

**Remuneration Package for the PAOs  
Serving in the Fourth-Term HKSARG (2012-2017)**

**(1) Cash Remuneration**

Rank	Monthly Remuneration		Annual Remuneration		Pay differential after implementing recommendation
	Amount approved by the LegCo FC as at 1.4.2012 (HK\$)	Recommended to take effect from 1 July 2012 (HK\$) *	Amount approved by the LegCo FC as at 1.4.2012 (HK\$)	Recommended to take effect from 1 July 2012 (HK\$)	
<b>CS</b>	330,565	<b>381,110</b>	3,966,780	<b>4,573,320</b>	<b>3.5% above FS</b>
<b>FS</b>	319,385	<b>368,220</b>	3,832,620	<b>4,418,640</b>	<b>3.5% above SJ</b>
<b>SJ</b>	308,585	<b>355,765</b>	3,703,020	<b>4,269,180</b>	<b>3.5% above DoBs</b>
<b>DCS</b>	-	<b>349,745</b>	-	<b>4,196,940</b>	<b>1.75% above DoBs</b>
<b>DFS</b>					
<b>DoBs</b>	298,115	<b>343,730</b>	3,577,380	<b>4,124,760</b>	-
<b>Director of the CE's Office</b>					
<b>Under Secretaries</b>	193,775 - 223,585	<b>240,615</b>	2,325,300 - 2,683,020	<b>2,887,380</b>	<b>70% of DoBs' pay</b>
<b>Political Assistants</b>	104,340 - 163,960	<b>100,000#</b>	1,252,080 - 1,967,520	<b>1,200,000#</b>	<b>30% of DoBs' pay</b>

\* Rounded up to the nearest \$5.

# the total remuneration for Political Assistants engaged by each of the Secretaries of Departments, Deputy Secretaries of Departments and DoBs (except the SJ and the Secretary for the Civil Service) should be capped at \$1.2 million per annum (or capped at \$100,000 per month).

**(2) Other Items**

In addition to cash remuneration, PAOs are eligible for –

- (a) annual leave of 22 days per annum, subject to a maximum accumulation limit of 22 days during their term of appointment. The leave balance accrued up to and including the end date of the appointment of PAOs can be encashed;
- (b) medical and dental benefits on the same basis as those provided to civil servants during the term of their employment;
- (c) Mandatory Provident Fund contribution by the Government;
- (d) use of a car and driver when in Hong Kong at his discretion for each of the Secretaries of Departments, Deputy Secretaries of Departments, and DoBs as well as for the Director of the Chief Executive's Office. Departmental transport for Under Secretaries is provided by relevant policy bureaux/offices from their internal resources; and
- (e) an official residence and an non-accountable entertainment allowance for each of the Secretaries of Departments.