

Head 136 — PUBLIC SERVICE COMMISSION SECRETARIAT

Controlling officer: the Secretary, Public Service Commission will account for expenditure under this Head.

Estimate 2026–27 **\$42.0m**

Establishment ceiling 2026–27 (notional annual mid-point salary value) representing an estimated 33 non-directorate posts as at 31 March 2026 reducing by one post to 32 posts as at 31 March 2027.... **\$25.1m**

In addition, there will be an estimated one directorate post as at 31 March 2026 and 31 March 2027.

Controlling Officer's Report

Programmes

Secretariat services for the Public Service Commission

This programme contributes to Policy Area 26: Central Management of the Civil Service (Secretary for the Civil Service).

Detail

	2024–25 (Actual)	2025–26 (Original)	2025–26 (Revised)	2026–27 (Estimate)
Financial provision (\$m)	37.1	38.4	38.3 (–0.3%)	42.0 (+9.7%)
				(or +9.4% on 2025–26 Original)

Aim

2 The Public Service Commission Secretariat (the Secretariat) supports the Public Service Commission (the Commission) in discharging its responsibility to ensure that matters relating to appointments and promotions in the middle and senior ranks of the civil service, and discipline for virtually all ranks are processed in a proper and equitable manner, and to advise the Chief Executive on the recommendations received from the Government.

Brief Description

3 The Secretariat assists the Commission to examine submissions from the Government and give informed advice on issues relating to appointments, promotions, further employment, disciplinary cases and other associated subjects.

4 The key performance measures are set out below:

Targets

The key performance indicator of the Secretariat is its thoroughness in assisting the Commission to examine submissions from the Government and give informed advice on issues within the Commission's terms of reference. The effectiveness of the work of the Secretariat is also reflected in its substantial input to the reviews on policies and procedures undertaken by the Government in the light of the Commission's advice. The Commission's targets in tendering advice or responding upon receipt of recruitment, promotion, disciplinary and other submissions range from four to six weeks. Other submissions relating to large and complicated exercises may take a longer processing time.

	Target	2024 (Actual)	2025 (Actual)	2026 (Plan)
tendering advice or responding within four weeks upon receipt of recruitment submissions (%).....	100	100	100	100
tendering advice or responding within six weeks upon receipt of promotion, disciplinary and other submissions (%).....	100	100	100	100

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Indicators

	2024 (Actual)	2025 (Actual)	2026 (Estimate)
<i>no. of submissions received and advised by the Commission</i>			
recruitment/in-service appointments.....	140	119	140
promotions/acting appointments.....	732	706	730
appointment on agreement terms, extension of service and re-employment after retirement	34	24	30
disciplinary cases	53	48	55
other subjects.....	229	200	250

Matters Requiring Special Attention in 2026–27

- 5** In 2026–27, the Secretariat will continue to assist the Commission to:
- ensure that appointments, promotions and disciplinary cases are efficiently processed in a proper and equitable manner;
 - comment and make observations on various aspects of staff management practices and procedures;
 - offer advice to the Government on policy and procedures relating to appointment and discipline matters; and
 - advise the Government on the formulation of Human Resource Management policies and practices.

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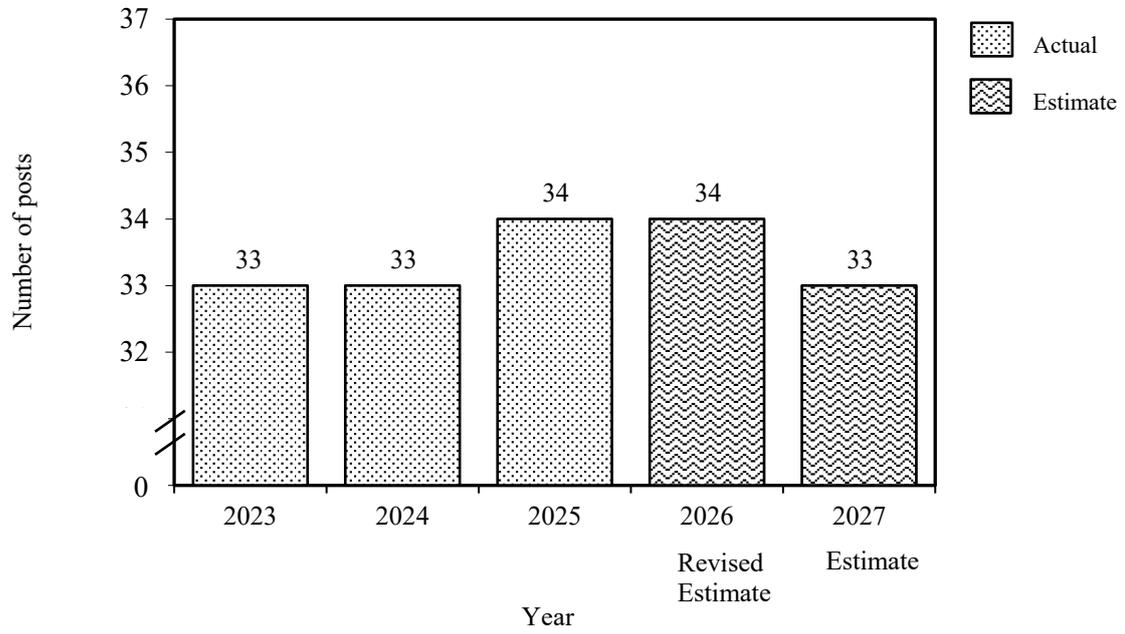
ANALYSIS OF FINANCIAL PROVISION

	2024-25 (Actual) (\$m)	2025-26 (Original) (\$m)	2025-26 (Revised) (\$m)	2026-27 (Estimate) (\$m)
Programme				
Secretariat services for the Public Service Commission.....	37.1	38.4	38.3 (-0.3%)	42.0 (+9.7%)
				(or +9.4% on 2025-26 Original)

Analysis of Financial and Staffing Provision

Provision for 2026-27 is \$3.7 million (9.7%) higher than the revised estimate for 2025-26. This is mainly due to staff changes, partly offset by a decrease of one post in 2026-27.

*Changes in the size of the establishment
(as at 31 March)*



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Sub-head (Code)	Actual expenditure 2024–25	Approved estimate 2025–26	Revised estimate 2025–26	Estimate 2026–27	
	\$'000	\$'000	\$'000	\$'000	
Operating Account					
Recurrent					
000	Operational expenses	37,124	38,420	38,295	42,037
	Total, Recurrent.....	37,124	38,420	38,295	42,037
	Total, Operating Account	37,124	38,420	38,295	42,037
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	Total Expenditure	37,124	38,420	38,295	42,037
		<u>37,124</u>	<u>38,420</u>	<u>38,295</u>	<u>42,037</u>

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Details of Expenditure by Subhead

The estimate of the amount required in 2026–27 for the salaries and expenses of the Public Service Commission Secretariat (the Secretariat) is \$42,037,000. This represents an increase of \$3,742,000 over the revised estimate for 2025–26 and \$4,913,000 over the actual expenditure in 2024–25.

Operating Account

Recurrent

2 Provision of \$42,037,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Secretariat.

3 The establishment as at 31 March 2026 will be 34 posts. It is expected that there will be a decrease of one post in 2026–27. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2026–27, but the notional annual mid-point salary value of all such posts must not exceed \$25,134,000.

4 An analysis of the financial provision under *Subhead 000 Operational expenses* is as follows:

	2024–25 (Actual) (\$'000)	2025–26 (Original) (\$'000)	2025–26 (Revised) (\$'000)	2026–27 (Estimate) (\$'000)
Personal Emoluments				
- Salaries.....	26,682	26,278	25,913	27,889
- Allowances.....	465	545	410	371
- Job-related allowances.....	—	2	1	2
Personnel Related Expenses				
- Mandatory Provident Fund contribution.....	20	16	17	10
- Civil Service Provident Fund contribution.....	2,132	2,176	2,269	2,438
Departmental Expenses				
- Remuneration for special appointments	3,944	4,049	4,048	5,736
- General departmental expenses	3,881	5,354	5,637	5,591
	37,124	38,420	38,295	42,037