

## **ITEM FOR FINANCE COMMITTEE**

### **2008-09 CIVIL SERVICE PAY ADJUSTMENT**

Members are invited to –

- (a) approve, with effect from 1 April 2008, an increase in pay –
  - (i) by 6.30% for civil servants on the directorate pay scales and in the upper salary band;
  - (ii) by 5.29% for civil servants in the middle and lower salary bands;
- (b) approve the same pay adjustments to Independent Commission Against Corruption staff;
- (c) approve the same pay adjustments to teaching and non-teaching staff of aided schools who are remunerated on the civil service pay scales; and those subvented sector staff who are paid according to the civil service pay scales;
- (d) approve corresponding adjustment to the subventions of those subvented organisations with funding price-adjusted on the basis of formulae including a factor of civil service pay adjustment;

/(e) .....

- (e) approve, with effect from 1 April 2008, an increase in pay for judges and judicial officers, ranging from 0.19% to 6.29%, to bring their pay to the same level as their respective civil service counterparts; and
- (f) note the financial implications of about \$6,818 million arising from items (a) to (e) above.

## **PROBLEM**

We need to determine the rates of civil service pay adjustment for 2008-09 in the light of the outcome of the 2008 Pay Trend Survey (PTS) covering the 12-month period from 2 April 2007 to 1 April 2008 and other relevant factors.

## **PROPOSAL**

- 2. We propose that –
  - (a) civil service pay be increased, with effect from 1 April 2008 –
    - (i) by 6.30% for directorate officers and officers in the upper salary band;
    - (ii) by 5.29% for officers in the middle and lower salary bands;
  - (b) the same pay increase be made for Independent Commission Against Corruption (ICAC) staff;
  - (c) the same pay adjustment be made for teaching and non-teaching staff of aided schools who are remunerated on the civil service pay scales and those subvented sector staff who are paid according to the civil service pay scales;
  - (d) corresponding adjustment be made to the subventions of those subvented organisations with funding price-adjusted on the basis of formulae including a factor of civil service pay adjustment; and

/(e) .....

- (e) the pay for judges and judicial officers (JJOs) be increased, with effect from 1 April 2008, to a level that will bring their pay, in dollar terms, on par with that of their civil service counterparts. This will correspond to a pay increase of 6.25% to 6.29% for JJOs equivalent to or above D3; and a pay increase of 0.19% to 0.24% for JJOs below D3.

Encl. 3. Following the above, the revised civil service pay scales, ICAC pay scale and Judicial Service Pay Scale are set out at Enclosure.

## JUSTIFICATION

### Civil Service Pay Adjustment

#### *Civil service pay policy*

4. The Government's policy is to offer remuneration sufficient to attract, retain and motivate staff of a suitable calibre to provide the public with an effective and efficient service; and such remuneration is to be regarded as fair by both civil servants and the public they serve. For the latter, the Government accepts that broad comparability with the private sector should be an important factor in setting civil service pay.

5. Under the improved civil service pay adjustment mechanism, civil service pay is checked against the prevailing market situation on a regular basis through three different kinds of surveys, namely (i) a PTS every year to ascertain the year-on-year pay adjustment movements in the private sector; (ii) a starting salaries survey every three years to compare civil service starting salaries with those of the private sector requiring similar academic qualifications and/or experiences; and (iii) a pay level survey (PLS) every six years to ascertain whether civil service pay is broadly comparable with private sector pay.

#### *The annual pay adjustment mechanism*

6. Starting from last year, with the agreement of the staff sides and the Chief Executive(CE)-in-Council, the annual PTS collects pay adjustment data from both larger (i.e. with 100 or more employees) and smaller (i.e. with 50-99 employees) companies, which are assigned a 75% and 25% weighting respectively. The data collected are collated under three salary bands according to the basic pay levels of the surveyed employees. For each salary band, a gross pay trend indicator (PTI) is compiled through a two-stage process: firstly the pay

/adjustment .....

adjustment data for larger companies and those for smaller companies are consolidated separately on a simple weighted average basis, and secondly these two figures are combined to produce the gross PTI by applying a gross-up factor of 0.75 to the larger companies figure and another gross-up factor of 0.25 to the smaller companies figure. A net PTI is then compiled for each salary band by deducting the 2007-08 actual payroll cost of increments incurred for civil servants in that salary band from the relevant gross PTI.

7. Upon the completion of a PTS, the CE-in-Council's advice will be sought on the pay offers to be made to the staff sides of the four central consultative councils, having regard to six factors, namely the net PTIs, the state of the economy, changes in the cost of living, the Government's fiscal position, the pay claims of the staff sides, and the state of the civil service morale. If the pay offers advised by the CE-in-Council are different from the staff sides' pay claims, the staff sides are consulted again and the CE-in-Council will then make a final decision.

### *The results of the 2008 PTS*

8. The 2008 PTS, covering the 12-month period from 2 April 2007, has produced the following net PTIs in respect of the three salary bands<sup>1</sup> in the civil service –

<b>Salary Band</b>	<b>Gross PTI [A]</b>	<b>Payroll cost of increments [B]</b>	<b>Net PTI [A] minus [B]</b>
Upper	6.90%	0.60%	<b>6.30%</b>
Middle	5.87%	0.58%	<b>5.29%</b>
Lower	4.47%	0.57%	<b>3.90%</b>

*/Civil .....*

<sup>1</sup> The pay ranges of the three salary bands are –

- Upper : Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale 38 or equivalent, i.e. \$45,971 to \$91,765;
- Middle: From MPS 10 to 33 or equivalent, i.e. \$14,990 to \$45,970; and
- Lower : Below MPS 10 or equivalent, i.e. below \$14,990.

*Civil service pay adjustment rates*

9. After consideration of the results of the 2008 PTS, the staff sides' pay claims and other relevant factors as set out in paragraph 7 above, the CE-in-Council decided on 10 June 2008 that –

- (a) the pay for civil servants in the directorate and the upper salary band should be increased by 6.30%, i.e. equal to the net PTI for the upper salary band, with effect from 1 April 2008;
- (b) the pay for civil servants in the middle salary band should be increased by 5.29%, i.e. equal to the net PTI for the middle salary band, with effect from 1 April 2008; and
- (c) the pay for civil servants in the lower salary band should be increased by 5.29%, i.e. also equal to the net PTI for the middle salary band, by invoking the “bring-up” arrangement (i.e. align the pay adjustment for the lower salary band to the net PTI of the middle salary band if the net PTI for the lower salary band is less than that for the middle salary band), with effect from 1 April 2008.

10. The application of the “bring-up” arrangement for the lower salary band in 2008-09 does not imply that it will necessarily be applied in future years when the net PTI for the lower salary band is lower than that for the middle salary band. The CE-in-Council will continue to decide each year, having regard to all the relevant factors (set out in paragraph 7 above), what adjustments, if any, should be made for different groups of civil servants. In addition, should the next (or subsequent) PLS reveal a differential of more than plus/minus 5% in the pay (inclusive of any embedded “bring-up” portion) between a particular group of civil servants and their counterparts in the private sector, then the pay for the concerned civil servants would be adjusted according to the agreed mechanism.

**Adjustment to the Pay for ICAC Staff**

11. Although ICAC staff are not civil servants, the Government's policy is to extend the civil service pay adjustment to them. We accordingly propose that the civil service pay adjustment rates for 2008-09 should be applied to ICAC staff.

### **Adjustment to the Subvented Sector**

12. The teaching and certain non-teaching staff of aided schools are remunerated on the civil service pay scales. We accordingly propose that their pay should be adjusted in the same manner as their civil service counterparts.

13. For the non-school subvented sector, the Government is generally not involved in the determination of the pay or pay adjustment of staff working in subvented organisations. The pay and pay adjustment for these staff is a matter between them as employees and their employers which are the organisations that employ them. That said, it has been the established practice that following a civil service pay adjustment, the Government would make corresponding variations to the annual subventions for those organisations with funding price-adjusted on the basis of formulae including a factor of civil service pay adjustment. In general, the variations to the relevant parts of the annual subventions would be based on the weighted average of the pay adjustment for the civil service. This arrangement covers the majority of organisations receiving recurrent subventions from the Government, including the Hospital Authority, social welfare non-governmental organisations, institutions funded by the University Grants Committee, etc. In light of the (to be approved) civil service pay adjustment for 2008-09, we propose to provide to the relevant subvented organisations additional amounts of subventions, which will be generally calculated in accordance with the weighted average of pay increase for the civil service in 2008-09 (i.e. 5.59%). If this proposal is approved, we will inform these organisations that the additional subventions are intended for salary increase of their staff and encourage them to use the additional funding accordingly.

### **Judicial Service Pay Adjustment**

14. On 20 May 2008, the CE-in-Council decided, among others, that as an interim measure pending the establishment of the institutional framework for the determination of judicial remuneration, if the 2008-09 adjustment rate for the directorate and upper salary band civil servants results in civil service pay being higher than that of JJOs at comparable level(s), a pay adjustment for JJOs should be offered to bring their pay to the same level as their civil service counterparts in dollar terms. We accordingly propose that with effect from 1 April 2008, the pay for JJOs equivalent to or above D3 should be increased by 6.25% to 6.29%, and that for JJOs below D3 by 0.19% to 0.24%.

## FINANCIAL IMPLICATIONS

15. The annual financial implications for the civil service, ICAC, the subvented sector, JJOs and the Auxiliaries<sup>2</sup> arising from the proposed pay increase are as follows –

	<b>\$ million</b>
(a) Civil Service	3,105 <sup>3</sup>
(b) ICAC	28
(c) Subvented Organisations	3,665 <sup>4</sup>
(d) JJOs	10
(e) Auxiliaries	10
<b>Total</b>	<b>6,818</b>

16. We have not made provisions in the relevant Heads of Expenditure for the proposed pay adjustment in the 2008-09 Estimates. It is not possible to quantify at this stage the exact amount of supplementary provision needed under each Head of Expenditure. We estimate that the total supplementary provision required for the civil service, ICAC, the subvented sector, JJOs and the Auxiliaries would likely amount to \$6,818 million. We expect that the savings anticipated under various Heads of Expenditure together with the reserve set aside in the 2008-09 Estimates would be sufficient to cover the additional expenditure arising from the recommended pay adjustments for the year. Subject to Members' approval of the proposal, we shall approve under delegated authority the supplementary provision required under individual Heads of Expenditure.

## PUBLIC CONSULTATION

17. We briefed the Legislative Council Panel on Public Service on the 2008-09 civil service pay adjustment exercise at its meeting held on 16 June 2008.

### **/BACKGROUND .....**

<sup>2</sup> In keeping with established practice, we will make corresponding adjustment to the pay of members of the auxiliaries following the 2008-09 civil service pay adjustment. Such adjustment will be approved by the Secretary for Financial Services and the Treasury under delegated authority.

<sup>3</sup> The figure includes about \$365 million additional cost arising from pay adjustment for around 20 000 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$169 million in pension payments for those who retire in 2008-09.

<sup>4</sup> This figure has excluded the financial implications arising from pay adjustment for civil servants seconded to/working in subvented bodies, which have been incorporated under item (a) above.

**BACKGROUND**

18. The annual PTS is commissioned by the tripartite PTS Committee, comprising staff sides representatives, management representatives, and members of the Standing Commission on Civil Service Salaries and Conditions of Service (the Standing Commission) and the Standing Committee on Disciplined Services Salaries and Conditions of Service. The PTS Committee is chaired by a member of the Standing Commission. Under the supervision of the PTS Committee, the annual PTS is conducted by the Pay Survey and Research Unit of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service. The 2008 PTS collected pay adjustment data on 141 289 employees in 97 companies (made up of 72 large and 25 smaller companies) in the private sector.

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Civil Service Bureau  
Financial Services and the Treasury Bureau  
Administration Wing  
June 2008



## Directorate Pay Scale

Point	(As at 31.3.08) \$	(w.e.f. 1.4.08) \$
<b>10</b>	227,400	241,750
<b>9</b>	214,950	228,500
<b>8</b>	190,050	202,000
<b>7</b>	184,300	195,900
<b>6</b>	170,700	181,450
<b>5</b>	161,800	172,000
	(157,000)	(166,900)
<b>4</b>	152,350	161,950
	(142,250)	(151,200)
	(138,250)	(146,950)
<b>3</b>	134,250	142,700
	(122,600)	(130,300)
	(119,000)	(126,500)
<b>2</b>	115,450	122,700
	(103,200)	(109,700)
	(100,100)	(106,400)
<b>1</b>	97,250	103,400

Note: Figures in brackets represent increments.

**Directorate (Legal) Pay Scale**

<b>Point</b>	<b>(as at 31.3.08)</b> <b>\$</b>	<b>(w.e.f. 1.4.08)</b> <b>\$</b>
<b>7</b>	202,650	215,400
<b>6</b>	170,700	181,450
<b>5</b>	161,800	172,000
	(157,000)	(166,900)
<b>4</b>	152,350	161,950
	(142,250)	(151,200)
	(138,250)	(146,950)
<b>3</b>	134,250	142,700
	(122,600)	(130,300)
	(119,000)	(126,500)
<b>2</b>	115,450	122,700
	(103,200)	(109,700)
	(100,100)	(106,400)
<b>1</b>	97,250	103,400

Note: Figures in brackets represent increments.

### Master Pay Scale

<b>Point</b>	<b>(as at 31.3.08)</b>	<b>(w.e.f. 1.4.08)</b>
	<b>\$</b>	<b>\$</b>
49	87,225	92,720
48	84,200	89,505
47	81,275	86,395
46 (44B)	78,430	83,370
45 (44A)	75,715	80,485
44	73,070	77,675
43	70,525	74,970
42	67,620	71,880
41	64,830	68,915
40	62,145	66,060
39	59,580	63,335
38	56,945	60,535
37	54,445	57,875
36 (33C)	51,990	55,265
35 (33B)	49,685	52,815
34 (33A)	47,485	50,475
33	45,970	48,400
32	43,905	46,230
31	41,935	44,155
30	40,055	42,175
29	38,265	40,290
28	36,535	38,470
27	34,895	36,740
26	33,330	35,095
25	31,835	33,520
24	30,445	32,055
23	29,075	30,615
22	27,765	29,235
21	26,510	27,910
20	25,250	26,585
19	24,050	25,320
18	22,910	24,120
17	21,830	22,985
16	20,780	21,880
15	19,790	20,835
14	18,840	19,835
13	17,935	18,885
12	16,910	17,805

<b>11</b>	15,920	16,760
<b>10</b>	14,990	15,785
<b>9</b>	14,140	14,890
<b>8</b>	13,280	13,985
<b>7</b>	12,460	13,120
<b>6</b>	11,690	12,310
<b>5</b>	10,995	11,580
<b>4</b>	10,300	10,845
<b>3</b>	9,675	10,190
<b>2</b>	9,080	9,565
<b>1</b>	8,530	8,985
<b>0</b>	8,030	8,455

### Model Scale 1 Pay Scale

<b>Point</b>	<b>(as at 31.3.08)</b>	<b>(w.e.f. 1.4.08)</b>
	<b>\$</b>	<b>\$</b>
<b>13</b>	11,110	11,700
<b>12</b>	10,890	11,470
<b>11</b>	10,665	11,230
<b>10</b>	10,460	11,015
<b>9</b>	10,255	10,800
<b>8</b>	10,060	10,595
<b>7</b>	9,870	10,395
<b>6</b>	9,675	10,190
<b>5</b>	9,480	9,985
<b>4</b>	9,290	9,785
<b>3</b>	9,095	9,580
<b>2</b>	8,900	9,375
<b>1</b>	8,710	9,175
<b>0</b>	8,525	8,980

**General Disciplined Services (Commander) Pay Scale**

<b>Point</b>	<b>(as at 31.3.08)</b> <b>\$</b>	<b>(w.e.f. 1.4.08)</b> <b>\$</b>
<b>4</b>	170,700	181,450
	(142,250)	(151,200)
	(138,250)	(146,950)
<b>3</b>	134,250	142,700
	(122,600)	(130,300)
	(119,000)	(126,500)
<b>2</b>	115,450	122,700
	(106,450)	(113,150)
	(103,200)	(109,700)
<b>1</b>	100,100	106,400

Note: Figures in brackets represent increments.

**General Disciplined Services (Officer) Pay Scale**

<b>Point</b>	<b>(as at 31.3.08)</b>	<b>(w.e.f. 1.4.08)</b>
	<b>\$</b>	<b>\$</b>
<b>38</b>	91,765	97,545
<b>37</b>	88,210	93,765
<b>36</b>	84,660	89,995
<b>35</b>	81,495	86,630
<b>34</b>	78,475	83,420
<b>33</b>	75,665	80,430
<b>32</b>	73,025	77,625
<b>31</b>	70,410	74,845
<b>30</b>	67,860	72,135
<b>29</b>	65,420	69,540
<b>28</b>	63,015	66,985
<b>27</b>	60,755	64,585
<b>26</b>	58,535	62,225
<b>25</b>	56,335	59,885
<b>24</b>	54,345	57,770
<b>23</b>	52,375	55,675
<b>22</b>	50,465	53,645
<b>21</b>	48,775	51,850
<b>20</b>	47,195	50,170
<b>19</b>	45,890	48,320
<b>18</b>	44,245	46,585
<b>17</b>	42,420	44,665
<b>16</b>	40,600	42,750
<b>15</b>	38,760	40,810
<b>14</b>	36,940	38,895
<b>13</b>	35,170	37,030
<b>12</b>	33,400	35,165
<b>11</b>	31,775	33,455
<b>10</b>	30,245	31,845
<b>9</b>	28,760	30,280
<b>8</b>	27,265	28,705
<b>7</b>	25,790	27,155
<b>6</b>	24,335	25,620
<b>5</b>	22,840	24,050
<b>4</b>	21,550	22,690
<b>3</b>	20,535	21,620
<b>2</b>	19,510	20,540
<b>1</b>	18,675	19,665
<b>1a</b>	17,875	18,820
<b>1b</b>	17,105	18,010
<b>1c</b>	16,375	17,240
<b>1d</b>	15,670	16,500

**General Disciplined Services (Rank and File) Pay Scale**

<b>Point</b>	<b>(as at 31.3.08)</b>	<b>(w.e.f. 1.4.08)</b>
	<b>\$</b>	<b>\$</b>
<b>27</b>	27,890	29,365
<b>26</b>	27,090	28,525
<b>25</b>	26,275	27,665
<b>24</b>	25,520	26,870
<b>23</b>	24,870	26,185
<b>22</b>	24,180	25,460
<b>21</b>	23,515	24,760
<b>20</b>	22,895	24,105
<b>19</b>	22,285	23,465
<b>18</b>	21,670	22,815
<b>17</b>	21,035	22,150
<b>16</b>	20,460	21,540
<b>15</b>	19,890	20,940
<b>14</b>	19,320	20,340
<b>13</b>	18,755	19,745
<b>12</b>	18,190	19,150
<b>11</b>	17,630	18,565
<b>10</b>	17,075	17,980
<b>9</b>	16,540	17,415
<b>8</b>	15,985	16,830
<b>7</b>	15,435	16,250
<b>6</b>	14,955	15,750
<b>5</b>	14,340	15,100
<b>4</b>	13,945	14,685
<b>3</b>	13,555	14,275
<b>2</b>	13,160	13,860
<b>1</b>	12,800	13,480
<b>1a</b>	12,445	13,105



### Police Pay Scale

<b>Point</b>	<b>(as at 31.3.08)</b>	<b>(w.e.f. 1.4.08)</b>
	<b>\$</b>	<b>\$</b>
<b>59</b>	190,050	202,000
	(161,800)	(172,000)
<b>58</b>	157,000	166,900
	(142,250)	(151,200)
	(138,250)	(146,950)
<b>57</b>	134,250	142,700
	(122,600)	(130,300)
	(119,000)	(126,500)
<b>56</b>	115,450	122,700
	(106,450)	(113,150)
	(103,200)	(109,700)
<b>55</b>	100,100	106,400
<b>54</b>	91,765	97,545
<b>53</b>	88,210	93,765
<b>52</b>	84,660	89,995
<b>51</b>	81,495	86,630
<b>50</b>	78,475	83,420
<b>49</b>	75,665	80,430
<b>48</b>	73,025	77,625
<b>47</b>	70,410	74,845
<b>46</b>	67,860	72,135
<b>45</b>	65,420	69,540
<b>44</b>	63,015	66,985
<b>43</b>	60,755	64,585
<b>42</b>	58,535	62,225
<b>41</b>	56,335	59,885
<b>40</b>	54,345	57,770
<b>39</b>	52,375	55,675
<b>38</b>	50,465	53,645
<b>37</b>	48,775	51,850
<b>36</b>	47,195	50,170
<b>35</b>	45,890	48,320
<b>34</b>	44,245	46,585

<b>33</b>	42,420	44,665
<b>32</b>	40,635	42,785
<b>31</b>	38,845	40,900
<b>30</b>	37,105	39,070
<b>29</b>	35,395	37,265
<b>28</b>	33,710	35,495
<b>27</b>	32,025	33,720
<b>26</b>	30,635	32,255
<b>25</b>	29,715	31,285
<b>24</b>	28,845	30,370
<b>23</b>	27,980	29,460
<b>22</b>	27,340	28,785
<b>21</b>	26,655	28,065
<b>20</b>	25,955	27,330
<b>19</b>	25,295	26,635
<b>18</b>	24,595	25,895
<b>17</b>	23,905	25,170
<b>16</b>	23,245	24,475
<b>15</b>	22,610	23,805
<b>14</b>	21,965	23,125
<b>13</b>	21,340	22,470
<b>12</b>	20,740	21,835
<b>11</b>	20,235	21,305
<b>10</b>	19,555	20,590
<b>9</b>	18,970	19,975
<b>8</b>	18,385	19,360
<b>7</b>	17,860	18,805
<b>6</b>	17,315	18,230
<b>5</b>	16,805	17,695
<b>4</b>	16,315	17,180
<b>3</b>	15,820	16,655
<b>2</b>	15,350	16,160
<b>1</b>	14,900	15,690
<b>1a</b>	14,465	15,235

Note: Figures in brackets represent increments.

**Independent Commission Against Corruption Pay Scale**

<b>Point</b>	<b>(as at 31.3.08)</b>	<b>(w.e.f. 1.4.08)</b>
	<b>\$</b>	<b>\$</b>
<b>48</b>	(161,800) 157,000	(172,000) 166,900
<b>47</b>	(142,250) (138,250) 134,250	(151,200) (146,950) 142,700
<b>46</b>	(122,600) (119,000) 115,450	(130,300) (126,500) 122,700
<b>45</b>	(106,450) (103,200) 100,100	(113,150) (109,700) 106,400
<b>44</b>	91,765	97,545
<b>43</b>	88,210	93,765
<b>42</b>	84,660	89,995
<b>41</b>	81,495	86,630
<b>40</b>	78,475	83,420
<b>39</b>	75,605	80,370
<b>38</b>	72,980	77,580
<b>37</b>	70,345	74,775
<b>36</b>	67,790	72,060
<b>35</b>	65,135	69,240
<b>34</b>	62,710	66,660
<b>33</b>	60,260	64,055
<b>32</b>	57,840	61,485
<b>31</b>	55,385	58,875
<b>30</b>	52,960	56,295
<b>29</b>	50,555	53,740
<b>28</b>	48,130	51,160
<b>27</b>	45,725	48,145
<b>26</b>	44,340	46,685
<b>25</b>	42,305	44,545
<b>24</b>	40,210	42,335
<b>23</b>	38,150	40,170
<b>22</b>	36,085	37,995

<b>21</b>	34,010	35,810
<b>20</b>	32,425	34,140
<b>19</b>	30,850	32,480
<b>18</b>	29,540	31,105
<b>17</b>	28,235	29,730
<b>16</b>	26,925	28,350
<b>15</b>	25,940	27,310
<b>14</b>	25,610	26,965
<b>13</b>	24,945	26,265
<b>12</b>	24,265	25,550
<b>11</b>	22,965	24,180
<b>10</b>	21,670	22,815
<b>9</b>	20,465	21,550
<b>8</b>	19,285	20,305
<b>7</b>	18,095	19,050
<b>6</b>	16,840	17,730
<b>5</b>	15,585	16,410
<b>4</b>	14,340	15,100
<b>3</b>	13,815	14,550
<b>2</b>	13,290	13,995
<b>1</b>	12,810	13,490

Note: Figures in brackets represent increments.

### Training Pay Scale

<b>Point</b>	<b>(as at 31.3.08)</b>	<b>(w.e.f. 1.4.08)</b>
	<b>\$</b>	<b>\$</b>
<b>16</b>	19,740	20,785
<b>15</b>	18,795	19,790
<b>14</b>	17,895	18,840
<b>13</b>	17,110	18,015
<b>12</b>	16,060	16,910
<b>11</b>	14,725	15,505
<b>10</b>	13,520	14,240
<b>9</b>	12,730	13,405
<b>8</b>	11,950	12,585
<b>7</b>	11,220	11,815
<b>6</b>	10,540	11,100
<b>5</b>	9,885	10,410
<b>4</b>	9,280	9,775
<b>3</b>	8,725	9,190
<b>2</b>	8,175	8,610
<b>1</b>	7,680	8,090

### Craft Apprentice Pay Scale

<b>Point</b>	<b>(as at 31.3.08)</b>	<b>(w.e.f. 1.4.08)</b>
	<b>\$</b>	<b>\$</b>
<b>4</b>	7,565	7,970
<b>3</b>	6,930	7,300
<b>2</b>	6,265	6,600
<b>1</b>	5,635	5,935
<b>0</b>	5,310	5,595

**Technician Apprentice Pay Scale**

<b>Point</b>	<b>(as at 31.3.08)</b>	<b>(w.e.f. 1.4.08)</b>
	<b>\$</b>	<b>\$</b>
<b>4</b>	9,570	10,080
<b>3</b>	8,725	9,190
<b>2</b>	7,885	8,305
<b>1</b>	7,255	7,640
<b>0</b>	6,805	7,165

**Judicial Service Pay Scale**

<b>Point</b>	<b>(as at 31.3.08)</b>	<b>(w.e.f. 1.4.08)</b>
	<b>\$</b>	<b>\$</b>
<b>19</b>	227,450	241,750
<b>18</b>	221,250	235,100
<b>17</b>	199,400	211,900
<b>16</b>	190,100	202,000
<b>15</b>	157,050	166,900
	(151,950)	(161,500)
	(147,550)	(156,800)
<b>14</b>	143,200	152,200
	(142,300)	(151,200)
	(138,250)	(146,950)
<b>13</b>	134,300	142,700
	(130,050)	(130,300)
	(126,250)	(126,500)
<b>12</b>	122,450	122,700
	(119,650)	(119,900)
	(116,300)	(116,550)
<b>11</b>	112,850	113,100
	(109,450)	(109,700)
	(106,150)	(106,400)
<b>10</b>	103,150	103,400
<b>9</b>	95,795	96,015
<b>8</b>	93,555	93,770
<b>7</b>	91,320	91,530
<b>6</b>	70,135	70,295
<b>5</b>	66,880	67,035
<b>4</b>	63,780	63,925
<b>3</b>	62,285	62,430
<b>2</b>	60,815	60,955
<b>1</b>	59,360	59,495

Note: Figures in brackets represent increments.

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