

# Quick Poll on Civil Service Pay Freeze & Job Cuts

## 01

### BACKGROUND

Data Collection Period: 28 Feb - 11 Mar 2025

Participating Companies: 144



## 02

### PAY ADJUSTMENT

- Actual and budgeted pay adjustments implemented for 2025\*:

Pay increase	80%
Pay freeze	18%
Pay cut	2%



- In light of the Government's announcement of civil service pay freeze, how will **pay adjustment** for 2025 be affected?

- Consider modifying pay adjustment level	43%
Tend to lower pay adjustment level	18%
Tend to freeze pay	24%
- No change	34%
- Not sure yet	23%

## 03

### MANPOWER OUTLOOK

- Compared to 2024, the responding companies indicated that their **2025 manpower plans** will show a:

Headcount increase	23%
Headcount freeze	58%
Headcount cut	19%



- In light of the Government's announcement of the upcoming job cuts in civil service, how will **2025 manpower plan** be affected?

- Consider modifying manpower plan	31%
Tend to reduce headcount	15%
Tend to freeze headcount	16%
- No change	47%
- Not sure yet	22%

\*among companies that already implemented pay adjustment for 2025 and companies that had a budget for it