

## Head 174 — JOINT SECRETARIAT FOR THE ADVISORY BODIES ON CIVIL SERVICE AND JUDICIAL SALARIES AND CONDITIONS OF SERVICE

**Controlling officer:** the Secretary General, Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service will account for expenditure under this Head.

**Estimate 2026–27** ..... **\$38.6m**

**Establishment ceiling 2026–27** (notional annual mid-point salary value) representing an estimated 27 non-directorate posts as at 31 March 2026 reducing by one post to 26 posts as at 31 March 2027.... **\$20.1m**

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

### Controlling Officer's Report

#### Programme

**Secretariat services for the following advisory bodies—**

- **Standing Commission on Civil Service Salaries and Conditions of Service**
- **Standing Committee on Disciplined Services Salaries and Conditions of Service**
- **Standing Committee on Directorate Salaries and Conditions of Service**
- **Standing Committee on Judicial Salaries and Conditions of Service**
- **Advisory Committee on Post-service Employment of Civil Servants**

This programme contributes to Policy Area 26: Central Management of the Civil Service (Secretary for the Civil Service) and Policy Area 27: Intra-Governmental Services (Director of Administration).

#### Detail

	2024–25 (Actual)	2025–26 (Original)	2025–26 (Revised)	<b>2026–27 (Estimate)</b>
Financial provision (\$m)	40.5	39.2	37.4 (–4.6%)	<b>38.6</b> (+3.2%)
				(or –1.5% on 2025–26 Original)

#### *Aim*

**2** The aim is to assist in maintaining efficient and stable civil and judicial services through the advice of the advisory bodies.

#### *Brief Description*

**3** The five advisory bodies advise the Chief Executive on the following:

- Standing Commission on Civil Service Salaries and Conditions of Service – matters relating to the pay and conditions of service of the non-directorate civil service;
- Standing Committee on Disciplined Services Salaries and Conditions of Service – matters relating to the pay and conditions of service of the disciplined services;
- Standing Committee on Directorate Salaries and Conditions of Service – matters relating to the pay and conditions of service of the directorate civil service;
- Standing Committee on Judicial Salaries and Conditions of Service – matters relating to the pay and conditions of service of judges and judicial officers; and
- Advisory Committee on Post-service Employment of Civil Servants – the principles and the criteria to be adopted in formulating policy and arrangements to control post-service employment, and applications for post-service outside work from directorate officers.

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**4** The four advisory bodies on civil service and judicial salaries and conditions of service take into consideration recommendations from the Government and views of the staff before tendering their advice to the Chief Executive. The Advisory Committee on Post-service Employment of Civil Servants takes into consideration assessment and views of parties within the Government before tendering its advice on applications to the decision-making authority.

**5** The effectiveness of the work of the four advisory bodies on civil service and judicial salaries and conditions of service is reflected in the part they play in the formulation of principles and practices governing the grades, ranks, salary structures and conditions of service of the civil and judicial services. The effectiveness of the work of the Advisory Committee on Post-service Employment of Civil Servants is reflected in the extent to which the advice tendered assists the decision-making authority in ensuring that the post-service outside work of directorate civil servants within the periods of restriction would not constitute conflict of interest with their former government duties, cause negative public perception or give rise to reasonable apprehension of deferred reward.

### ***Matters Requiring Special Attention in 2026–27***

**6** During 2026–27, the advisory bodies will continue to:

- tender advice to the Chief Executive on the civil service and judicial salaries and conditions of service;
- examine and tender advice to the Government on proposals and applications put to them by the Government on matters within their ambits; and
- conduct surveys, reviews and studies under mechanisms endorsed by the Government.

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**ANALYSIS OF FINANCIAL PROVISION**

	2024–25 (Actual) (\$m)	2025–26 (Original) (\$m)	2025–26 (Revised) (\$m)	2026–27 (Estimate) (\$m)
<b>Programme</b>				
Secretariat services for the following advisory bodies—				
• Standing Commission on Civil Service Salaries and Conditions of Service				
• Standing Committee on Disciplined Services Salaries and Conditions of Service				
• Standing Committee on Directorate Salaries and Conditions of Service				
• Standing Committee on Judicial Salaries and Conditions of Service				
• Advisory Committee on Post-service Employment of Civil Servants.....	40.5	39.2	37.4 (–4.6%)	38.6 (+3.2%)
				(or –1.5% on 2025–26 Original)

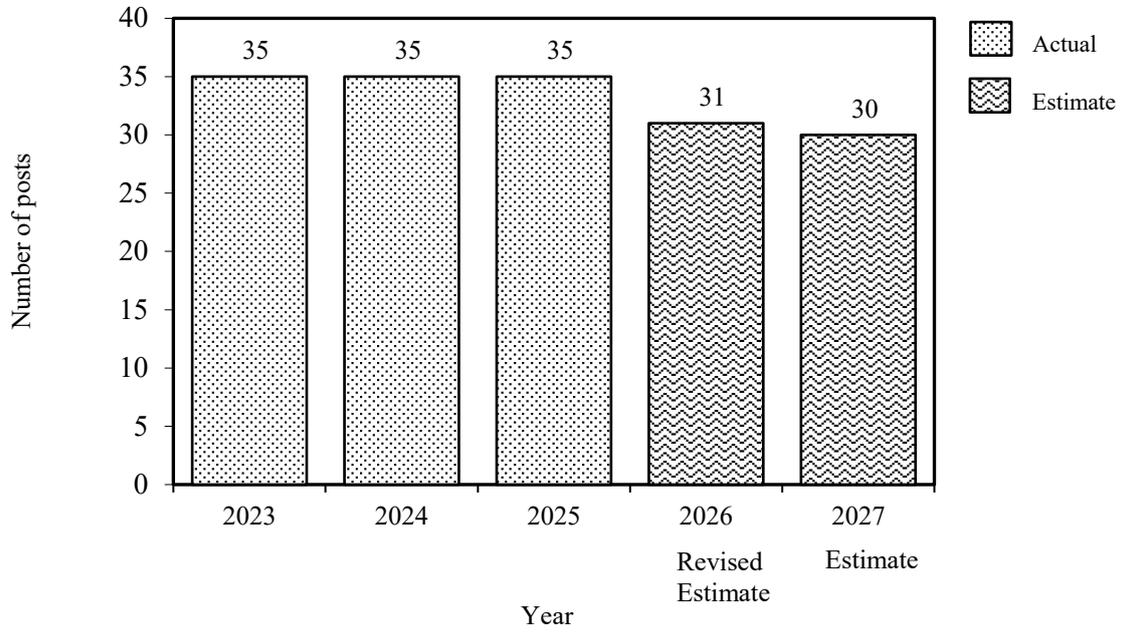
**Analysis of Financial and Staffing Provision**

Provision for 2026–27 is \$1.2 million (3.2%) higher than the revised estimate for 2025–26. This is mainly due to an increase in the provision for personal emoluments and personnel related expenses that arises from staff changes, partly offset by a decrease in the provision for general departmental expenses. There will be a net decrease of one post in 2026–27.

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*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	<b>Estimate 2026–27</b>	
	\$'000	\$'000	\$'000	<b>\$'000</b>	
<b>Operating Account</b>					
Recurrent					
000	Operational expenses .....	40,461	39,220	37,434	<b>38,619</b>
	Total, Recurrent.....	40,461	39,220	37,434	<b>38,619</b>
	Total, Operating Account .....	40,461	39,220	37,434	<b>38,619</b>
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	Total Expenditure .....	40,461	39,220	37,434	<b>38,619</b>
		<u>40,461</u>	<u>39,220</u>	<u>37,434</u>	<u><b>38,619</b></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 Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service (Joint Secretariat) is \$38,619,000. This represents an increase of \$1,185,000 over the revised estimate for 2025–26 and a decrease of \$1,842,000 against the actual expenditure in 2024–25.

#### *Operating Account*

##### Recurrent

2 Provision of \$38,619,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Joint Secretariat.

3 The establishment as at 31 March 2026 will be 31 posts. It is expected that there will be a net 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 \$20,120,000.

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)	<b>2026–27 (Estimate) (\$'000)</b>
Personal Emoluments				
- Salaries .....	32,812	30,057	29,579	<b>30,349</b>
- Allowances .....	424	1,203	510	<b>514</b>
Personnel Related Expenses				
- Mandatory Provident Fund contribution .....	21	12	12	<b>5</b>
- Civil Service Provident Fund contribution .....	2,040	2,116	1,501	<b>2,255</b>
Departmental Expenses				
- General departmental expenses .....	5,164	5,832	5,832	<b>5,496</b>
	40,461	39,220	37,434	<b>38,619</b>