

2025-26 Civil Service Pay Adjustment

- The Financial Secretary announced in the 2025-26 Budget that under the reinforced fiscal consolidation programme, the Government has put forward that the pay of executive authorities, including members of the civil service, be frozen in 2025-26. The arrangement of civil service pay freeze will take effect from 1 April 2025.
- 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. social welfare non-governmental organisations). These are matters between the concerned bodies as employers and their employees. Hence, the Government will not directly impose any pay adjustment applicable to the civil service on the subvented sector.
- It has been the practice that, following the civil service pay adjustment, the Government would adjust provisions for those subventions which included a factor of civil service pay adjustment. Having regard to the pay freeze for the civil service in 2025-26, **no such adjustment** will be made on the provisions for **2025-26** subventions. It would, however, be up to individual subvented bodies, as employers, to decide whether to adjust the salaries of their own employees and, if so, the rate of adjustment.

Subventions Section

Social Welfare Department

March 2025