

Attachment

The Government will deduct the civil service payroll cost of increments (PCIs) for each salary band from their respective “gross PTIs” to arrive at the “net PTIs”. In considering the 2019-20 civil service pay adjustment, the Chief Executive-in-Council also decided to put a cap on the PCIs to be deducted from the gross PTIs. Specifically, from the 2019-20 civil service pay adjustment onwards, the average PCIs from 1989-90 to 2019-20 for the upper, middle and lower salary bands which are 1.04%, 1.03% and 1.16% respectively, or the actual PCIs for the particular salary band for the year, whichever is the lower, will be adopted for deriving the “net PTI” for that salary band.

The average PCIs from 1989-90 to 2019-20 and the actual PCIs for the three salary bands for this year are tabulated below:

Salary band	Average PCIs from 1989-90 to 2019-20 ^{Note}	Actual PCIs for this year
Upper (monthly salary from \$73,776 to \$147,235)	1.04%	1.26%
Middle (monthly salary from \$24,070 to \$73,775)	1.03%	1.35%
Lower (monthly salary below \$24,070)	1.16%	2.30%

^{Note} PCI is expressed as a percentage of the total civil service salary expenditure of the respective salary band of that year.