

Head 28 — CIVIL AVIATION DEPARTMENT

Controlling officer: the Director-General of Civil Aviation will account for expenditure under this Head.

Estimate 2025–26 **\$1,475.8m**

Establishment ceiling 2025–26 (notional annual mid-point salary value) representing an estimated 922 non-directorate posts as at 31 March 2025 reducing by 14 posts to 908 posts as at 31 March 2026..... **\$823.1m**

In addition, there will be an estimated 24 directorate posts as at 31 March 2025 reducing by one post to 23 posts as at 31 March 2026.

Controlling Officer's Report

Programmes

Programme (1) Flight Standards	This programme contributes to Policy Area 3: Air and Sea Communications and Logistics Development (Secretary for Transport and Logistics).
Programme (2) Airport Standards	This programme contributes to Policy Area 3: Air and Sea Communications and Logistics Development (Secretary for Transport and Logistics) and Policy Area 9: Internal Security (Secretary for Security).
Programme (3) Air Traffic Management Programme (4) Air Traffic Engineering Services	These programmes contribute to Policy Area 3: Air and Sea Communications and Logistics Development (Secretary for Transport and Logistics).
Programme (5) Air Services and Safety Management	
Programme (6) Air Passenger Departure Tax Administration	This programme contributes to Policy Area 25: Revenue Collection and Financial Control (Secretary for Financial Services and the Treasury).

Detail

Programme (1): Flight Standards

	2023–24 (Actual)	2024–25 (Original)	2024–25 (Revised)	2025–26 (Estimate)
Financial provision (\$m)	136.7	150.8	141.7 (–6.0%)	165.3 (+16.7%)
				(or +9.6% on 2024–25 Original)

Aim

2 The aim is to set and enforce flight and airworthiness standards in compliance with international civil aviation safety requirements, and to keep the relevant legislation and operational requirements up-to-date.

Brief Description

3 The Flight Standards and Airworthiness Division of the Department is responsible for regulating the operational safety and airworthiness of aircraft registered in Hong Kong, and other matters related to flight safety. The work involves:

- monitoring and inspecting Hong Kong air operators in respect of flight operations policy and standards, flight crew training and aircraft maintenance standards;
- maintaining the Hong Kong Civil Aircraft Register;
- issuing certificates of airworthiness;
- approving flight simulators;
- approving maintenance organisations;
- approving design and production organisations for aircraft and related products/parts;
- approving maintenance training organisations;

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- approving flying training organisations which provide commercial pilot training courses;
- conducting surveillance and certification validation of foreign air operators;
- conducting examinations and issuing licences for flight crew and maintenance engineers, reviewing the licensing policy and requirements, and granting authority for suitable persons as authorised examiners;
- issuing medical certificates to flight crew and air traffic controllers;
- monitoring compliance with the Mandatory Occurrence Reporting Scheme and carrying out safety analysis on reportable occurrences;
- overseeing the compliance of Flight Time Limitations Schemes by Hong Kong air operators; and
- monitoring the implementation of the Quality Management System and Safety Management System by Hong Kong air operators and maintenance organisations.

4 The Flight Standards and Airworthiness Division inspects the operational and training activities of Hong Kong air operators regularly throughout the year to ensure that they maintain high safety and operational standards.

5 The key performance measures are:

Targets

	Target	2023 (Actual)	2024 (Actual)	2025 (Plan)
issue of air operator's certificates (working days)	60	60	60	60
issue of aircraft certificates of registration (working days).....	3	3	3	3
issue of aircraft maintenance licences (working days)	6	6	6	6
issue of professional pilot licences (working days).....	3.5	3.5	3.5	3.5
approval of aircraft maintenance organisations (working days).....	60	60	60	60
approval of flying training organisations (working days).....	60	60	60	60
approval of maintenance training organisations (working days).....	60	60	60	60
flight operations and cabin safety inspections	130	134	120	130
inspections of operations and maintenance services at Hong Kong air operators' outstations.....	45	45	45	45
inspections of overseas maintenance facilities	25	25	25	25
inspections of local maintenance organisations	55	55	55	55
inspections of maintenance training organisations	5	5	5	5

Indicators

	2023 (Actual)	2024 (Actual)	2025 (Estimate)
aircraft registered on the Hong Kong Civil Aircraft Register	316	326	360 [◇]
air operator's certificate holders.....	7	7	7
local flight crew examination papers processed.....	5 810	10 031 ^α	5 300^α
overseas flight crew examination papers processed.....	2 831	1 575 [#]	600[#]
aircraft maintenance licence examination papers processed	1 196	1 061	1 050
medical certificates processed.....	4 556	5 258 ^Λ	5 200^Λ
flight crew and aircraft maintenance licences processed	3 840	6 112 ^v	5 550^v

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	2023 (Actual)	2024 (Actual)	2025 (Estimate)
approval/renewal of approved flight simulators	29	31	30
approval of authorised examiners/approved persons	215	256	235

- ◇ The increase in 2025 is due to the planned introduction of new aircraft type by Hong Kong air operators.
- α The increase in 2024 was due to the reactivation of pilot recruitment exercises by air operators to support the continuing air traffic growth. The figure is expected to decrease in 2025 due to the moderation of pilot recruitment exercises by air operators.
- # The decrease in 2024 was due to the gradual relocation of air operators' overseas ground training and examination centres to local institutions. The figure is expected to further decrease in 2025.
- Λ The increase in 2024 was due to the reactivation of pilot recruitment exercises by air operators to support the continuing air traffic growth. The figure is expected to maintain at a similar level in 2025.
- υ The increase in 2024 was due to increase in demand for licensed personnel to support the continuing air traffic growth. The figure is expected to decrease in 2025 due to the moderation of recruitment exercises for licensed personnel.

Matters Requiring Special Attention in 2025–26

6 During 2025–26, the Department will continue to:

- closely monitor the operational safety of Hong Kong air operators and airworthiness of aircraft registered in Hong Kong;
- closely monitor and facilitate the training activities of Hong Kong air operators and maintenance training organisations to support the continuing air traffic growth; and
- work with the Transport and Logistics Bureau (TLB) in taking forward initiatives in relation to the development of low-altitude economy, specifically the study on the regulatory regime applicable to larger-sized unmanned aircraft (i.e. those weighing over 25 kg).

Programme (2): Airport Standards

	2023–24 (Actual)	2024–25 (Original)	2024–25 (Revised)	2025–26 (Estimate)
Financial provision (\$m)	78.1	88.8	84.5 (–4.8%)	89.2 (+5.6%)
				(or +0.5% on 2024–25 Original)

Aim

7 The aim is to set and enforce aerodrome safety and aviation security standards, and to keep the related legislation up-to-date.

Brief Description

8 The Airport Standards Division of the Department is responsible for the licensing, regulation, inspection and monitoring of the safety and security standards of international aerodromes, including heliports, in Hong Kong. The work involves:

- establishing aerodrome licensing standards and issuing licences for aerodromes;
- establishing and maintaining a system for monitoring the performance of aerodrome licensees in the areas of aerodrome safety and aviation security;
- monitoring the safety procedures and practices in respect of the operation of the Hong Kong International Airport (HKIA);
- ensuring compliance with the Hong Kong Aviation Security Programme and provisions of the Aviation Security Ordinance (Cap. 494) and its subsidiary legislation;
- liaising with foreign and local authorities on matters relating to the handling and sharing of threat and security sensitive information for compliance with the Standards and Recommended Practices set by the International Civil Aviation Organization (ICAO);
- implementing audit and inspection plans to monitor the execution of security programmes by airport operators, airline operators, tenant restricted area operators, regulated agents and regulated air cargo screening facilities;
- enforcing the Hong Kong Airport (Control of Obstructions) Ordinance (Cap. 301) and its subsidiary legislation;

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- monitoring the carriage of dangerous goods by air through inspections, and keeping up-to-date and enforcing the Dangerous Goods (Consignment by Air) (Safety) Ordinance (Cap. 384) and its subsidiary legislation;
- enforcing the Air Navigation (Flight Prohibition) Order (Cap. 448E); and
- monitoring the demand for helicopter services and facilitating the operation of such services and heliport development in Hong Kong and the rest of the Guangdong-Hong Kong-Macao Greater Bay Area (Greater Bay Area).

9 The Airport Standards Division ensures that operations at HKIA comply with all relevant airport safety and aviation security standards through a number of measures. These include vetting and endorsing the airport safety procedures in accordance with the Aerodrome Manual, the Safety Management System Manual and the Emergency Procedures Manual as well as the security control measures stated in the security programmes of the airport and other operators, and inspecting the airport operational facilities and aviation security facilities.

10 The key performance measures are:

Targets

	Target	2023 (Actual)	2024 (Actual)	2025 (Plan)
audit relating to aerodrome				
licensing issues.....	14	14	14	14
audit of airport operators and airport tenants to ensure compliance with the requirements in the Hong Kong Aviation Security Programme.....	16	16	16	16
inspections of airport operators and operational facilities.....	160@	130	140	160
inspections of shippers, freight forwarders, airlines and ground handling agents in respect of their dangerous goods handling standards.....	100	100	100	100
inspections of operators in respect of their security programmes submitted under the Aviation Security Ordinance.....	100	100	100	100
inspections of all regulated agents and regulated air cargo screening facilities on the registers of regulated agents and regulated air cargo screening facilities once every two years (%).....	100	100	100	100
vetting building plans/development proposals and lighting proposals for compliance with airport height restrictions and other aviation safety requirements (working days per application).....	11	11	11	11
processing applications for exemption from height restrictions prescribed by orders made under the Hong Kong Airport (Control of Obstructions) Ordinance (working days per application).....	10	10	10	10
processing applications for registration as regulated agents and regulated air cargo screening facilities and the associated security programmes (working days per application).....	14	14	14	14
processing applications for carriage of dangerous goods and munitions by air (working days per application).....	11	11	11	11

@ The target is revised from 130 to 160 as from 2025 following HKIA's expansion into a Three-Runway System (3RS). The actual number of inspections in 2023 and 2024 met the original target of 130.

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Indicators

	2023 (Actual)	2024 (Actual)	2025 (Estimate)
applications for registration as regulated agents and regulated air cargo screening facilities	97	120	120
regulated agents and regulated air cargo screening facilities on the registers of regulated agents and regulated air cargo screening facilities	1 627	1 631	1 640
building plans/development proposals and lighting proposals submitted for assessment of compliance with airport height restrictions and other aviation safety requirements	564	515	520
applications for exemption from height restrictions prescribed by orders made under the Hong Kong Airport (Control of Obstructions) Ordinance	375	324 [^]	290 [^]

[^] The decrease in 2024 was mainly due to the completion of on-airport building developments in relation to the expansion of HKIA into a 3RS. The figure is expected to continue to decrease in 2025.

Matters Requiring Special Attention in 2025–26

11 During 2025–26, the Department will continue to:

- provide advice and guidance to the Airport Authority Hong Kong (AA) as well as conduct regulatory inspections/audits to ensure that HKIA meets the required aviation safety and security standards and satisfies all aerodrome licensing requirements;
- review and monitor the implementation of the Hong Kong Aviation Security Programme in the light of international standards and relevant considerations;
- provide advice and guidance to AA on the airfield enhancement in the expanded HKIA with 3RS to ensure that the planning, design, construction and transition are carried out in compliance with all aerodrome licensing requirements;
- vet building plans/development proposals to ensure compliance with airport height restrictions and their compatibility with the 3RS operations;
- introduce legislative amendment as necessary in relation to ICAO's latest requirements and implement enhanced control measures on safe carriage of dangerous goods by air; and
- take forward the initiative on the provision of cross-boundary helicopter services for the Greater Bay Area.

Programme (3): Air Traffic Management

	2023–24 (Actual)	2024–25 (Original)	2024–25 (Revised)	2025–26 (Estimate)
Financial provision (\$m)	565.9	639.4	593.3 (-7.2%)	645.1 (+8.7%)
				(or +0.9% on 2024–25 Original)

Aim

12 The aim is to maintain a safe, orderly and expeditious flow of air traffic within the Hong Kong Flight Information Region (HKFIR) through the provision of quality air navigation services and aeronautical information services, and to co-ordinate search and rescue operations in the event of aircraft accidents.

Brief Description

13 The Air Traffic Management Division of the Department is responsible for the provision of air traffic services for the safe and efficient operations of aircraft within HKFIR, which has a total area of 276 000 km² and extends over the South China Sea to some 370 km to the east and south-east of Hong Kong and 580 km to the south. It also provides quality telecommunication services for the Hong Kong aviation community and acts as an important node in the global aeronautical communication network. The work involves:

- providing positive control over all air traffic to ensure aviation safety;
- providing information essential for the safe and efficient conduct of flights;
- designing flight routes and aircraft arrival/departure procedures;

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- co-ordinating, in conjunction with AA, periodic review of the capacity of the runways to meet demand;
- alerting appropriate organisations regarding aircraft in need of search and rescue services and co-ordinating search and rescue missions;
- operating the Aeronautical Telecommunication Network (ATN) between Hong Kong and adjacent Flight Information Regions and providing aeronautical services to airlines and aviation partners as well as aeronautical broadcast services to aircraft;
- maintaining close liaison with civil aviation authorities of the Mainland and Macao to review and evaluate air traffic control (ATC) and flight procedures for airports in the Greater Bay Area;
- maintaining close liaison with AA and industry partners to improve the safety and efficiency of operations at HKIA;
- co-ordinating with neighbouring Area Control Centres (ACCs) in the implementation of updated ATC procedures;
- participating actively in ICAO's working group, task force and panel meetings in the areas of air traffic management and airspace capacity enhancement; and
- providing professional and technical training to all ATC staff to ensure that competence is maintained up to the highest possible standard.

14 The ATC systems at HKIA continue to operate smoothly with a high standard of safety and efficiency. The operating efficiency has been enhanced and the declared runway capacity has been increased to 69 movements per hour since March 2021.

15 The key performance measures are:

Target

	Target	2023 (Actual)	2024 (Actual)	2025 (Plan)
availability of ATN (%)	99.9	99.9	99.9	99.9

Indicators

	2023 (Actual)	2024 (Actual)	2025 (Estimate)
aircraft movements	277 467	364 041 Δ	404 000 Δ
aircraft transiting HKFIR	253 293	338 270 Δ	436 000 Δ
notices to airmen and aeronautical information publication supplements issued/received.....	1 060 556	1 144 653	1 237 000

Δ The increase in 2024 was mainly due to the continuing air traffic growth. The figure is expected to continue to rise in 2025.

Matters Requiring Special Attention in 2025–26

16 During 2025–26, the Department will:

- continue to improve the efficiency of air traffic management in order to further enhance the runway capacity of HKIA;
- continue to co-ordinate with neighbouring ACCs to rationalise and optimise the airspace design of the Greater Bay Area;
- refine air traffic operating procedures and improve ATC and air navigation services to enhance flight safety and capacity of HKFIR;
- continue to recruit and train more ATC staff to meet air traffic services demand and support the 3RS operations; and
- continue to implement the safety management system in accordance with ICAO's requirements to ensure that a high level of safety is maintained in the provision of air traffic services.

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Programme (4): Air Traffic Engineering Services

	2023–24 (Actual)	2024–25 (Original)	2024–25 (Revised)	2025–26 (Estimate)
Financial provision (\$m)	462.1	491.5	511.0 (+4.0%)	483.1 (–5.5%)
				(or –1.7% on 2024–25 Original)

Aim

17 The aim is to maintain the air navigation service equipment up to the highest standard, and to ensure the smooth and timely completion of engineering projects within budget.

Brief Description

18 The Air Traffic Engineering Services Division of the Department is responsible for the design, co-ordination, provision and maintenance of ATC systems, radar, navigational aids, communications equipment and information technology systems. The work involves:

- overseeing the enhancement and maintenance of ATC facilities and organising periodic flight calibration of equipment validation;
- designing, planning and implementing the provision, replacement and enhancement of communications, navigation and surveillance facilities;
- co-ordinating with works departments for the improvement works for on-airport and off-airport equipment stations;
- planning, studying, conducting trials and phased implementation of the satellite-based Communications, Navigation, Surveillance/Air Traffic Management (CNS/ATM) Systems in accordance with the ICAO’s Global Air Navigation Plan; and
- planning, implementing and enhancing information technology systems and establishing the cyber security policy for ATC systems and information and communications technology systems in line with the e-government objective and ICAO’s requirements.

19 The key performance measures are:

Targets

	Target	2023 (Actual)	2024 (Actual)	2025 (Plan)
electronic engineering projects completed on time and within budget (%)	98.0	99.5	99.5	98.0
availability of ATC equipment (%)	99.9	99.9	99.9	99.9

Indicator

	2023 (Actual)	2024 (Actual)	2025 (Estimate)
CNS/ATM trials and electronic engineering projects completed.....	10	10	10

Matters Requiring Special Attention in 2025–26

20 During 2025–26, the Department will:

- continue to enhance the maintenance programme for the existing radar, navigational aids and radio communication systems to upkeep their performance and to implement the replacement of these systems in phases;
- enhance the performance of the ATC systems and operational efficiency for provision of air traffic services by necessary system improvement work;
- conduct trials and plan for the phased implementation of various new satellite-based CNS/ATM technologies to support initiatives in improving airport and airspace capacities;

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- maintain and enhance air navigation service equipment to support the 3RS operations at HKIA; and
- work with TLB in taking forward initiatives in relation to the development of low-altitude economy, specifically the implementation of low-altitude economy regulatory sandbox pilot projects as well as the study and planning for low-altitude infrastructures.

Programme (5): Air Services and Safety Management

	2023–24 (Actual)	2024–25 (Original)	2024–25 (Revised)	2025–26 (Estimate)
Financial provision (\$m)	76.7	83.8	87.1 (+3.9%)	90.7 (+4.1%)
				(or +8.2% on 2024–25 Original)

Aim

21 The aim is to implement air services arrangements and aviation policy to enable air services to be operated to meet demand, to develop and implement safety policy to promote and enhance safety in the aviation system, to implement the small unmanned aircraft (SUA) regulatory regime, to set and enforce air navigation services standards in compliance with international civil aviation safety requirements, to regulate the air navigation services and operations and to provide schedule co-ordination and slot allocation services.

Brief Description

22 The Air Services and Safety Management Division of the Department is responsible for:

- facilitating the operation of scheduled services in accordance with air services agreements and arrangements;
- regulating non-scheduled air services and private non-revenue flights;
- regulating the operations of SUA in Hong Kong pursuant to the Small Unmanned Aircraft Order (Cap. 448G);
- providing information to the Air Transport Licensing Authority for consideration regarding applications by local airlines for licences to operate scheduled air services;
- providing information to TLB for air services negotiations;
- providing slot co-ordination services to airlines and other aircraft operators;
- monitoring the noise and flight tracks of aircraft operating to and from HKIA, and implementing the noise abatement programme;
- reviewing and, if necessary, proposing changes to civil aviation legislation;
- co-ordinating the Department's participation in the activities of international organisations, particularly ICAO and the Asia-Pacific Economic Cooperation (APEC);
- co-ordinating, in conjunction with AA, periodic review of air transport demand forecasts;
- co-ordinating the supply of air traffic statistics to international organisations;
- co-ordinating the implementation of ICAO's Universal Safety Oversight Audit Programme (USOAP) Continuous Monitoring Approach in Hong Kong and Hong Kong Aviation Safety Programme to ensure compliance with the applicable ICAO Annex 19 provisions;
- approving ATC training courses, issuing ATC licences and the associated ATC ratings and certificates; and
- co-ordinating the formulation of departmental training policy and the arrangement of training courses for departmental professional grade staff.

23 The key performance measures are:

Targets

	Target	2023 (Actual)	2024 (Actual)	2025 (Plan)
processing applications for non-scheduled air services permits (working days per application)	3	3	3	3
inspections of air navigation services operations/training/examination	28	28	28	28

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Indicators

	2023 (Actual)	2024 (Actual)	2025 (Estimate)
scheduled air services permits issued.....	140	147	150
non-scheduled air services permits issued	2 867	3 154	3 200
tariff filings processed.....	391	583	580
applications for schedule changes.....	9 209	10 727	10 700
notifications, returns, etc., to and from ICAO.....	579	482	480
notifications, returns, etc., to and from APEC	33	26	25
ATC licences, ratings and certificates issued.....	107	170 ^λ	230 ^λ
ATC ratings and certificates renewed.....	253	223 [‡]	230 [‡]

^λ The increase in 2024 was due to the increase in the issuance of certain ATC ratings and certificates necessary to support the 3RS operations at HKIA. The figure is expected to increase in 2025.

[‡] The decrease in 2024 was due to the periodic cycles of renewal of certain ATC ratings and certificates which are valid for multiple years. The figure is expected to maintain at a similar level in 2025.

Matters Requiring Special Attention in 2025–26

24 During 2025–26, the Department will continue to:

- monitor the development of ICAO’s initiatives in air transport and take necessary action to align our legal framework for regulating air transport and aviation safety with the latest ICAO’s standards and international practices;
- implement the risk-based regulatory regime for the operations of SUA in Hong Kong pursuant to the Small Unmanned Aircraft Order;
- work with TLB in taking forward initiatives in relation to the development of low-altitude economy, specifically the implementation of low-altitude economy regulatory sandbox pilot projects as well as the review of existing legislation and regulatory regime such as the Small Unmanned Aircraft Order;
- provide support to the negotiation and implementation of Hong Kong’s air services agreements and promote Hong Kong as an international and regional aviation hub;
- monitor the slot utilisation and slot performance of airlines and other aircraft operators;
- monitor aircraft noise and flight tracks, and implement the noise abatement programme;
- co-ordinate the implementation of ICAO’s USOAP Continuous Monitoring Approach in Hong Kong;
- implement the Hong Kong Aviation Safety Programme and the related ICAO Annex 19 provisions; and
- oversee the implementation of safety management initiatives for ensuring the safe provision of air navigation services in accordance with ICAO’s requirements.

Programme (6): Air Passenger Departure Tax Administration

	2023–24 (Actual)	2024–25 (Original)	2024–25 (Revised)	2025–26 (Estimate)
Financial provision (\$m)	2.3	2.4	2.4 (—)	2.4 (—)

(or same as
2024–25 Original)

Aim

25 The aim is to ensure effective administration of the Air Passenger Departure Tax (APDT) collection pursuant to the Air Passenger Departure Tax Ordinance (Cap. 140).

Brief Description

26 The Revenue Section of the Finance Division of the Department is responsible for:

- monitoring airlines’ and helicopter companies’ compliance with their legal obligation to collect APDT from departing air passengers;

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- handling applications for refund/waiver of APDT in relation to exemptions prescribed under the Air Passenger Departure Tax Ordinance; and
- monitoring prompt banking of APDT collected by airlines and helicopter companies to Government’s accounts after deduction of charges payable to airlines, helicopter companies and other agents in connection with the collection of APDT.

27 The key performance measures are:

Target

	Target	2023 (Actual)	2024 (Actual) ^β	2025 (Plan)
applications for refund received by post/through online submission processed within 29 working days (%).....	99	99	99	99

Indicators

	2023 (Actual)	2024 (Actual) ^β	2025 (Estimate)
taxpayers	14 246 507	18 900 000 ^η	21 600 000 ^η
exemptions processed.....	6 025	11 000 ^η	12 000 ^η
amount of APDT collected (\$m).....	1,631.4	2,257.3 ^η	2,877.0 ^Ω

^β Provisional actual subject to adjustment.

^η The increase in 2024 was due to the continuing air traffic growth. The figure is expected to continue to increase in 2025.

^Ω The increase in the amount of APDT collected in 2025 is due to the increase in the number of taxpayers and the proposed increase of APDT to \$200 in the 2025–26 Budget, subject to the passage of the relevant legislation.

Matters Requiring Special Attention in 2025–26

28 During 2025–26, the Department will continue to monitor the collection and refund of APDT through checking regular returns on details of departing air passengers and aircraft departures submitted by airline operators and helicopter companies.

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ANALYSIS OF FINANCIAL PROVISION

	2023–24 (Actual) (\$m)	2024–25 (Original) (\$m)	2024–25 (Revised) (\$m)	2025–26 (Estimate) (\$m)
Programme				
(1) Flight Standards	136.7	150.8	141.7	165.3
(2) Airport Standards.....	78.1	88.8	84.5	89.2
(3) Air Traffic Management	565.9	639.4	593.3	645.1
(4) Air Traffic Engineering Services.....	462.1	491.5	511.0	483.1
(5) Air Services and Safety Management....	76.7	83.8	87.1	90.7
(6) Air Passenger Departure Tax Administration	2.3	2.4	2.4	2.4
	1,321.8	1,456.7	1,420.0 (–2.5%)	1,475.8 (+3.9%)
				(or +1.3% on 2024–25 Original)

Analysis of Financial and Staffing Provision

Programme (1)

Provision for 2025–26 is \$23.6 million (16.7%) higher than the revised estimate for 2024–25. This is mainly due to the increased provision for salary increment and filling of vacancies. There will be a net decrease of two posts in 2025–26.

Programme (2)

Provision for 2025–26 is \$4.7 million (5.6%) higher than the revised estimate for 2024–25. This is mainly due to the increased provision for salary increment and filling of vacancies, partly offset by the decreased provision for operating expenses. There will be a net decrease of four posts in 2025–26.

Programme (3)

Provision for 2025–26 is \$51.8 million (8.7%) higher than the revised estimate for 2024–25. This is mainly due to the increased provision for salary increment and filling of vacancies. There will be a net decrease of six posts in 2025–26.

Programme (4)

Provision for 2025–26 is \$27.9 million (5.5%) lower than the revised estimate for 2024–25. This is mainly due to the decreased provision for operating expenses, replacement of ageing equipment and system and a net decrease of four posts in 2025–26, partly offset by the increased provision for salary increment and filling of vacancies.

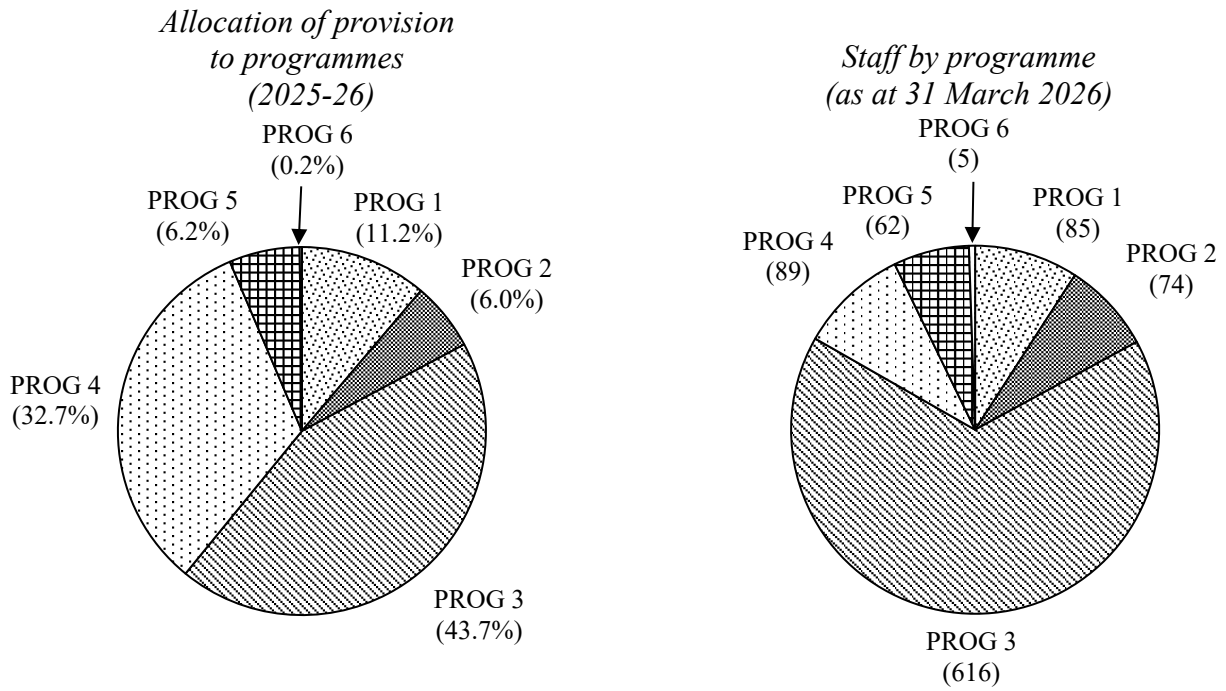
Programme (5)

Provision for 2025–26 is \$3.6 million (4.1%) higher than the revised estimate for 2024–25. This is mainly due to the increased provision for salary increment and filling of vacancies as well as a net increase of two posts in 2025–26, partly offset by the decreased provision for operating expenses.

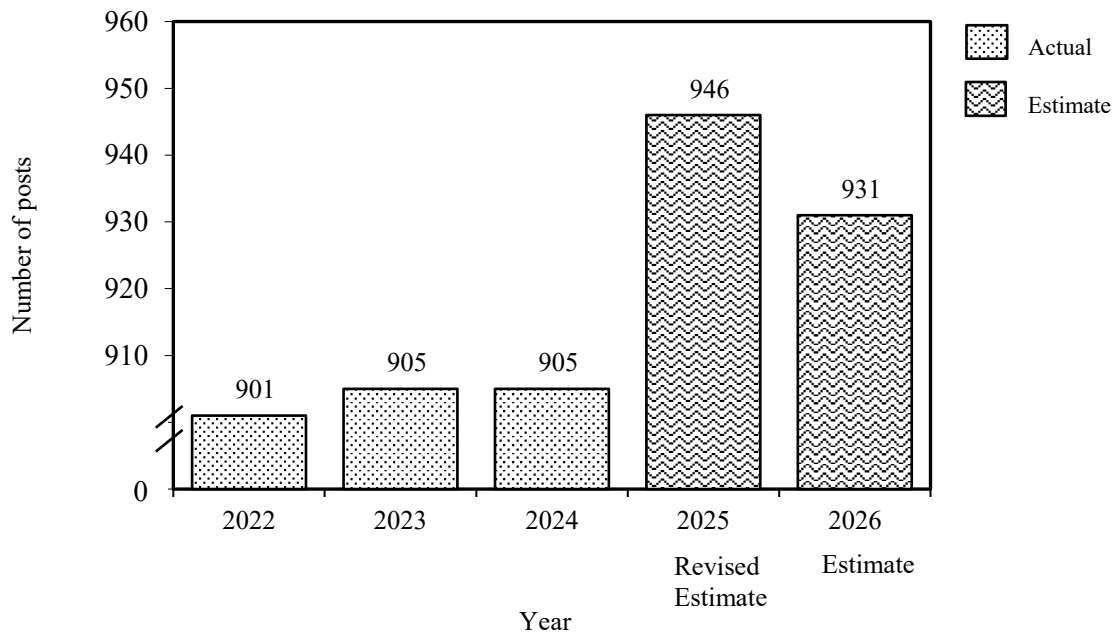
Programme (6)

Provision for 2025–26 is the same as the revised estimate for 2024–25. There will be a net decrease of one post in 2025–26.

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



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Sub-head (Code)	Actual expenditure 2023–24	Approved estimate 2024–25	Revised estimate 2024–25	Estimate 2025–26	
	\$'000	\$'000	\$'000	\$'000	
Operating Account					
Recurrent					
000	Operational expenses	1,311,474	1,443,211	1,407,064	1,463,577
170	Airport insurance	3,907	4,500	3,900	4,400
	Total, Recurrent.....	1,315,381	1,447,711	1,410,964	1,467,977
	Total, Operating Account	1,315,381	1,447,711	1,410,964	1,467,977
Capital Account					
Plant, Equipment and Works					
661	Minor plant, vehicles and equipment (block vote).....	6,465	9,036	9,036	7,787
	Total, Plant, Equipment and Works.....	6,465	9,036	9,036	7,787
	Total, Capital Account.....	6,465	9,036	9,036	7,787
	Total Expenditure	1,321,846	1,456,747	1,420,000	1,475,764

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Details of Expenditure by Subhead

The estimate of the amount required in 2025–26 for the salaries and expenses of the Civil Aviation Department is \$1,475,764,000. This represents an increase of \$55,764,000 over the revised estimate for 2024–25 and \$153,918,000 over the actual expenditure in 2023–24.

Operating Account

Recurrent

2 Provision of \$1,463,577,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Civil Aviation Department.

3 The establishment as at 31 March 2025 will be 946 posts. It is expected that there will be a net decrease of 15 posts in 2025–26. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2025–26, but the notional annual mid-point salary value of all such posts must not exceed \$823,096,000.

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

	2023–24 (Actual) (\$'000)	2024–25 (Original) (\$'000)	2024–25 (Revised) (\$'000)	2025–26 (Estimate) (\$'000)
Personal Emoluments				
- Salaries	692,897	795,245	722,365	806,232
- Allowances	12,977	12,412	17,562	13,870
- Job-related allowances.....	1,945	2,198	1,476	2,272
Personnel Related Expenses				
- Rent allowance	—	190	60	—
- Mandatory Provident Fund contribution	2,226	3,253	2,157	2,511
- Civil Service Provident Fund contribution	58,565	66,054	64,307	72,476
- Disturbance allowance.....	62	—	—	52
Departmental Expenses				
- General departmental expenses	542,802	563,859	599,137	566,164
	1,311,474	1,443,211	1,407,064	1,463,577

5 Provision of \$4,400,000 under *Subhead 170 Airport insurance* is for the purchase of insurance against financial liabilities which the Government might incur for provision of air traffic services for the Hong Kong International Airport. The increase of \$500,000 (12.8%) over the revised estimate for 2024–25 is to cater for an increase in premium due to the projected increase in air traffic.

Capital Account

Plant, Equipment and Works

6 Provision of \$7,787,000 under *Subhead 661 Minor plant, vehicles and equipment (block vote)* represents a decrease of \$1,249,000 (13.8%) against the revised estimate for 2024–25. This is mainly due to the decreased requirement for replacement of ageing equipment and system.