

強積金「對沖」機制 取消後的關鍵影響與應對



引言



2025年5月1日，香港正式取消強積金（MPF）與長期服務金（LSP）及遣散費的「對沖」安排。這不僅是一項人力資源政策的調整，更是一場直接影響企業財務報表、盈利能力及合規風險的重大財務事件。本報告旨在闡明其核心影響，並為企業提供清晰的應對方向。

01



影響範圍與 核心受影響群體



進出口貿全港僱主受影響

此改革影響全港約**354,000**名註冊僱主。

歷史數據顯規模

改革前，每年有數以萬計的對沖個案（例如**73,000**宗長服金對沖，涉及**10.76**億港元），顯示了未來僱主須獨自承擔的潛在負債規模。

低流失率行業風險最高

員工自願流失率低的行業，意味著員工服務年期更長，積累的長服金潛在負債也更高。以下行業面臨最大風險：



公共行政
社會及個人服務業



進出口貿易及批發業



建造業



製造業

02



對財務報告 的重大影響



根據香港會計準則第19號（HKAS19），企業必須在財務報告中確認更高的長服金負債。

■ 資產負債表 ■ 損益表 ■ 資產負債表

資產負債表



長服金負債可能大幅增加 **400%**或更多，削弱企業的財務比率，可能影響貸款契約和投資者信心。

損益表



即使沒有員工離職，企業每年的員工福利開支也可能因長服金成本上升而增加 超過**27%**，直接侵蝕利潤。

實例說明



一位月薪**\$20,000**、服務滿**10**年的員工離職時，僱主的淨支付金額可能從約**\$13,000**飆升至超過**\$66,000**，增幅達**5**倍。

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不合規 的嚴重後果



未能按照HKAS19準確處理長服金負債，將面臨嚴重後果：



巨額罰款與刑事責任

公司及其董事可能因財務報表失實陳述面臨最高**\$100,000**罰款及最高**6**個月監禁。



會計及財務匯報局（AFRC）調查

監管機構有權介入對審計師及實體處以最高**\$1,000萬**的罰款。



聲譽損害

不準確的財務報告將打擊投資者及市場信心，可能導致股價下跌及融資困難。

04



**為何需要
專業估值專家？**



市面常見的人力資源或薪酬計算服務，無法滿足HKAS 19的複雜要求：



缺乏精算假設

無法納入關鍵假設，如員工流失率、死亡率、未來薪金增長及折現率。



無法預測未來

長服金是長期負債，需要對員工整個職業生涯的不確定事件進行統計預測。



合規風險高

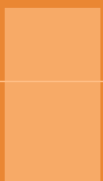
使用不恰當的方法或假設，會導致財務報表出現重大錯報，引發審計質疑和監管風險。

因此，強烈建議企業聘請具備精算資格的獨立估值專家進行評估，這是確保財務報告準確合規、管理風險的關鍵投資。

05



**我們的解決方案：
精算長服金計算機**



為應對這一複雜挑戰，我們推出了 精算長服金計算機 (lspcal.com)，提供一個自動化、合規且高效的解決方案。

平台優勢對比

	我們的精算長服金 計算平台	VS		傳統估值方法
由港幣\$1,800起 (全自動化)		成本	約\$20,000 - \$40,000 + (人手處理)	
最快2分鐘內 獲得結果		速度	平均需 2-3週	
經精算專家驗證 獲上市公司審計師認證		合規性	方法參差，合規風險高	
介面直觀 任何Excel用戶 5分鐘內即可掌握		易用性	需要專門知識，依賴外部顧問	

總結

強積金對沖取消，將長服金的財務負擔從強積金體系轉移回企業賬面，導致營運成本上升、盈利能力下降及財務狀況轉弱。企業必須立即採取行動，採用既符合法規又具成本效益的方案，以準確量化風險、確保合規，並保障財務健康。

獲取完整報告

本簡化版概述了核心要點。完整版報告 提供了更深入的專業分析，包括：

詳細的會計處理方法（兩種認可會計方案）

「預計單位計算法」的詳細應用步驟

關鍵參數（折現率、薪金增長、死亡率）的完整數據研究

對市場服務供應商的詳細比較分析

更多實例與具體的財務影響測算

立即行動，全面評估您的企業風險。

索取完整報告及試用我們的計算平台，請聯繫：admin@lspcal.com

詳細資訊請瀏覽：lspcal.com



Key Impacts and Solutions Following the MPF Offsetting Abolition



Introduction



The official abolition of the Mandatory Provident Fund (MPF) offsetting mechanism on 1 May 2025 is not just an HR policy change—it is a significant financial event that directly impacts corporate financial statements, profitability, and compliance risk. This report outlines the core implications and provides clear guidance for businesses.

Widespread Impact:

This reform affects all **354,000** registered employers in Hong Kong.

Historical Scale Hints at Future Liability

Pre-reform, there were tens of thousands of offsetting cases annually (e.g., **73,000** LSP claims amounting to HK\$**1,076 million**), indicating the scale of future employer liabilities.

High-Risk Industries

Sectors with low voluntary resignation rates have more stable, long-serving workforces, leading to higher accumulated LSP liabilities.

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Major Financial Reporting Implications



Under Hong Kong Accounting Standard 19 (HKAS 19), companies must now recognize a significantly larger LSP liability on their books.

■ **Balance Sheet** ■ **Income Statement** ■ **Illustrative Example**

Balance Sheet



LSP liabilities could increase by 400% or more, weakening key financial ratios and potentially affecting loan covenants and investor perception.

Income Statement



Annual employee benefit expenses could rise by over 27% due to higher LSP service costs, directly reducing net profit, even before any employee leaves.

Illustrative Example



For an employee with a HK\$20,000 monthly salary and 10 years of service, the employer's net payout upon termination could surge from ~HK\$13,000 to over HK\$66,000—a five-fold increase.

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Severe Consequences of Non-Compliance



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Scope of Impact & Key Affected Groups



Failure to account for LSP liabilities accurately in accordance with HKAS 19 carries severe repercussions:



Substantial Fines & Criminal Liability

Companies and directors could face fines up to HK\$100,000 and a maximum of 6 months' imprisonment for misleading statements in financial reports.



AFRC Intervention

The Accounting and Financial Reporting Council (AFRC) can investigate and impose fines of up to HK\$10 million.



Reputational Damage

Inaccurate reporting erodes investor and market confidence, potentially leading to a lower share price and financing difficulties.

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The Necessity of Independent Valuation Experts



Common HR or payroll calculators are insufficient for meeting the complex requirements of HKAS 19.



Lack of Actuarial Assumptions

They cannot incorporate key variables like employee turnover, mortality, future salary growth, and discount rates.



Inability to Forecast

LSP is a long-term liability that requires statistical forecasting of future events over an employee's career.



High Compliance Risk

Using inappropriate methods can lead to material misstatement, audit qualifications, and regulatory scrutiny.

Therefore, it is strongly recommended that companies engage independent valuation experts with actuarial qualifications. This is a crucial investment for ensuring accurate financial reporting and comprehensive risk management.

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Our Solution: The Actuarial LSP Calculator



To address this complex challenge, we introduce the Actuarial LSP Calculator (lspcal.com), an automated, compliant, and efficient solution.

Platform Advantages vs. Traditional Methods



Actuarial LSP Calculator

VS



Traditional LSP Valuation

Key Advantage & Savings

Starts from HKD 1,800 (fully automated). Achieved through strategic partnerships.	Actuarial Experts: ~HKD 40,000 Valuers: ~HKD 20,000 (Higher custom fees due to manual processes)	Saves 91% - 95.5% on initial cost versus traditional methods. A fraction of the price for superior, auditable quality.
Delivers results in under 2 minutes. Enables instant remeasurements for decision-making.	Manual process takes 2-3 weeks on average, plus additional time for auditor verification.	Saves over 99% of the time per valuation. What takes weeks is completed in minutes, accelerating financial closing.
Verified by actuarial experts; certified by listed company auditors. Ensures high credibility for audits and HKAS 19 compliance.	Often relies on non-actuarial, questionable methodologies, risking reassessments and compliance issues.	Eliminates 100% of the compliance risk associated with inadequate methodologies, protecting against audit qualifications.
Intuitive interface mastered in under 5 minutes by any Excel user. Includes video guides and HR system integration.	Complex calculations requiring specialized knowledge, often necessitating expensive external consultants.	Reduces dependency on external consultants by 100% for setup and ongoing use, empowering internal teams.
Fully automated workflow drastically reduces manual data entry and calculation effort. Streamlines the entire valuation process.	Highly manual and labor-intensive for finance teams, diverting resources from value-added tasks.	Cuts manual effort by over 80%, freeing up finance staff to focus on analysis and strategic planning.
Detailed, transparent reports with all parameters documented (e.g., PV of liabilities, service costs). Supports full annual disclosures.	Limited transparency; reports often lack full documentation, complicating compliance and increasing auditor queries.	Reduces auditor review time and queries by an estimated 50%, thanks to complete and transparent documentation.

Conclusion

The abolition of the MPF offsetting mechanism shifts a significant financial burden from the MPF system back onto corporate balance sheets, leading to higher operational costs, reduced profitability, and a weaker financial position. Companies must act now to adopt a compliant and cost-effective solution to accurately quantify this risk, ensure financial reporting integrity, and protect their financial health.

Get the Full Report

This simplified version covers the key highlights. The Full Version Report provides an in-depth professional analysis, including:

- Detailed accounting approaches (Two acceptable methods)**
- Step-by-step application of the "Projected Unit Credit Method"**
- Comprehensive data research on key parameters (Discount Rate, Salary Growth, Mortality)**
- Detailed comparison of market service providers**
- More case studies and specific financial impact calculations**

**Take action now to fully assess your company's exposure.
To request the Full Report and experience our calculator,
please contact: admin@lspcal.com
For more information, visit: lspcal.com**