

Tentative findings of 2026 Pay Trend Survey

The following is issued on behalf of the Pay Trend Survey Committee:

The Pay Survey and Research Unit of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service has compiled an initial draft of the 2026 Pay Trend Survey Report (PTS Report). The Unit has submitted the draft to the Pay Trend Survey Committee (PTSC) today (May 28).

The tentative survey findings indicate the following average pay adjustments in the surveyed companies over the 12-month period from April 2, 2025, to April 1, 2026:

Tentative Findings of the 2026 Pay Trend Survey (subject to examination)

		Basic Pay Indicator	+	Additional Pay Indicator	=	Gross Pay Trend Indicator
Lower Salary Band (below \$26,590 per month)	:	2.73%	+	-0.40%	=	2.33%
Middle Salary Band (\$26,590 - \$81,510 per month)	:	3.16%	+	0.51%	=	3.67%
Upper Salary Band (\$81,511 - \$163,905 per month)	:	3.29%	+	1.87%	=	5.16%

The PTSC will study the initial draft of PTS Report in detail and will meet on June 3 to examine and consider whether to validate the findings of the survey. After that, the PTSC will formally submit the survey findings to the Government.

The PTSC understands that, in accordance with the established practice, the Chief Executive in Council will take into account a basket of pertinent considerations (including the net pay trend indicators which are derived from the findings of the PTS) before making a decision on any 2026-27 civil service pay adjustment. The survey findings are tentative only, subject to validation and confirmation by the PTSC. The PTSC does not suggest to the

Government any recommended rates of adjustments to civil service salaries. Be they tentative or validated, the survey findings are not rates of adjustments to civil service salaries recommended by the PTSC.

The tentative survey findings reflect the pay trend in 104 companies covering 154 887 employees over the 12-month period from April 2, 2025, to April 1, 2026. Among these companies, there are 80 larger companies (employing 100 or more staff members) and 24 smaller companies (employing between 50 and 99 staff members).

The PTSC is chaired by Mr Laurence Li, SC, who is a member of the Standing Commission on Civil Service Salaries and Conditions of Service. Mr Li wishes to express the PTSC's sincere appreciation for the robust support and assistance rendered by the companies which participated in the 2026 PTS.

Ends/Thursday, May 28, 2026