

**Level of cash remuneration for each tier of PAOs from 2015 to 2024
(With effect from 1 July every year)**

Year	2024	2023	2022¹	2019 to 2021²	2018	2017³	2015 and 2016
Percentage increase or decrease compared to previous year ⁴	+1.8%	+2%	+4.1%	+2.3%	+1.9%	+12%	-
Chief Secretary for Administration	\$417,330	\$409,950	\$401,950	\$385,950	\$377,250	\$370,200	\$330,565
Financial Secretary	\$403,215	\$396,100	\$388,350	\$372,900	\$364,500	\$357,700	\$319,385
Secretary for Justice	\$389,580	\$382,700	\$375,200	\$360,300	\$352,150	\$345,600	\$308,585
Deputy Secretaries of Department	\$382,990	\$376,200	\$368,850	-	-	-	-
Directors of Bureau (DoBs) and Director of Chief Executive Office	\$376,405	\$369,750	\$362,500	\$348,100	\$340,250	\$333,900	\$298,115
Deputy Directors of Bureau (DDoBs) ⁵	\$244,665 - \$282,305	\$240,350 - \$277,300	\$235,650 - \$271,900	\$226,250 - \$261,100	\$221,150 - \$255,200	\$217,050 - \$250,450	\$193,775 - \$223,585
Political Assistants (PAs)	\$131,740	\$129,400	\$126,900	\$121,850	\$119,100	\$116,850	\$104,340 – \$163,960 ⁶

¹ The Commission recommended that, with effect from 1 July 2022, cash remuneration for PAOs should be restored to the original levels, i.e. to adjust the cash remuneration in accordance with the accumulated movements of Consumer Price Index (CPI)(C) from 1 July 2019. The recommendation was accepted by the Chief Executive (CE) in Council in May 2022.

² A pay freeze was introduced to the then CE and all PAOs in 2020 and 2021.

³ The Finance Committee (FC) of the Legislative Council (LegCo) approved in 2017 a one-off increment of 12% on the cash remuneration of PAOs, and an annual adjustment in line with the change in the average annual CPI(C) thereafter.

⁴ The same percentage representing the change in the average annual CPI(C) is applied to PAOs of all tiers in the annual adjustment of their cash remuneration.

⁵ The LegCo FC approved in 2007 that the cash remuneration of DDoBs should be set at 65% to 75% of that for the DoBs.

⁶ The LegCo FC approved in 2007 that the cash remuneration of PAs should be set at 35% to 55% of that for the DoBs. Then, the Commission recommended a change in 2016 to cap the cash remuneration of each PA at 35% for the DoBs. The proposal was accepted by the CE in Council.