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8 July 2020

Clerk to Legislative Council Panel on Public Service  
Legislative Council Complex  
1 Legislative Council Road  
Central  
Hong Kong  
(Attn: Ms Maggie Chung)

Dear Ms Chung,

### **2020-21 Civil Service Pay Adjustment**


Thank you for your letter of 19 June 2020, enclosing the submissions from the Government Disciplined Services General Union and the Hong Kong Civil Servants General Union to the Chairman of the Legislative Council Panel on Public Service regarding the 2020-21 civil service pay adjustment. We set out our response to the matters raised in the submissions below.

The Chief Executive in Council (CE-in-Council) decided at the meeting on 2 June 2020 that the pay for civil servants in the upper, middle and lower salary bands and the directorate would be frozen with retrospective effect from 1 April 2020. As mentioned by the Secretary for the Civil Service in his letter to all civil servants on 2 June 2020, in arriving at this decision, the CE-in-Council has fully and thoroughly considered all the relevant factors under the established annual civil pay adjustment mechanism, including the net pay trend indicators (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; and civil service morale. For details of the 2020-21 pay adjustment, please refer to our Legislative Council Brief issued on 2 June 2020 ([https://www.csb.gov.hk/english/info/files/PayAdjustment2020\\_e.pdf](https://www.csb.gov.hk/english/info/files/PayAdjustment2020_e.pdf)).

The pay freeze for all civil servants this year may not fully meet the expectations of all colleagues in the civil service. Some colleagues may consider that freezing civil service pay this year when the three net PTIs and the headline Composite Consumer Price Index are in the positive is a disregard for the effect of inflation on the purchasing power of civil servants. However, we must also understand that the economic situation is austere in Hong Kong and the Government is under heavy financial pressure. The CE-in-Council has fully considered and carefully balanced all the relevant factors before reaching the pay freeze decision under the established mechanism.

Yours sincerely,



(Benjamin Mok)

for Secretary for the Civil Service