

**Civil servants not granted an increment due to unsatisfactory performance
in the 2020-21 to 2022-23 financial years**

Bureau/department	Financial year 2020-21	Financial year 2021-22	Financial year 2022-23
Architectural Services Department	1	2	0
Buildings Department	1	1	0
Civil Aviation Department	0	1	0
Offices of the Chief Secretary for Administration and the Financial Secretary	1	0	0
Education Bureau	0	1	0
Electrical and Mechanical Services Department	0	1	0
Environmental Protection Department	0	0	1
Hong Kong Observatory	0	0	1
Hong Kong Police Force	1	0	0
Housing Department	0	0	4
Inland Revenue Department	0	1	0
Immigration Department	1	0	0
Intellectual Property Department	1	0	0
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	0	0	1
Judiciary	0	0	1
Labour Department	0	1	0
Lands Department	0	1	0

Bureau/department	Financial year 2020-21	Financial year 2021-22	Financial year 2022-23
Leisure and Cultural Services Department	1	1	0
Legal Aid Department	1	0	0
Office of the Communications Authority	1	0	0
Hongkong Post	2	0	0
Social Welfare Department	1	0	0
Transport Department	1	0	0
Treasury	1	0	0
Total	14	10	8

Rank (pay point (or equivalent))	Financial year 2020-21	Financial year 2021-22	Financial year 2022-23
Below Master Pay Scale (MPS) Point 14	5	4	4
MPS Point 14 - 33	8	5	2
MPS Point 34 or above	1	1	2
Directorate Pay Scale	0	0	0
Total	14	10	8