Max RI level: Phased approach**

最高有關入息水平：分階段方法

(See Para 5.2.6 - 5.2.8 of Annex to Appendix to LC Paper CB(1)1291/10-11(01))

(見立法會CB(1)1291/10-11(01)號文件附錄的附件第5.2.6至5.2.8段)

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STATUTORY ADJUSTMENT MECHANISM



法定調整機制

I. Two statutory adjustment factors 兩項法定調整因素

Census and Statistics Department's General Household Survey
政府統計處的綜合住戶統計調查

- Min RI level: 50% of monthly median employment earnings
最低有關入息水平：每月就業收入中位數的50%之數
- Max RI level: monthly employment earnings at 90th percentile of monthly employment earnings distribution
最高有關入息水平：每月就業收入分佈中第90個百分值的每月就業收入

II. Other factors 其他相關因素

- May consider other relevant factors
可考慮其他相關因素

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BACKGROUND 背景



Current levels

現行水平

- Min RI level: **\$5,000** per month / **\$60,000** per year
最低有關入息水平: 每月**\$5,000** / 每年**\$60,000**
- Max RI level: **\$20,000** per month / **\$240,000** per year
最高有關入息水平: 每月**\$20,000** / 每年**\$240,000**

Monthly Relevant Income 每月有關入息	Employer Contribution 僱主供款	Employee Contribution 僱員供款	SEP Contribution 自僱人士供款
<\$5,000	5%	\$0	\$0
≥\$5,000 - <\$20,000	5%	5%	5%
≥\$20,000	5% x \$20,000	5% x \$20,000	5% x \$20,000

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PREVIOUS REVIEWS 過往的檢討



- Dec 2000: Commencement of MPF System
2000年12月：強積金制度開始實施

Min/ Max RI levels = \$4,000 / \$20,000

最低 / 最高有關入息水平 = \$4,000 / \$20,000

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PREVIOUS REVIEWS 過往的檢討



- July 2002: MPFS (Amendment) (No.2) Ordinance 2002
2002年7月:《2002年強制性公積金計劃(修訂)(第2號)條例》

Min RI level 最低有關入息水平

- 50% of monthly median employment earnings = \$5,000
每月就業收入中位數的50%之數 = \$5,000
→ **Adjusted from \$4,000 to \$5,000**
由 \$4,000 調整至 \$5,000

Max RI level 最高有關入息水平

- 90th percentile of monthly employment earnings = \$30,000
第90個百分值的每月就業收入 = \$30,000
- Other relevant factors : Economic difficulties
其他相關因素 : 經濟環境欠佳
→ **Maintained at \$20,000**
維持在 \$20,000

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PREVIOUS REVIEWS 過往的檢討



- July 2006 : MPFA completed 1st statutory review
2006年7月 : 積金局完成首次法定檢討

Min RI level 最低有關入息水平

- 50% of monthly median employment earnings = \$5,000
每月就業收入中位數的50%之數 = \$5,000
→ **Suggested maintaining level at \$5,000**
表示可維持在 \$5,000 水平

Max RI level 最高有關入息水平

- 90th percentile of monthly employment earnings = \$30,000
第90個百分值的每月就業收入 = \$30,000
→ **Suggested increasing level from \$20,000 to \$30,000**
表示可由 \$20,000 增加至 \$30,000

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PREVIOUS REVIEWS 過往的檢討

- July 2006: MPFA completed 1st statutory review (cont'd)
2006年7月：積金局完成首次法定檢討(續)
 - Recommendations presented to LegCo Panel on Financial Affairs in January 2007
建議於2007年1月提交立法會財經事務委員會
 - Deputations invited to express views in February 2007
相關界別代表獲邀於2007年2月提出意見
- *Government did not pursue change to the two levels, having taken into account diverse views and relevant factors*
政府在考慮各界別的不同意見及相關因素後，沒有就兩個水平作出調整

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CURRENT REVIEW 今次檢討

- July 2010: MPFA completed 2nd statutory review
2010年7月：積金局完成第二次法定檢討
- Two Statutory Adjustment Factors**
兩項法定調整因素
- Min RI level - 50% of monthly median employment earnings
最低有關入息水平 - 每月就業收入中位數的50%之數
- Review findings in July 2010 (Q1/2010): \$5,250
2010年7月檢討結果(2010年第一季): \$5,250
→ *May adjust from \$5,000 to **\$5,250***
可由 \$5,000 調整至 \$5,250

Update 更新資料

- Current data (Q3/2010): \$5,500
現行數據(2010年第三季): \$5,500
- *May adjust from \$5,000 to **\$5,500***
可由 \$5,000 調整至 \$5,500

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IMPACT ON EEs & SEPs 對僱員及自僱人士的影響



Adjust min RI level from \$5,000 to \$5,500

最低有關入息水平由 \$5,000 調整至 \$5,500

EEs/ SEPs monthly earnings 僱員/自僱人士每月收入	\$5,001 - <\$5,500	
	EEs 僱員	SEPs 自僱人士
No. of EEs/ SEPs 僱員/自僱人士數目 (% of total EEs/ total SEPs) (佔總僱員/總自僱人士的百分比)	75 800 (3%)	7 600 (2%)
Average Income 平均入息	\$5,200	\$5,100
Decrease in average monthly contributions 平均每月供款減幅	260 (-50%)	255 (-100%)
Decrease in total monthly contributions 每月供款總額減幅	\$20 million \$2千萬	\$ 2 million \$ 2百萬
Decrease in accrued benefits upon retirement per member 每名成員退休時的累算權益減幅	\$221,000 (-50%)	\$217,000 (-100%)

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CURRENT REVIEW 今次檢討



- July 2010: MPFA completed 2nd statutory review (cont'd)
2010年7月：積金局完成第二次法定檢討(續)

Two Statutory Adjustment Factors 兩項法定調整因素

Max RI level - 90th percentile of monthly employment earnings
最高有關入息水平 - 第90個百分值的每月就業收入

- Review findings in July 2010 (Q1/2010): \$30,000
2010年7月檢討結果(2010年第一季): \$30,000
→ May adjust from \$20,000 to **\$30,000**
可由 \$20,000 調整至 **\$30,000**

Update 更新資料

- Current data (Q3/2010): \$30,000
現行數據(2010年第三季): \$30,000
→ May adjust from \$20,000 to **\$30,000**
可由 \$20,000 調整至 **\$30,000**

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IMPACT ON ERs, EEs & SEPs

對僱主、僱員及自僱人士的影響



Adjust max RI level from \$20,000 to \$30,000

最高有關入息水平由 \$20,000 調整至 \$30,000

EEs/ SEPs monthly earnings 僱員/自僱人士每月收入	>\$20,000	
	EEs 僱員	SEPs 自僱人士
No. of EEs/ SEPs 僱員/自僱人士數目 (% of total EEs/ total SEPs) (佔總僱員/總自僱人士的百分比)	395 500 (17%)	80 500 (26%)
Average Income 平均入息	\$41,600	\$48,600
Increase in average monthly contributions 平均每月供款增幅	\$414 (ER/EE) \$414 (僱主/僱員) (+41.4%)	\$410 (+41%)
Increase in total monthly contributions 每月供款總額增幅	\$164 million (ER/EE) \$1.64億(僱主/僱員)	\$33 million \$3千3百萬
Increase in accrued benefits upon retirement per member 每名成員退休時的累算權益增幅	\$705,000 (+41.4%)	\$349,000 (+41%)

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CURRENT REVIEW 今次檢討



Other Relevant Factors 其他相關因素

Min RI level 最低有關入息水平

(A) Costs & efforts

成本與工作量

- Payroll & MPF administration systems amendments
修改支薪及強積金行政系統
- Extensive communication & education to ERs & EEs
向僱主和僱員進行大規模溝通和教育工作
- Costs & efforts vs benefits arising from increase of \$500
成本及工作量對比\$500增幅所帶來的效益

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CURRENT REVIEW 今次檢討



Other Relevant Factors 其他相關因素

Min RI level 最低有關入息水平

(B) Statutory minimum wage ("SMW")

法定最低工資

- Minimum Wage Bill (passed on 17 July 2010)
《最低工資條例草案》(於2010年7月獲得通過)
 - Modify employment contract 修訂僱傭合約
 - » Provide top-up wage payment
提供增補工資
 - » Ensure wage payment not less than SMW
確保獲支付工資不少於法定最低工資
 - » Applies to calculation of RI under the Ordinance
適用於計算《條例》之下的有關入息
- SMW at \$28 per hour (effective on 1 May 2011)
法定最低工資每小時\$28 (2011年5月1日生效)

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CURRENT REVIEW 今次檢討



Other Relevant Factors 其他相關因素

Min RI level 最低有關入息水平

(B) Statutory minimum wage ("SMW") (cont'd)

法定最低工資(續)

- Implications quite complex – raises questions about
影響略為複雜 - 引起問題關乎
 - » any necessary relationship between SMW and min RI
法定最低工資跟最低有關入息是否有任何必然關係
 - » if there is a necessary relationship, how to factor in working hours (SMW) vs monthly pay (min RI)
如兩者有必然關係，在釐訂月薪(最低有關入息)時，應如何將工時(法定最低工資)納入作為考慮因素
 - » whether some members might have lower take home pay after SMW less MPF contribution
部分成員在法定最低工資扣減強積金供款後，實收薪酬是否較以前減少

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CURRENT REVIEW 今次檢討



Other Relevant Factors 其他相關因素

Max RI level 最高有關入息水平

(A) Economic conditions

經濟狀況

- Vigorous revival from global financial crisis
經濟在全球金融危機後強勁復甦
- Improvement in economic indicators
經濟指標改善
- External trade outlook subject to headwinds
外貿前景存在變數
- Phased approach in adjusting max RI level
用分階段方法調整最高有關入息水平

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IMPACT ON ERs & EEs 對僱主及僱員的影響



Adjust max RI level from \$20,000 to \$30,000
最高有關入息水平由 \$20,000 調整至 \$30,000

	Additional ER/EE monthly contributions 僱主/僱員額外每月供款		
	One-off adjustment 一次過調整	2-phase adjustment 分2階段調整 2012:\$20,000=>\$25,000 2014:\$25,000=>\$30,000	4-phase adjustment 分4階段調整 2012:\$20,000=>\$22,500 2013:\$22,500=>\$25,000 2014:\$25,000=>\$27,500 2015:\$27,500=>\$30,000
2012	\$164 million \$1.64億	\$92 million \$9千2百萬	\$48 million \$4千8百萬
2013	\$164 million \$1.64億	\$92 million \$9千2百萬	\$92 million \$9千2百萬
2014	\$164 million \$1.64億	\$164 million \$1.64億	\$130 million \$1.3億
2015	\$164 million \$1.64億	\$164 million \$1.64億	\$164 million \$1.64億
Increase in accrued benefits upon retirement per member 每名成員退 休時的累算權益增幅	\$705,000	\$667,000	\$647,000

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IMPACT ON SEPs 對自僱人士的影響



Adjust max RI level from \$20,000 to \$30,000
最高有關入息水平由 \$20,000 調整至 \$30,000

	Additional SEP monthly contributions 自僱人士額外每月供款		
	One-off adjustment 一次過調整	2-phase adjustment 分2階段調整 2012:\$20,000=>\$25,000 2014:\$25,000=>\$30,000	4-phase adjustment 分4階段調整 2012:\$20,000=>\$22,500 2013:\$22,500=>\$25,000 2014:\$25,000=>\$27,500 2015:\$27,500=>\$30,000
2012	\$33 million \$3千3百萬	\$18 million \$1千8百萬	\$10 million \$1千萬
2013	\$33 million \$3千3百萬	\$18 million \$1千8百萬	\$18 million \$1千8百萬
2014	\$33 million \$3千3百萬	\$33 million \$3千3百萬	\$26 million \$2千6百萬
2015	\$33 million \$3千3百萬	\$33 million \$3千3百萬	\$33 million \$3千3百萬
Increase in accrued benefits upon retirement per member 每名成員退休時的原算權益增幅	\$349,000	\$330,000	\$320,000

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CURRENT REVIEW 今次檢討



Other Relevant Factors 其他相關因素

Max RI level 最高有關入息水平

(B) Contribution situation of higher income earners
較高收入人士供款情況

EEs 僱員

	Total no. of EEs 僱員總數 (monthly earnings 月入 > \$20,000) : 602 300		
	MPF exempt persons 獲強積金豁免人士	EEs covered by MPF schemes 強積金計劃涵蓋的僱員 (\$20,001-\$30,000)	EE covered by MPF schemes 強積金計劃涵蓋的僱員 (>\$30,000)
No. of persons 人數	206 800	199 200	196 300
Increase in average monthly ER/EE contributions 僱主/僱員平均每月供款增幅	Not affected 不受影響	ER / EE contributions = \$330 僱主/僱員供款 = \$330	ER/EE contributions = \$500 僱主/僱員供款 = \$500

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CURRENT REVIEW 今次檢討



Other Relevant Factors 其他相關因素

Max RI level 最高有關入息水平

(B) Contribution situation of higher income earners (cont'd)
較高收入人士供款情況(續)

SEPs 自僱人士

	Total no. of SEPs 自僱人士總數 (monthly earnings 月入 > \$20,000) : 80 500	
	\$20,001 - \$30,000	>\$30,000
No. of persons 人數	44 600	35 900
Increase in average monthly SEP contributions 自僱人士平均 每月供款增幅	\$340	\$500

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CONSULTATION 諮詢



- Consultation: MPF Schemes Advisory Committee (11 May 2010)
Labour Advisory Board (5 July 2010)
諮詢: 強制性公積金計劃諮詢委員會(2010年5月11日)
勞工顧問委員會(2010年7月5日)
- Then prevailing monthly median employment earnings (Q4/2009 & Q1/2010): \$10,500
當時每月就業收入中位數(2009年第四季及2010年第一季度): \$5,250
→ Min RI level may be adjusted to \$5,250
→ 最低有關入息水平可調整至\$5,250
- Then prevailing 90th percentile of monthly employment earnings (Q4/2009 & Q1/2010): \$30,000
當時第90個百分值的每月就業收入(2009年第四季及2010年第一季度): \$30,000
→ Max RI level may be adjusted to \$30,000
→ 最高有關入息水平可調整至\$30,000

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CONSULTATION 諮詢



- Views of advisory bodies 諮詢團體意見
 - a. Min & max RI levels 最低及最高有關入息水平
 - Adjustment according to statutory adjustment mechanism
按法定調整機制進行調整
 - b. Min RI level 最低有關入息水平
 - Reference to SMW development
參考法定最低工資發展
 - Not necessarily pegged to SMW (different policy objective and calculation basis)
不一定與法定最低工資掛鈎(政策目標及計算基礎不同)
 - Costs outweigh benefits for slight adjustment
輕微調整成本超乎效益
 - Small increment unable to relieve financial hardship, should be adjusted to \$6,000
輕微增幅不能紓解經濟困難，應調整至\$6,000

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CONSULTATION 諮詢



- c. Max RI level 最高有關入息水平
 - Employers 僱主
 - SMW and increased max RI level → extra costs
法定最低工資及提高最高有關入息水平→額外成本
 - Increase of 50% for some → phased approach
對部份人士增幅為50% →分階段進行
 - Few high-paid employees in SME → limited impact
中小企高收入僱員數目不多→影響不大

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CONSULTATION 諮詢



c. Max RI level (cont'd) 最高有關入息水平(續)

- High-paid employees 高收入僱員
 - Extra contributions → reduction in other retirement benefits and lower investment flexibility
額外供款→減少其他退休福利及減低投資靈活性
 - No complaint about previous non-adjustment
對過往沒有調整並無不滿
 - Increase in employer contributions welcomed
歡迎僱主供款增加

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FINDINGS 檢討結果



Min RI level 最低有關入息水平

- Statutory adjustment factor: *from \$5,000 to \$5,500*
法定調整因素：由 \$5,000 調整至 \$5,500
- Adjustment generally supported but some suggested an increase beyond such level
普遍支持調整但部份建議調整超逾此水平

Max RI level 最高有關入息水平

- Statutory adjustment factor: *from \$20,000 to \$30,000*
法定調整因素：由 \$20,000 調整至 \$30,000
- Adjustment generally supported but some suggested a phased increase
普遍支持調整但部份建議分階段調高

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END
完