

ITEM FOR FINANCE COMMITTEE

GRADE STRUCTURE REVIEWS ON THE CIVILIAN DIRECTORATE, THE DISCIPLINED SERVICES AND SPECIFIC NON-DIRECTORATE CIVILIAN GRADES

Members are invited to approve –

- (a) the revised Directorate Pay Scale and revised Directorate (Legal) Pay Scale, with effect from 1 April 2009;
- (b) the revised –
 - (i) General Disciplined Services (Commander) Pay Scale,
 - (ii) General Disciplined Services (Officer) Pay Scale,
 - (iii) General Disciplined Services (Rank and File) Pay Scale,
 - (iv) Police Pay Scale, and
 - (v) Independent Commission Against Corruption Pay Scale,

with effect from 1 April 2009;

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- (c) the revised pay scales of 65 non-directorate ranks in 19 disciplined services grades in the Correctional Services Department, the Customs and Excise Department, the Fire Services Department, the Government Flying Service, the Hong Kong Police Force, and the Immigration Department, with effect from 1 April 2009;
- (d) the revised pay scales of ten non-directorate ranks in the Independent Commission Against Corruption, with effect from 1 April 2009;
- (e) the restructured ‘through scale arrangement’ for the Inspector of Police/Senior Inspector of Police, Station Officer/Senior Station Officer and Commission Against Corruption Officer (Middle/Lower) ranks, with effect from the first day of the month immediately following approval by this Committee;
- (f) the revised pay scales of the basic ranks of the Veterinary Officer, Government Counsel, Solicitor and Legal Aid Counsel grades, with effect from 1 April 2009;
- (g) the conversion arrangements for serving civil servants in the grades and ranks concerned, with effect from 1 April 2009;
- (h) the enhancement of the rates of the Extra Duties Allowance for Disciplined Services – Diving, with effect from the first day of the month immediately following approval by this Committee;

- (i) the adoption of an annual rate adjustment interval for the Special Allowance for Officers Performing Regular and Frequent Detective Duties, with effect from the first day of the month immediately following approval by this Committee;
- (j) the implementation of the outcome of the review on the Remote Stations Allowance and the associated Additional Allowance payable to the disciplined services personnel of the Correctional Services Department and the Hong Kong Police Force and on the Special Allowance for Overnight On-call payable to the former, with effect from the first day of the month immediately following approval by this Committee;
- (k) the introduction of a new job-related allowance for disciplined services staff up to the rank of Chief Inspector of Police or equivalent for performing undercover duties for a period of not less than 30 days in a single operation, with effect from the first day of the month immediately following approval by this Committee;
- (l) the introduction of a two-tier job-related allowance for eligible fire and ambulance personnel in the Fire Services Department for performance of duties which require special competence and involve exceptional danger, risk and hardship, with effect from the first day of the month immediately following approval by this Committee; and

- (m) the granting of a “pensionable personal allowance” for pensionable civil servants in the affected grades and ranks who retired/resigned or who passed away with death gratuity with their last day of service (pre-retirement/pre-resignation leave included) falling between 27 November 2008 and 31 March 2009, or who were injured/died on duty with additional/dependant pension entitlements during the aforesaid period of time.

PROBLEM

To implement the decisions of the Chief Executive(CE)-in-Council on the three grade structure review (GSR) reports on the civilian directorate, the disciplined services and specific non-directorate civilian grades, we need to make changes to the Directorate Pay Scale (DPS), Directorate (Legal) Pay Scale (DLPS), General Disciplined Services (Commander) Pay Scale (GDS(C)), General Disciplined Services (Officer) Pay Scale (GDS(O)), General Disciplined Services (Rank and File) Pay Scale (GDS(R)), Police Pay Scale (PPS), Independent Commission Against Corruption Pay Scale (IPS) and the pay scales of individual non-directorate ranks in the disciplined services as well as those of Veterinary Officer (VO), Government Counsel (GC), Solicitor and Legal Aid Counsel (LAC) ranks. We need to put in place appropriate conversion arrangements for serving staff in the grades and ranks concerned. We also need to make revisions to various existing job-related allowances (JRAs) and introduce two new JRAs. We further need to put in place a special arrangement for pensionable civil servants in the affected grades and ranks who retired/resigned or who passed away with death gratuity with their last day of service (pre-retirement leave/pre-resignation leave included) falling between 27 November 2008 and 31 March 2009, or who were injured/died on duty with additional/dependant pension entitlements during the aforesaid period of time.

PROPOSAL

- 2. The Secretary for the Civil Service proposes to –
 - (a) revise, with effect from 1 April 2009, the DPS and the DLPS as follows –

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- (i) delete the obsolete D9, D10 and DL7 pay points,
 - (ii) add one increment to the top of each pay point, and
 - (iii) standardise the interval for the award of each increment under each pay point to two years of satisfactory in-rank service;
- (b) revise, with effect from 1 April 2009,
- (i) the GDS(C) by adding one increment to the top of each of its pay points and standardising the interval for the award of each increment under each pay point to two years of satisfactory in-rank service,
 - (ii) the GDS(O) by adding one pay point to its top,
 - (iii) the GDS(R) by adding two pay points to its top,
 - (iv) the PPS by adding a new pay point after PPS 54, adding one increment to the top of each of the pay points of PPS 55 to 59 (which represents pay points for officers at the directorate level) and standardising the interval for the award of each increment provided under PPS 55 to 59 to two years of satisfactory in-rank service, and
 - (v) the IPS by adding a new pay point after IPS 44, adding one increment to the top of each of the pay points of IPS 45 to 48 (which represents pay points for officers at the directorate level) and standardising the interval for the award of each increment provided under IPS 45 to 48 to two years of satisfactory in-rank service;
- (c) revise, with effect from 1 April 2009, the pay scales of 65 non-directorate ranks in 19 disciplined services grades in the Correctional Services Department (CSD), the Customs and Excise Department (C&ED), the Fire Services Department (FSD), the Government Flying Service (GFS), the Hong Kong Police Force (the Police) and the Immigration Department (ImmD) as follows –
- (i) increase the minimum pay of all promotional ranks by one pay point,
 - (ii) increase the maximum pay of the first and second promotional ranks in the Rank and File (R&F) and Junior Police Officer (JPO) grades by two pay points,

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- (iii) increase the maximum pay of all other ranks by one pay point (other than the Cadet Pilot rank which will remain unchanged),
 - (iv) increase the Long Service Increments (LSIs) for the basic ranks of the R&F grades (except the Instructor (Correctional Services)) and the JPO grade from two to four, with the first one awarded upon completion of the first 12 years of satisfactory in-rank service and each of the subsequent ones thereafter at six-yearly interval of satisfactory service, and
 - (v) introduce incremental jump(s) for the Customs Officer, Senior Fireman (Control), Pilot II, Air Crewman Officer III, Ambulance Officer, Immigration Officer, Inspector of Customs and Excise, and Officer ranks, payable upon meeting the requisite criteria;
- (d) revise, with effect from 1 April 2009, the pay scales of 10 non-directorate ranks in the Independent Commission Against Corruption (ICAC) as follows –
- (i) increase the minimum pay of all promotional ranks by one pay point,
 - (ii) increase the maximum pay of the Commission Against Corruption Investigator (CACI) (Main Stream) and the Assistant Commission Against Corruption Officer (CACO) ranks by two pay points,
 - (iii) increase the maximum pay of all other ranks by one pay point, and
 - (iv) introduce one incremental jump upon commencement of the second agreement for officers of the CACI (Main Stream), Assistant CACO and CACO (Lower) ranks;

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- (e) restructure, with effect from the first day of the month immediately following approval by this Committee, the ‘through scale arrangement’¹ for the Inspector of Police (IP)/Senior Inspector of Police (SIP), Station Officer (SO)/Senior Station Officer (SSO) and CACO (Middle/Lower) ranks so that the pay of new recruits joining the IP, SO and CACO (Lower) ranks following commencement of the restructure will be capped at one pay point below the minimum pay of the SIP, SSO and CACO (Middle) ranks respectively until they pass the requisite promotion examination;
- (f) revise, with effect from 1 April 2009, the pay scales of the basic ranks of –
 - (i) the VO grade by increasing its minimum pay by two pay points and re-positioning its three existing omitted points, and
 - (ii) the GC, Solicitor and LAC grades by introducing an additional omitted point and re-positioning the three existing omitted points of each of them;
- (g) apply, with effect from 1 April 2009, the established conversion arrangements to serving staff in the grades and ranks concerned;
- (h) increase, with effect from the first day of the month immediately following approval by this Committee, the rates of the Extra Duties Allowance for Disciplined Services – Diving (Diving Allowance) to 6% of GDS(R)1 for Level 1 and 15% of GDS(R)1 for Level 2;
- (i) adopt, with effect from the first day of the month immediately following approval by this Committee, an annual rate adjustment interval for the Special Allowance for Officers Performing Regular and Frequent Detective Duties (Detective Allowance);

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¹ Under the ‘through scale arrangement’, there is no functional distinction between these basic ranks and their next higher ranks and there is also no line management relationship between the basic ranks and the next higher ranks. An officer in a concerned basic rank will be promoted immediately and automatically to the higher rank upon passing the relevant promotion examination and completion of a specified period of in-rank service. In addition, the pay scale of a concerned basic rank overlaps in full with the entire pay scale of the next higher rank. Thus even if an officer in a concerned basic rank fails to pass the relevant promotion examination, he will still progress along the pay scale of his rank and reach the same maximum pay point of the higher rank, although at a slower pace when compared with those who pass the examination.

- (j) implement, with effect from the first day of the month immediately following approval by this Committee, the outcome of the review as detailed in paragraph 17(c) below and Enclosure 4 on the Remote Stations Allowance (RSA) and the associated Additional Allowance (AA) payable to the disciplined services personnel of CSD and the Police and on the Special Allowance (SA) for Overnight On-call payable to the former;
- (k) introduce a new JRA set at 18% of PPS 1, with effect from the first day of the month immediately following approval by this Committee, for disciplined services staff up to the rank of Chief Inspector of Police (CIP) or equivalent for performing undercover duties for a period of not less than 30 days in a single operation;
- (l) introduce a new two-tier JRA, with effect from the first day of the month immediately following approval by this Committee, for eligible fire and ambulance personnel in FSD for performance of duties which require special competence and involve exceptional danger, risk and hardship; and
- (m) grant a “pensionable personal allowance” for pensionable civil servants in the affected grades and ranks who retired/resigned or who passed away with death gratuity with their last day of service (pre-retirement/pre-resignation leave included) falling between 27 November 2008 and 31 March 2009, or who were injured/died on duty with additional/dependant pension entitlements during the aforesaid period of time.

3. The proposals in paragraph 2(a) to 2(g) above were recommended by the Establishment Subcommittee (ESC) at its meeting on 18 November 2009 *vide* EC(2009-10)10.

JUSTIFICATION

(A) *GSR for the Civilian Directorate*

4. The civilian directorate is made up of those posts remunerated on the DPS (around 1 100 as at April 2009) and those remunerated on the DLPS (around 110 as at April 2009). In conducting the GSR for the civilian directorate, the Standing Committee on Directorate Salaries and Conditions of Service (Directorate Committee) took note of the Government’s pay policy for the civil service, which is to offer sufficient remuneration to recruit, retain and motivate staff

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of suitable calibre and to ensure that the remuneration is regarded as fair by both civil servants and the public they serve. It also had regard to the directorate as an integral part of the civil service and to the following key considerations –

- (a) the increase in scope and complexity of the responsibilities, duties and workload of the directorate since 1989 (when the last overall review was undertaken);
- (b) the pay for jobs in the private sector with comparable responsibilities to the civil service directorate, although there should be no mechanical linkage owing to the fundamental differences between the two²;
- (c) the morale, retention and career progression of the directorate;
- (d) the submissions and views from staff and management; and
- (e) the wider community interest, including financial and economic considerations.

5. Insofar as the DPS and DLPS are concerned, the Directorate Committee recommended and the CE-in-Council accepted that –

- (a) the D9 and D10 pay points on the DPS and the DL7 pay point on the DLPS, which have become obsolete following the introduction of the Political Appointment System, should be deleted; and
- (b) one increment should be added to the top of the existing pay scale of each civilian directorate rank, and that the interval of each increment should be standardised at two-years' in-rank service and payable subject to satisfactory performance.

Encl. 1 6. The proposed DPS and DLPS are set out at Enclosure 1.

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² Some of these differences include presence of a significant variable component in private sector pay but its absence in the pay of the civil service directorate, big jumps between jobs at successive senior levels in the private sector compared with the step-by-step progression in the civil service directorate, job security and stable work environment for the civil service directorate, etc.

7. The Directorate Committee also recommended and the CE-in-Council accepted that the salaries of the Heads of the disciplined services (but not the rest of the directorate in the disciplined services which comes under the terms of reference of the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS)³) should continue to be set on par with the pay scale of the specified ranks on the DPS⁴.

(B) GSR for the Disciplined Services

8. There are seven disciplined services, namely, CSD, C&ED, FSD, GFS and ImmD which are known as ‘the general disciplined services’, the Police and the ICAC. The GSR for the disciplined services covers all the disciplined services grades, including the directorate but excluding the Heads of the disciplined services. There are 28 disciplined services grades with 103 ranks (excluding Heads of the disciplined services).

9. In its conduct of the GSR, the SCDS had regard to the same key factors considered by the Directorate Committee (refer to paragraph 4 above except for the reference to the pay of comparators in the private sector since such comparators do not exist for the disciplined services). Specifically, in addition to the Government’s pay policy, it took account of –

- (i) the disciplined services (other than ICAC whose staff are public officers but not civil servants) as an integral part of the civil service;
- (ii) the job factors and special factors as applied to individual disciplined services grades and ranks using an averaging approach;
- (iii) the increase in complexity of the work nature, job duties, responsibilities and workload of each disciplined service since the last comprehensive review (which was carried out in 1988 by the Rennie Committee);

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³ The terms of reference of the SCDS specifically exclude the salaries and conditions of service of the Heads of the disciplined services from its purview. Accordingly, the Administration invited the Directorate Committee to include the Heads of the disciplined services in its GSR for the civilian directorate. This is aimed to ensure that an appropriate internal relativity continues to be maintained in the salaries between these Heads and the Heads of civilian departments.

⁴ The pay scale of the Commissioner, ICAC and Commissioner of Police should continue to be set on par with that of D8; the pay scale of the Heads of Correctional Services, Customs and Excise, Fire Services and Immigration with that of D6; and the pay scale of Controller, Government Flying Service with that of D3.

- (iv) the recruitment, retention and career progression situation;
- (v) the staff management and morale situation;
- (vi) the views expressed by the departmental management and staff of each disciplined service in written submissions (441) and during informal meetings (37) and visits (16); and
- (vii) the wider community interests, including financial and economic considerations.

10. For the 'R&F' grades in the general disciplined services (other than the GFS) and the 'JPO' grade in the Police, the SCDS recommended that –

- (a) in view of the increase in scope and complexity of responsibilities
 - (i) the maximum point of the pay scales of the basic ranks of these grades should be increased by one pay point,
 - (ii) the minimum and maximum points of the pay scales of the first promotional ranks should each be increased by one pay point (except for the Assistant Officer I rank of CSD whose scale maximum should be increased by two pay points⁵), and
 - (iii) the minimum and maximum points of the pay scales of the second promotional ranks should be increased by one and two pay points respectively;
- (b) to motivate experienced staff in the basic ranks (except Instructor (Correctional Services)) to continue to offer their best in their long careers, sustain morale and avert retention problem, four LSIs⁶ should be provided, each of which at six-yearly interval, namely upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service; and

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⁵ Unlike most other 'R&F' grades which have three ranks, the Assistant Officer is a two-rank grade. As the pay scale of the Assistant Officer I straddles the pay scale of the first and second promotional ranks of other 'R&F' grades, the SCDS proposed that the maximum point of the Assistant Officer I should be increased by two pay points in line with the recommendation for the second promotional rank of other 'R&F' grades.

⁶ LSIs are designed to recognise the service of capable, loyal and long-serving 'R&F/JPO' staff at the basic rank, many of whom retire at this rank for want of promotion opportunities because of the special command structure in the disciplined services. At present, two LSIs are provided, one upon completion of 18 years of satisfactory service and the other upon completion of 25 years of satisfactory service.

- (c) one incremental jump should be provided to the Customs Officer rank to motivate staff to enhance their skills and to the Senior Fireman (Control) rank to address its retention problems, both upon passing the relevant promotion examination and completion of not less than five years of satisfactory in-rank service. This is in line with the existing arrangement for other comparable 'R&F' ranks (e.g. Ambulanceman, Police Constable, etc.).

11. The CE-in-Council accepted the SCDS' recommendations for the R&F and JPO ranks in paragraph 10 above, subject to a refinement of the recommendation on the maximum pay of the first promotional ranks⁷ which should be increased by two pay points to ensure that pay is commensurate with work and responsibilities and that there is an appropriate pay relativity between these ranks and their immediate lower ranks.

12. For the 'officer' grades in the general disciplined services (except the GFS) and in the Police, the SCDS recommended and the CE-in-Council accepted that –

- (a) in view of the increase in scope and complexity of responsibilities, the maximum point of the pay scales of the basic ranks of these grades should be increased by one pay point, and the minimum and maximum points of the pay scales of all the promotional ranks should each be increased by one pay point;
- (b) to better reflect meritocracy, the maximum point of the pay scales for future recruits to the IP and SO ranks (which are covered by the 'through scale arrangement') should be capped at one pay point below the pay scales of the SIP and SSO ranks, such that only those officers who pass the relevant promotion examination and fulfil the requisite satisfactory in-rank service requirement can advance to the pay scale of the first promotional rank. However, the existing arrangement should be preserved for serving officers⁸ (i.e. progression to the pay scale of the first promotional rank on an incremental basis even if the relevant promotion examination is not passed); and

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⁷ They are the Sergeant, Senior Ambulanceman, Senior Fireman, Senior Customs Officer, and Senior Immigration Assistant ranks.

⁸ Including those serving in the corresponding 'R&F/JPO' grades (i.e. the 'JPO' grade for IP and the Fireman 'R&F' grade for SO) before implementation of the new rank structures.

- (c) to recognise and motivate competent officers in their mid-career in the basic ranks of those ‘officer’ grades⁹ without the ‘through scale arrangement’ (except the Technical Instructor (Correctional Services) grade which is a one-rank grade), one incremental jump should each be granted upon completion of five and eight years of satisfactory in-rank service and passing the relevant promotion examination.

13. There is no distinct ‘R&F’ grade in the GFS. Below the directorate, it has four grades, namely the Air Crewman Officer grade, the Aircraft Engineer grade, the Aircraft Technician grade, and the Pilot grade. The SCDS recommended and the CE-in-Council accepted that –

- (a) in view of the increase in scope and complexity of responsibilities over the years, the maximum point of the pay scales of the basic ranks¹⁰ of these grades should each be increased by one pay point, and the minimum and maximum points of the pay scales of the promotional ranks should each be increased by one pay point;
- (b) to address the retention problem and recognise the additional and increased skill level, Air Crewman Officer III should be awarded an incremental jump upon passing the qualifying examination at each of Levels 1, 2 and 4¹¹; and
- (c) to motivate staff to enhance their skills and in recognition of the higher responsibilities discharged, Pilot II should be awarded two incremental jumps upon obtaining dual licences for both helicopter and fixed-wing aircraft, and two incremental jumps upon obtaining an Instrument Rating and becoming qualified to operate as Captain in coastal and day offshore search and rescue, both subject to performing Pilot I flying duties frequently.

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⁹ They are the Ambulance Officer, Immigration Officer, Inspector of Customs and Excise, Officer (Correctional Services) and Industrial Officer (Correctional Services) ranks. Since there is at present no promotion examination for the Industrial Officer (Correctional Services) rank, the proposed incremental jumps will be withheld until CSD has put in place a promotion examination to the satisfaction of the Civil Service Bureau.

¹⁰ Cadet Pilot is a training rank and SCDS recommended no change to its pay scale. For the purpose of this GSR, Pilot II is considered as the basic rank of the Pilot grade.

¹¹ There are five levels of examination for Air Crewman Officer III. Currently, two incremental jumps are awarded to those passing the Level 3 examination, and another two incremental jumps for those passing the Level 5 examination. The three additional incremental jumps recommended by the SCDS would give rise to a total of seven incremental jumps.

14. Having regard to the developments in the operating environment of anti-corruption work, increase in scope and complexity of responsibilities, retention and other relevant considerations in the ICAC, the SCDS recommended and the CE-in-Council accepted that –

- (a) the maximum point of the pay scales of the CACI (Attendant Stream), the Commission Against Corruption Controller (CACC) and the CACO (Lower) ranks should be increased by one pay point, the maximum point of the pay scales of the CACI (Main Stream) and the Assistant CACO ranks should be increased by two pay points, the minimum and maximum points of the pay scales of the CACO (Middle), CACO (Upper), Senior CACO, Senior CACC and Chief CACC ranks should each be increased by one pay point;
- (b) one incremental jump should be awarded upon the commencement of the second agreement for officers of the CACI (Main Stream), Assistant CACO and CACO (Lower) ranks, subject to not exceeding the maximum pay point of the respective pay scales; and
- (c) the maximum point of the pay scale of the CACO (Lower) rank (which is under the ‘through scale arrangement’) for future recruits should be capped at one pay point below the pay scale of the CACO (Middle) rank, such that only those who pass the relevant promotion examination and fulfil the requisite satisfactory in-rank service requirement can advance to the pay scale of the CACO (Middle) rank. However, the existing arrangement should be preserved for serving officers¹² (i.e. progression to the pay scale of the CACO (Middle) rank on an incremental basis even if the relevant promotion examination is not passed).

15. For the directorates ranks of all the seven disciplined services below the Head level, the SCDS made the same recommendation as that made by the Directorate Committee for the civilian directorate (refer to paragraph 5(b) above), namely one increment should be added to the top of the existing pay scale of each rank of the disciplined services directorate, and the granting of each increment should be standardised at biennial interval of satisfactory in-rank service.

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¹² Including those serving in the Assistant CACO rank and the CACI grade before the implementation of the new rank structure.

16. To implement the salary and increment related recommendations of the SCDS as accepted and refined by the CE-in-Council, changes have to be made to the GDS(C), GDS(O), GDS(R), PPS, IPS and the pay scales of the concerned individual non-directorate grades and ranks in the seven disciplined services. The proposed GDS(C), GDS(O), GDS(R), PPS and IPS are set out at Enclosures 2(a) to 2(e) respectively; and the proposed pay scales specific to all the disciplined services ranks in the CSD, C&ED, FSD, GFS, Police, ImmD, and ICAC are set out at Enclosures 3(a) to 3(g) respectively.

Encls.
2(a)-(e)
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3(a)-(g)

17. The CE-in-Council also accepted the following recommendations on various existing JRAs and the introduction of two new JRAs –

- (a) having regard to the demanding nature of diving duties which include underwater search and rescue, and working in submerged vessels and vehicles, flooded buildings, wells and caissons, sewer and drains, the rates of the Diving Allowance¹³ should be increased to 6% of GDS(R)1 for Level 1 and 15% of GDS(R)1 for Level 2;
- (b) the rates of the Detective Allowance¹⁴ should be reviewed and adjusted as necessary annually (instead of biennially) to keep the value of the allowance up-to-date; and

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¹³ As approved by this Committee *vide* FCR(89-90)99 and FCR(93-94)81, the Diving Allowance is payable to eligible staff in C&ED, FSD and the Police at two levels: Level 1 (at 5% of GDS(R)1 per month) for R&F officers who have passed the FSD course in Scuba diving (or equivalent courses approved by the Administration) and are regularly engaged in diving duties; and Level 2 (at 10% of GDS(R)1 per month) for advanced divers regularly engaged in diving duties and who, (i) in addition to the FSD course in Scuba diving, have passed an advanced course in Surface Demand Diving Equipment diving and dive up to a depth of 42 metres involving the use of hand-held powered equipment; or (ii) in addition to the course on diving using compressed air, have passed a higher-standard course on diving using pure oxygen. The discharge of diving duties invariably involves working in adverse environment with poor visibility in all-weather conditions, exposure to danger and health hazard arising from rapid water currents and water pollution.

¹⁴ The Detective Allowance is payable to disciplined services staff of C&ED, the Police, ImmD and ICAC deployed on regular and frequent detective duties in plain clothes for 30 days or more. It is granted as a token allowance in recognition of the impracticability of staff to claim reimbursement of the numerous small out-of-pocket expenses on travel, meals, refreshments, etc. when trailing suspects or contacting informants and witnesses. The current rates of the allowance (with effect from 1 July 2009) are \$360 per month for inspectorate officers up to the rank of CIP or equivalent, and \$180 per month for R&F staff. In accordance with the adjustment mechanism approved by this Committee *vide* FCR(89-90)127, these rates are adjusted biennially by reference to the actual movement of the Consumer Price Index.

- (c) following a regular review of the RSA, the associated AA¹⁵, and the SA for Overnight On-call¹⁶, the following review outcome should be implemented –
- (i) the three allowances should be retained;
 - (ii) some disciplined services staff of CSD and the Police, though not living in remote stations, perform shift duties which require overnight or extended stay in remote stations on a frequent basis and hence suffer similar degree of physical and social hardship as staff working and living in remote stations. They should be granted Component A of the RSA¹⁷;
 - (iii) the rate of Component A of the RSA is pegged to the rates of the Hardship Allowances (Management Consideration) payable to civilian staff¹⁸ and the rate of Component B is pegged to the fares of specified trips (the formula as approved by this Committee *vide* FCR(96-97)9 and the existing rates are set out at Enclosure 4). The rate of Component A was last revised in 1998 based on the rates of Hardship Allowances (Management Consideration) of 1997-98. Since the Hardship Allowances (Management Consideration) were abolished in mid-2003, the rate of Component A should be updated by reference to the cumulative annual pay adjustments (both upward and downward) since 1998-99 for civil servants

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Encl. 4

¹⁵ RSA is granted to disciplined services staff of CSD and the Police who are required to work and live in remote stations in Cheung Chau, Lamma Island, Hei Ling Chau and southern Lantau for operational reasons to compensate them for the physical, social and financial hardship imposed on them. As approved by this Committee *vide* FCR(96-97)9, RSA comprises two components. Component A is to compensate for physical and social hardship including social segregation, physical fatigue and insufficient rest due to prolonged traveling hours and constraint on the mobility of officer and his family. Component B is to compensate for the financial hardship resulting from the higher expenditure on transport that the officer and his family incur for traveling between the outlying islands and the urban area. The associated AA is payable to staff in receipt of RSA for each child attending school in the urban area, up to a maximum of four children. CSD disciplined services staff in the Cape Collinson Correctional Institution in Chai Wan, which is only accessible by very limited public transport, are also eligible for RSA and AA, but at half the rates to reflect the lesser inconvenience of working and living there.

¹⁶ The SA for Overnight On-call is payable to disciplined services staff of CSD who are required to perform overnight on-call duty in the area of their institution but not living in staff quarters in the area of the institutions.

¹⁷ Eligible staff in the Cape Collinson Correctional Institution should be granted half of the Component A of RSA.

¹⁸ The rates of the monthly Hardship Allowances (Management Consideration) payable to civilian staff used to be adjusted in accordance with the movement of Point 1 of the Master Pay Scale arising from any civil service pay adjustment.

in the lower salary band. Component B should continue to be pegged to the fares of the specified trips. The revised formula and the updated rates of the RSA are set out in Enclosure 4;

- (iv) the rate of the AA is set at half of the fare of a normal return ferry trip between Lantau and Central multiplied by 24 (being the average number of school days in a month). This formula should remain unchanged but the rate, last revised in 1998, should be updated accordingly. The updated rate is \$312 per month;
 - (v) the rate of the SA for Overnight On-call was revised by this Committee (*vide* FCR(93-94)80) to \$80 per night and the interval for review was set at a biennial basis. The rate was last revised in 1998 by reference to the annual civil service pay adjustment (both upward and downward) for the lower salary band. It should be updated by reference to the cumulative annual pay adjustments (both upward and downward) for civil servants in the lower salary band since then. The updated rate is \$135 per night; and
 - (vi) to keep the value of the allowances up-to-date, the rates of the RSA, the associated AA, and the SA for Overnight On-call should be reviewed and revised in accordance with the stipulated formula or mechanism on an annual basis. And the authority delegated to the Secretary for Financial Services and the Treasury *vide* FCR(96-97)9, FCR(89-90)100 and FCR(93-94)80 to approve revisions to the rates of RSA, AA and SA for Overnight On-call in accordance with the stipulated formula or mechanism should remain unchanged.
- (d) a new JRA, namely the Special Allowance for Performing Undercover Duties, should be introduced for undercover duties performed by staff up to the rank of CIP or equivalent ranks in the Police, the general disciplined services departments (notably in C&ED and ImmD) and ICAC for a period of no less than 30 days in a single operation. Undercover duties involve concealment of identities, close association with criminals, long and irregular hours and social segregation, resulting in exceptional stress, danger, risk to personal safety and hardship to the staff concerned. For the avoidance of doubt, only the period where their identities are concealed for undercover operation should be counted towards the payment of the allowance. The rate of the allowance should be set at 18% of PPS 1 per month; and

/(e)

- (e) a new two-tier JRA, namely the Special Allowance for Specialist Duties Performed by Fire and Ambulance Personnel (the Special Allowance), should be introduced for eligible fire and ambulance personnel in FSD for performance of duties which require special competence and involve exceptional danger, risk and hardship. The main features include –
- (i) Tier 1 of the allowance should be set at 5% of GDS(R)1 per month, and be granted to staff of the Fireman grade who are qualified to perform conduit rescue, basic Special Rescue Squad and First Responder duties, and who perform such duties on a deployment basis for an aggregate of no less than 50% of their total working time per month;
 - (ii) Tier 2 of the allowance should be divided into two categories, one for Technical Rescue and one for Tactical Response;
 - (iii) Tier 2 (Technical Rescue) of the allowance should consist of two components, each set at 5% of GDS(R)1 per month. One component should be for the special competence, specialist knowledge and exceptional danger, risk and hardship in performing search and rescue/life support duties associated with catastrophic incidents or major emergency situations¹⁹ by fire and ambulance personnel. The other component should be for the special competence and specialist knowledge for operating various heavy, specialised, and highly complex search and rescue equipment associated with catastrophic incidents or major emergency situations by fire personnel. The fire personnel (up to the rank of Divisional Officer) in the Technical Rescue Cadre who are qualified to perform the relevant duties and who perform such duties on a deployment basis for an aggregate of no less than 50% of their total working time per month should be granted both components of the allowance at 10% of GDS(R)1 per month. The ambulance personnel (up to the rank of Senior Ambulance Officer) in the Technical Rescue Cadre who are qualified to perform the relevant duties and who perform such duties on a deployment basis for an aggregate of no less than 50% of their total working time per month should be granted the first component of the allowance set at 5% of GDS(R)1 per month;

/(iv)

¹⁹ Such incidents include rescue at height, confined space/sewage/tunnel rescue, collapsed building rescue, major road traffic accident rescue, earthquake and tsunami, etc.

- (iv) Tier 2 (Tactical Response) of the allowance should be set at 10% of GDS(R)1 per month, and be granted to staff of the Fireman grade in the Tactical Response Cadre and fire stations who are qualified to deal with hazardous materials, and chemical, biological, radiological and nuclear incidents, and who perform such duties on a deployment basis for an aggregate of no less than 50% of their total working time per month; and
- (v) individual staff should only receive either Tier 1 or Tier 2 of the allowance. Also, individual staff receiving Tier 2 of the allowance should only receive the maximum rate of 10% of GDS(R)1 at any point in time, i.e. no one should be allowed to draw the Tier 2 (Technical Rescue) and Tier 2 (Tactical Response) of the allowance at the same time.

(C) *GSRs for Specific Non-Directorate Civilian Grades*

18. The GSRs for specific non-directorate civilian grades cover the VO grade and the GC grade as well as the related Solicitor and LAC grades which were facing recruitment and retention difficulties. In drawing up its recommendations, the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) had regard to the following key considerations –

- (a) the Government's pay policy for the civil service as explained in paragraph 4 above;
- (b) the identified grades are an integral part of the civil service of the Hong Kong Special Administrative Region;
- (c) the established pay principles (such as the qualification benchmark system for determining entry pay and the 'broad-banding' principle²⁰ for determining the pay scale of higher ranks), the previous reviews of the concerned grades; changes and developments in the work nature, job duties, responsibilities and workload of the concerned grades since the last review; and the public expectation of these grades consequential upon the changing social, economic and political landscape;

/(d)

²⁰ Under the 'broad-banding' principle, the pay and rank structure of senior professional ranks are 'broad-banded' with a common pay scale, irrespective of the particular type of qualifications associated with individual grades.

- (d) the recruitment, morale, retention and career progression situation of concerned grades;
- (e) the submissions and views from staff and departmental/grade management; and
- (f) the wider community interest, including financial and economic considerations.

19. The Standing Commission recommended, and the CE-in-Council accepted, the following salary and increment related recommendations –

For the VO grade

- (a) the starting pay of the VO rank should be increased by two pay points, from Point 29 of the Master Pay Scale (MPS) to MPS 31, while its maximum pay point should remain unchanged at MPS 44;
- (b) the existing three omitted points at MPS 31, 35 and 38 on the pay scale of the VO rank should correspondingly be repositioned to MPS 33, 37 and 40;

For the legal grades

- (c) the starting and maximum pay points of the GC, Solicitor and LAC ranks should remain unchanged at MPS 32 and 44 respectively; and
- (d) the existing omitted point at MPS 37 on the pay scales of the GC, Solicitor and LAC ranks should be repositioned to MPS 36 and an additional omitted point at MPS 40 should be introduced for these ranks, subject to a review of the continued need for the additional omitted point three years after implementation.

Encl. 5 20. The proposed pay scales for the VO, GC, Solicitor and LAC ranks are set out at Enclosure 5.

(D) Effective Date of Implementation

21. The CE-in-Council decided that the salary and increment recommendations, except for the recommendation on the restructuring of the ‘through scale arrangement’, should be implemented with effect from 1 April 2009.

/As

As regards the recommendation on the restructuring of the ‘through scale arrangement’ (see paragraphs 12(b) and 14(c) above), the CE-in-Council decided that it should take effect for new recruits from the first day of the month immediately following approval of the restructure by this Committee. The recommendations on JRAs (see paragraph 17 above) should take effect from the first day of the month immediately following approval by this Committee.

(E) Conversion Arrangement

Encl. 6(a) 22. The CE-in-Council decided that for serving staff in the civilian
Encl. 6(b) Enclosure 6(a) should be adopted. It also decided that for serving staff in the VO, GC, Solicitor and LAC ranks, the conversion rules set out in Enclosure 6(b) should be adopted. These conversion arrangements are in keeping with the established conversion rules.

(F) Special Arrangement for Retirees

23. The CE-in-Council decided that a special arrangement should be put in place for the purpose of calculating the pension benefits for those pensionable civil servants in the affected grades and ranks who retired/resigned on grounds other than disciplinary reasons or who passed away with death gratuity with their last day of service (pre-retirement/pre-resignation leave included) falling between 27 November 2008 and 31 March 2009, or who were injured/died on duty with additional/dependant pension entitlements during the aforesaid period of time. The special arrangement would involve the granting, on their last day of service, of a one-day “pensionable personal allowance” to their salaries of a value equivalent to the difference between what they would have received (in terms of salaries) had the salary and increment recommendations in the GSR reports (including refinements) had taken effect on that day and what they actually received (in terms of salaries) on the same day. The proposed one-day “pensionable personal allowance” would enable them to receive higher pension benefits.

/FINANCIAL

FINANCIAL IMPLICATIONS

24. The financial implications of the salary and increment-related proposals in paragraph 2(a) to 2(g) above, in terms of additional salary cost to the civil service in a full year, are estimated to be \$759 million²¹, made up of \$22 million for the civilian directorate, \$735 million for the seven disciplined services, and \$2 million for the VO, GC, Solicitor and LAC grades. As regards the recommendations relating to JRAs in paragraph 2(h) to 2(l), the annual additional expenditure is estimated to be around \$50 million, subject to actual entitlement.

25. As regards the special arrangement for retirees in paragraph 2(m), the one-off financial implications arising from the granting of the “pensionable personal allowance” and the additional commuted pension gratuity is estimated to be \$40 million and the additional monthly pension payment arising from the special arrangement for retirees is estimated to be around \$3 million a year.

26. As regards the subvented sector, there is currently no central policy requiring all subvented organisations to link the salary structures of their staff to civil service pay scales save for exceptional cases (notably teaching staff in the aided school sector). As a result of the general delinking policy, except in the context of the annual civil service pay adjustment exercise, other pay-related exercises would not necessitate a general adjustment in Government’s funding for the subvented sector. Since the current exercise does not affect the teaching grades, the impact (if any) on the subvented sector should be minimal.

27. The proposal would increase the administrative cost of the relevant bureaux/departments but it is not feasible to assess the impact on the fees and charges prescribed for services rendered by the concerned bureaux/departments. The increase in administrative cost would be taken into account in the next fees review exercise for the concerned services.

/PUBLIC

²¹ The consequential financial implication on allowances pegged with monthly salary is estimated to be \$12 million per annum. The estimate excludes the increase in pension payments for civil servants in the concerned grades and ranks retiring on or after 1 April 2009.

PUBLIC CONSULTATION

28. We consulted the Legislative Council Panel on Public Service on the CE-in-Council's decision on 2 November 2009. Members raised no objection to our proposals.

BACKGROUND

29. In late 2007, the Administration invited –

- (a) the Directorate Committee to conduct a GSR on the civilian directorate (and on the salaries of the Heads of the disciplined services);
- (b) the SCDS to conduct a GSR on the disciplined services; and
- (c) the Standing Commission to conduct GSRs on specific non-directorate civilian grades facing recruitment and retention difficulties.

30. The Directorate Committee, SCDS and Standing Commission submitted their respective report to the CE on 27 November 2008²². Upon receipt of the GSR reports, the Administration undertook two rounds of consultations with the parties concerned, the first round from December 2008 to end February 2009, and the second round from May to June 2009.

31. The CE-in-Council decided on the recommendations in the three GSR reports at its meeting held on 20 October 2009. The ESC recommended the salary and increment-related proposals in paragraph 2(a) to 2(g) above at its meeting on 18 November 2009 *vide* EC(2009-10)10.

/32.

²² Copies of the three reports, namely, the *Eleventh Report* of the Directorate Committee, the *Report on the Grade Structure Review of the Disciplined Services* of the SCDS, and *Report No. 43* of the Standing Commission are attached to Legislative Council Panel on Public Service Paper No. CB(1)310/08-09(01) issued on 27 November 2008. They can also be downloaded at: <http://www.legco.gov.hk/yr08-09/english/panels/ps/papers/ps1215cb1-310-1-e.pdf>. Hard copies will be made available upon request.

32. The proposals follow the respective recommendations of the Directorate Committee, the SCDS and the Standing Commission. For the refinement of the recommendation on the maximum pay of the first promotional ranks of the 'R&F' and 'JPO' grades (paragraph 11 above), the outcome of the review on RSA, AA and SA for Overnight On-call (paragraph 17(c) above) and the details of the proposed two-tier JRA for eligible fire and ambulance personnel in FSD (paragraph 17(e) above), we have consulted and secured the support of the SCDS.

33. While some of the proposals on allowances set out in this paper do not involve major changes and points of principle and hence could be dealt with by the Administration under delegated authority, we have included the proposals in this submission nonetheless for completeness.

Civil Service Bureau
November 2009

**Existing and Proposed Directorate Pay Scale (DPS)
and Directorate (Legal) Pay Scale (DLPS)**

Existing DPS	
Point	Dollar Value (\$)
D10	241,750
D9	228,500
D8	202,000
D7	195,900
D6	181,450
D5	172,000
D4	(166,900)* 161,950
D3	(151,200)# (146,950)* 142,700
D2	(130,300)# (126,500)* 122,700
D1	(109,700)# (106,400)* 103,400

Proposed DPS	
Point	Dollar Value (\$)
D8	(208,050) 202,000
D7	(201,800) 195,900
D6	(186,900) 181,450
D5	(177,150) 172,000
D4	(171,900) (166,900) 161,950
D3	(155,750) (151,200) (146,950) 142,700
D2	(134,200) (130,300) (126,500) 122,700
D1	(113,000) (109,700) (106,400) 103,400

Note

- (1) The dollar values of the existing and proposed DPS have not taken into account the 5.38% pay cut to be effected from the month immediately following commencement of the Public Officers Pay Adjustment Bill, which is now being scrutinised by the Legislative Council.
- (2) Figures in brackets denote increments.
- (3) * denotes an increment granted on completion of two years of satisfactory service in the rank.
- (4) # denotes a second increment granted on completion of a further three years of satisfactory service in the rank.
- (5) Figures in bold in the proposed DPS denote new increments.
- (6) Each increment under the proposed DPS is to be granted at biennial interval upon satisfactory in-rank service.

Existing DLPS	
Point	Dollar Value (\$)
DL7	215,400
DL6	181,450
DL5	172,000
DL4	(166,900)* 161,950
DL3	(151,200)# (146,950)* 142,700
DL2	(130,300)# (126,500)* 122,700
DL1	(109,700)# (106,400)* 103,400

Proposed DLPS	
Point	Dollar Value (\$)
DL6	(186,900) 181,450
DL5	(177,150) 172,000
DL4	(171,900) (166,900) 161,950
DL3	(155,750) (151,200) (146,950) 142,700
DL2	(134,200) (130,300) (126,500) 122,700
DL1	(113,000) (109,700) (106,400) 103,400

Note

- (1) The dollar values of the existing and proposed DLPS have not taken into account the 5.38% pay cut to be effected from the month immediately following commencement of the Public Officers Pay Adjustment Bill, which is now being scrutinised by the Legislative Council.
- (2) Figures in brackets denote increments.
- (3) * denotes an increment granted on completion of two years of satisfactory service in the rank.
- (4) # denotes a second increment granted on completion of a further three years of satisfactory service in the rank.
- (5) Figures in bold in the proposed DLPS denote new increments.
- (6) Each increment under the proposed DLPS is to be granted at biennial interval upon satisfactory in-rank service.

**Existing and Proposed
General Disciplined Services (Commander) Pay Scale (GDS(C))**

Existing GDS(C)		Proposed GDS(C)	
Point	Dollar Value (\$)	Point	Dollar Value (\$)
4	181,450	4	(186,900) 181,450
3	(151,200)# (146,950)* 142,700	3	(155,750) (151,200) (146,950) 142,700
2	(130,300)# (126,500)* 122,700	2	(134,200) (130,300) (126,500) 122,700
1	(113,150)# (109,700)* 106,400	1	(116,550) (113,150) (109,700) 106,400

Note

- (1) The dollar values of the existing and proposed GDS(C) have not taken into account the 5.38% pay cut to be effected from the month immediately following commencement of the Public Officers Pay Adjustment Bill, which is now being scrutinised by the Legislative Council.
- (2) Figures in brackets denote existing increments and figures in bold denote new increments.
- (3) * denotes an increment granted on completion of two years of satisfactory service in the rank.
- (4) # denotes a second increment granted on completion of a further three years of satisfactory service in the rank.
- (5) Each increment under the proposed GDS(C) is to be granted at biennial interval upon satisfactory in-rank service.

**Existing and Proposed
General Disciplined Services (Officer) Pay Scale (GDS(O))**

Existing GDS(O)		Proposed GDS(O)	
Point	Dollar Value (\$)	Point	Dollar Value (\$)
		39*	100,780
38	97,545	38	97,545
37	93,765	37	93,765
36	89,995	36	89,995
35	86,630	35	86,630
34	83,420	34	83,420
33	80,430	33	80,430
32	77,625	32	77,625
31	74,845	31	74,845
30	72,135	30	72,135
29	69,540	29	69,540
28	66,985	28	66,985
27	64,585	27	64,585
26	62,225	26	62,225
25	59,885	25	59,885
24	57,770	24	57,770
23	55,675	23	55,675
22	53,645	22	53,645
21	51,850	21	51,850
20	50,170	20	50,170
19	48,320	19	48,320
18	46,585	18	46,585
17	44,665	17	44,665
16	42,750	16	42,750
15	40,810	15	40,810
14	38,895	14	38,895
13	37,030	13	37,030
12	35,165	12	35,165
11	33,455	11	33,455
10	31,845	10	31,845
9	30,280	9	30,280
8	28,705	8	28,705
7	27,155	7	27,155
6	25,620	6	25,620
5	24,050	5	24,050
4	22,690	4	22,690
3	21,620	3	21,620
2	20,540	2	20,540
1	19,665	1	19,665
1a	18,820	1a	18,820
1b	18,010	1b	18,010
1c	17,240	1c	17,240
1d	16,500	1d	16,500

Note

- (1) The dollar values of GDS(O) 20-39 of the existing and proposed GDS(O) have not taken into account the 5.38% pay cut to be effected from the month immediately following commencement of the Public Officers Pay Adjustment Bill, which is now being scrutinised by the Legislative Council.
- (2) * denotes a new pay point.

**Existing and Proposed
General Disciplined Services (Rank and File) Pay Scale (GDS(R))**

Existing GDS(R)	
Point	Dollar Value (\$)
27	29,365
26	28,525
25	27,665
24	26,870
23	26,185
22	25,460
21	24,760
20	24,105
19	23,465
18	22,815
17	22,150
16	21,540
15	20,940
14	20,340
13	19,745
12	19,150
11	18,565
10	17,980
9	17,415
8	16,830
7	16,250
6	15,750
5	15,100
4	14,685
3	14,275
2	13,860
1	13,480
1a	13,105

Proposed GDS(R)	
Point	Dollar Value (\$)
29*	31,750
28*	30,540
27	29,365
26	28,525
25	27,665
24	26,870
23	26,185
22	25,460
21	24,760
20	24,105
19	23,465
18	22,815
17	22,150
16	21,540
15	20,940
14	20,340
13	19,745
12	19,150
11	18,565
10	17,980
9	17,415
8	16,830
7	16,250
6	15,750
5	15,100
4	14,685
3	14,275
2	13,860
1	13,480
1a	13,105

* denotes new pay point.

Existing Police Pay Scale

Point	Dollar Value (\$)
35	48,320
34	46,585
33	44,665
32	42,785
31	40,900
30	39,070
29	37,265
28	35,495
27	33,720
26	32,255
25	31,285
24	30,370
23	29,460
22	28,785
21	28,065
20	27,330
19	26,635
18	25,895
17	25,170
16	24,475
15	23,805
14	23,125
13	22,470
12	21,835
11	21,305
10	20,590
9	19,975
8	19,360
7	18,805
6	18,230
5	17,695
4	17,180
3	16,655
2	16,160
1	15,690
1a	15,235

Point	Dollar Value (\$)
59	202,000
	(172,000)*
58	166,900
	(151,200)#
57	(146,950)*
	142,700
	(130,300)#
56	(126,500)*
	122,700
	(113,150)#
55	(109,700)*
	106,400
54	97,545
53	93,765
52	89,995
51	86,630
50	83,420
49	80,430
48	77,625
47	74,845
46	72,135
45	69,540
44	66,985
43	64,585
42	62,225
41	59,885
40	57,770
39	55,675
38	53,645
37	51,850
36	50,170

Note

- (1) The dollar values of PPS 36-59 have not taken into account the 5.38% pay cut to be effected from the month immediately following commencement of the Public Officers Pay Adjustment Bill, which is now being scrutinised by the Legislative Council.
- (2) Figures in brackets denote increments.
- (3) PPS 55-59 are pay points for officers at the directorate level.
- (4) * denotes an increment granted on completion of two years of satisfactory service in the rank.
- (5) # denotes a second increment granted on completion of a further three years of satisfactory service in the rank.

Proposed Police Pay Scale

Point	Dollar Value (\$)
36	50,170
35	48,320
34	46,585
33	44,665
32	42,785
31	40,900
30	39,070
29	37,265
28	35,495
27	33,720
26	32,255
25	31,285
24	30,370
23	29,460
22	28,785
21	28,065
20	27,330
19	26,635
18	25,895
17	25,170
16	24,475
15	23,805
14	23,125
13	22,470
12	21,835
11	21,305
10	20,590
9	19,975
8	19,360
7	18,805
6	18,230
5	17,695
4	17,180
3	16,655
2	16,160
1	15,690
1a	15,235

Point	Dollar Value (\$)
59	(208,050) 202,000
58	(177,150) (172,000) 166,900
57	(155,750) (151,200) (146,950) 142,700
56	(134,200) (130,300) (126,500) 122,700
55	(116,550) (113,150) (109,700) 106,400
54a	100,780
54	97,545
53	93,765
52	89,995
51	86,630
50	83,420
49	80,430
48	77,625
47	74,845
46	72,135
45	69,540
44	66,985
43	64,585
42	62,225
41	59,885
40	57,770
39	55,675
38	53,645
37	51,850

Note

- (1) The dollar values of PPS 36-59 have not taken into account the 5.38% pay cut to be effected from the month immediately following commencement of the Public Officers Pay Adjustment Bill, which is now being scrutinised by the Legislative Council.
- (2) Figures in brackets denote increments and figures in bold denote new pay point/increments.
- (3) PPS 55-59 are pay points for officers at the directorate level and each increment under these pay points is to be granted at biennial interval upon satisfactory in-rank service.

Existing Independent Commission Against Corruption Pay Scale (IPS)

Point	Dollar Value (\$)
29	53,740
28	51,160
27	48,145
26	46,685
25	44,545
24	42,335
23	40,170
22	37,995
21	35,810
20	34,140
19	32,480
18	31,105
17	29,730
16	28,350
15	27,310
14	26,965
13	26,265
12	25,550
11	24,180
10	22,815
9	21,550
8	20,305
7	19,050
6	17,730
5	16,410
4	15,100
3	14,550
2	13,995
1	13,490

Point	Dollar Value (\$)
	(172,000)*
48	166,900
	(151,200) #
	(146,950)*
47	142,700
	(130,300) #
	(126,500)*
46	122,700
	(113,150) #
	(109,700)*
45	106,400
44	97,545
43	93,765
42	89,995
41	86,630
40	83,420
39	80,370
38	77,580
37	74,775
36	72,060
35	69,240
34	66,660
33	64,055
32	61,485
31	58,875
30	56,295

Note

- (1) The dollar values of IPS 28-48 have not taken into account the 5.38% pay cut to be effected from the month immediately following commencement of the Public Officers Pay Adjustment Bill, which is now being scrutinised by the Legislative Council.
- (2) Figures in brackets denote increments.
- (3) IPS 3 and 15 are not points for pay progression.
- (4) IPS 45-48 are pay points for officers at the directorate level.
- (5) * denotes an increment granted on completion of two years of satisfactory service in the rank.
- (6) # denotes a second increment granted on completion of a further three years of satisfactory service in the rank.

Proposed IPS

Point	Dollar Value (\$)
32	61,485
31	58,875
30	56,295
29	53,740
28	51,160
27	48,145
26	46,685
25	44,545
24	42,335
23	40,170
22	37,995
21	35,810
20	34,140
19	32,480
18	31,105
17	29,730
16	28,350
15	27,310
14	26,965
13	26,265
12	25,550
11	24,180
10	22,815
9	21,550
8	20,305
7	19,050
6	17,730
5	16,410
4	15,100
3	14,550
2	13,995
1	13,490

Point	Dollar Value (\$)
	(177,150)
	(172,000)
48	166,900
	(155,750)
	(151,200)
	(146,950)
47	142,700
	(134,200)
	(130,300)
	(126,500)
46	122,700
	(116,550)
	(113,150)
	(109,700)
45	106,400
44a	100,780
44	97,545
43	93,765
42	89,995
41	86,630
40	83,420
39	80,370
38	77,580
37	74,775
36	72,060
35	69,240
34	66,660
33	64,055

Note

- (1) The dollar values of IPS 28-48 have not taken into account the 5.38% pay cut to be effected from the month immediately following commencement of the Public Officers Pay Adjustment Bill, which is now being scrutinised by the Legislative Council.
- (2) Figures in brackets denote increments and figures in bold denote new pay point/increments.
- (3) IPS 3 and 15 are not points for pay progression.
- (4) IPS 45-48 are pay points for officers at the directorate level and each increment under these pay points is to be granted at biennial interval upon satisfactory in-rank service.

Enclosure 3(a) to FCR(2009-10)42

**Existing and Proposed Pay Scales of Disciplined Services Ranks
in the Correctional Services Department**

	Existing Pay Scale	Proposed Pay Scale
<u>Commissioner of Correctional Services Grade</u>		
Commissioner of Correctional Services	GDS(C) 4 (\$181,450)	GDS(C) 4 (\$181,450 – \$186,900)
Deputy Commissioner of Correctional Services	GDS(C) 3 (\$142,700 – \$151,200)	GDS(C) 3 (\$142,700 – \$155,750)
Assistant Commissioner of Correctional Services	GDS(C) 2 (\$122,700 – \$130,300)	GDS(C) 2 (\$122,700 – \$134,200)
<u>General Manager (Correctional Services Industries) Grade</u>		
General Manager (Correctional Services Industries)	GDS(C) 1 (\$106,400 – \$113,150)	GDS(C) 1 (\$106,400 – \$116,550)
<u>Officer/Superintendent of Correctional Services Grade</u>		
Chief Superintendent of Correctional Services	GDS(C) 1 (\$106,400 – \$113,150)	GDS(C) 1 (\$106,400 – \$116,550)
Senior Superintendent of Correctional Services	GDS(O) 36 – 38 (\$89,995 – \$97,545)	GDS(O) 37 – 39 ^(Note 3) (\$93,765 – \$100,780)
Superintendent of Correctional Services	GDS(O) 32 – 35 (\$77,625 – \$86,630)	GDS(O) 33 – 36 (\$80,430 – \$89,995)
Chief Officer	GDS(O) 26 – 31 (\$62,225 – \$74,845)	GDS(O) 27 – 32 (\$64,585 – \$77,625)
Principal Officer	GDS(O) 21 – 25 (\$51,850 – \$59,885)	GDS(O) 22 – 26 (\$53,645 – \$62,225)
Officer	GDS(O) 5 – 20 ^(Note 1) (\$24,050 – \$50,170)	GDS(O) 5 – 21 ^(Note 4) (\$24,050 – \$51,850)
<u>Industrial Officer (Correctional Services) Grade</u>		
Superintendent of Correctional Services Industries	GDS(O) 32 – 35 (\$77,625 – \$86,630)	GDS(O) 33 – 36 (\$80,430 – \$89,995)

/Chief

	Existing Pay Scale	Proposed Pay Scale
Chief Industrial Officer (Correctional Services)	GDS(O) 26 – 31 (\$62,225 – \$74,845)	GDS(O) 27 – 32 (\$64,585 – \$77,625)
Principal Industrial Officer (Correctional Services)	GDS(O) 21 – 25 (\$51,850 – \$59,885)	GDS(O) 22 – 26 (\$53,645 – \$62,225)
Industrial Officer (Correctional Services)	GDS(O) 5 – 20 ^(Note 1) (\$24,050 – \$50,170)	GDS(O) 5 – 21 ^(Note 4) (\$24,050 – \$51,850)
 <i><u>Technical Instructor (Correctional Services) Grade</u></i>		
Technical Instructor (Correctional Services)	GDS(O) 4 – 13 (\$22,690 – \$37,030)	GDS(O) 4 – 14 (\$22,690 – \$38,895)
 <i><u>Assistant Officer Grade</u></i>		
Assistant Officer I	GDS(R) 14 – 27 (\$20,340 – \$29,365)	GDS(R) 15 – 29 ^(Note 3) (\$20,940 – \$31,750)
Assistant Officer II	GDS(R) 2 – 13 ^(Note 2) (\$13,860 – \$19,745) (plus two Long Service Increments (LSIs), one each upon completion of 18 and 25 years of satisfactory in-rank service at GDS(R) 14 and 15 respectively.)	GDS(R) 2 – 14 ^(Note 2) (\$13,860 – \$20,340) (plus four LSIs, one each upon completion of 12, 18, 24, and 30 years of satisfactory in-rank service at GDS(R) 15, 16, 17 and 18 respectively.)
 <i><u>Instructor (Correctional Services) Grade</u></i>		
Instructor (Correctional Services)	GDS(R) 3 – 19 (\$14,275 – \$23,465)	GDS(R) 3 – 20 (\$14,275 – \$24,105)

Note

- (1) The Officer and Industrial Officer (Correctional Services) ranks at present have one incremental jump upon completion of one year of satisfactory in-rank service. The same incremental jump arrangement will apply in the proposed pay scales.
- (2) The Assistant Officer II rank at present has two incremental jumps, first one upon completion of one year of satisfactory in-rank service, and second one upon completion of five years of satisfactory in-rank service and passing the relevant promotion examination. The same incremental jump arrangement will apply in the proposed pay scale.
- (3) GDS(R) 28, GDS(R) 29 and GDS(O) 39 are new pay points.
- (4) In addition to (1) above, for those who have passed the relevant promotion examination, two more incremental jumps, one each upon completion of five and eight years of satisfactory in-rank service, will be granted to the Officer and Industrial Officer (Correctional Services) ranks. Since there is at present no promotion examination for the Industrial Officer (Correctional Services) rank, the proposed incremental jumps will be withheld until CSD has put in place a promotion examination to the satisfaction of the Civil Service Bureau.

Enclosure 3(b) to FCR(2009-10)42

**Existing and Proposed Pay Scales of Disciplined Services Ranks
in the Customs and Excise Department**

	Existing Pay Scale	Proposed Pay Scale
<i>Commissioner of Customs and Excise Grade</i>		
Commissioner of Customs and Excise	GDS(C) 4 (\$181,450)	GDS(C) 4 (\$181,450 – \$186,900)
Deputy Commissioner of Customs and Excise	GDS(C) 3 (\$142,700 – \$151,200)	GDS(C) 3 (\$142,700 – \$155,750)
Assistant Commissioner of Customs and Excise	GDS(C) 2 (\$122,700 – \$130,300)	GDS(C) 2 (\$122,700 – \$134,200)
<i>Inspector/Superintendent of Customs and Excise Grade</i>		
Chief Superintendent of Customs and Excise	GDS(C) 1 (\$106,400 – \$113,150)	GDS(C) 1 (\$106,400 – \$116,550)
Senior Superintendent of Customs and Excise	GDS(O) 36 – 38 (\$89,995 – \$97,545)	GDS(O) 37 – 39 ^(Note 2) (\$93,765 – \$100,780)
Superintendent of Customs and Excise	GDS(O) 32 – 35 (\$77,625 – \$86,630)	GDS(O) 33 – 36 (\$80,430 – \$89,995)
Assistant Superintendent of Customs and Excise	GDS(O) 26 – 31 (\$62,225 – \$74,845)	GDS(O) 27 – 32 (\$64,585 – \$77,625)
Senior Inspector of Customs and Excise	GDS(O) 21 – 25 (\$51,850 – \$59,885)	GDS(O) 22 – 26 (\$53,645 – \$62,225)
Inspector of Customs and Excise	GDS(O) 5 – 20 ^(Note 1) (\$24,050 – \$50,170)	GDS(O) 5 – 21 ^(Note 3) (\$24,050 – \$51,850)
<i>Customs Officer Grade</i>		
Chief Customs Officer	GDS(R) 23 – 27 (\$26,185 – \$29,365)	GDS(R) 24 – 29 ^(Note 2) (\$26,870 – \$31,750)
Senior Customs Officer	GDS(R) 14 – 22 (\$20,340 – \$25,460)	GDS(R) 15 – 24 (\$20,940 – \$26,870)

/Customs

	Existing Pay Scale	Proposed Pay Scale
Customs Officer	GDS(R) 2 – 13 ^(Note 1) (\$13,860 – \$19,745) (plus two LSIs, one each upon completion of 18 and 25 years of satisfactory in-rank service at GDS(R) 14 and 15 respectively.)	GDS(R) 2 – 14 ^(Note 4) (\$13,860 – \$20,340) (plus four LSIs, one each upon completion of 12, 18, 24, and 30 years of satisfactory in-rank service at GDS(R) 15, 16, 17 and 18 respectively.)

Note

- (1) The Customs Officer and Inspector of Customs and Excise ranks at present have one incremental jump upon completion of one year of satisfactory in-rank service. The same incremental jump arrangement will apply in the proposed pay scales.
- (2) GDS(R) 28, GDS(R) 29 and GDS(O) 39 are new pay points.
- (3) In addition to (1) above, for those who have passed the relevant promotion examination, two more incremental jumps, one each upon completion of five and eight years of satisfactory in-rank service, will be granted to the Inspector of Customs and Excise rank.
- (4) In addition to (1) above, for those who have passed the relevant promotion examination, one more incremental jump upon completion of five years of satisfactory in-rank service will be granted to the Customs Officer rank.

Enclosure 3(c) to FCR(2009-10)42

**Existing and Proposed Pay Scales of Disciplined Services Ranks
in the Fire Services Department**

	Existing Pay Scale	Proposed Pay Scale
<i><u>Director of Fire Services Grade</u></i>		
Director of Fire Services	GDS(C) 4 (\$181,450)	GDS(C) 4 (\$181,450 – \$186,900)
Deputy Director of Fire Services	GDS(C) 3 (\$142,700 – \$151,200)	GDS(C) 3 (\$142,700 – \$155,750)
<i><u>Chief Fire Officer Grade</u></i>		
Chief Fire Officer	GDS(C) 2 (\$122,700 – \$130,300)	GDS(C) 2 (\$122,700 – \$134,200)
Deputy Chief Fire Officer	GDS(C) 1 (\$106,400 – \$113,150)	GDS(C) 1 (\$106,400 – \$116,550)
<i><u>Station Officer/Divisional Officer Grade</u></i>		
Senior Divisional Officer	GDS(O) 36 – 38 (\$89,995 – \$97,545)	GDS(O) 37 – 39 ^(Note 4) (\$93,765 – \$100,780)
Divisional Officer	GDS(O) 32 – 35 (\$77,625 – \$86,630)	GDS(O) 33 – 36 (\$80,430 – \$89,995)
Assistant Divisional Officer	GDS(O) 26 – 31 (\$62,225 – \$74,845)	GDS(O) 27 – 32 (\$64,585 – \$77,625)
Senior Station Officer ^(Note 1)	GDS(O) 21 – 25 (\$51,850 – \$59,885)	GDS(O) 22 – 26 (\$53,645 – \$62,225)
Station Officer ^(Note 1)	GDS(O) 5 – 25 ^(Note 2) (\$24,050 – \$59,885)	GDS(O) 5 – 26 ^(Note 5) (\$24,050 – \$62,225)
Senior Station Officer (Control) ^(Note 1)	GDS(O) 21 – 25 (\$51,850 – \$59,885)	GDS(O) 22 – 26 (\$53,645 – \$62,225)
Station Officer (Control) ^(Note 1)	GDS(O) 5 – 25 ^(Note 2) (\$24,050 – \$59,885)	GDS(O) 5 – 26 ^(Note 5) (\$24,050 – \$62,225)

/Ambulance

	Existing Pay Scale	Proposed Pay Scale
<u>Ambulance Officer Grade</u>		
Chief Ambulance Officer	GDS(C) 2 (\$122,700 – \$130,300)	GDS(C) 2 (\$122,700 – \$134,200)
Deputy Chief Ambulance Officer	GDS(C) 1 (\$106,400 – \$113,150)	GDS(C) 1 (\$106,400 – \$116,550)
Senior Assistant Chief Ambulance Officer	GDS(O) 36 – 38 (\$89,995 – \$97,545)	GDS(O) 37 – 39 ^(Note 4) (\$93,765 – \$100,780)
Assistant Chief Ambulance Officer	GDS(O) 32 – 35 (\$77,625 – \$86,630)	GDS(O) 33 – 36 (\$80,430 – \$89,995)
Superintendent (Ambulance)	GDS(O) 26 – 31 (\$62,225 – \$74,845)	GDS(O) 27 – 32 (\$64,585 – \$77,625)
Senior Ambulance Officer	GDS(O) 21 – 25 (\$51,850 – \$59,885)	GDS(O) 22 – 26 (\$53,645 – \$62,225)
Ambulance Officer	GDS(O) 5 – 20 ^(Note 2) (\$24,050 – \$50,170)	GDS(O) 5 – 21 ^(Note 6) (\$24,050 – \$51,850)
<u>Fireman Grade</u>		
Principal Fireman	GDS(R) 23 – 27 (\$26,185 – \$29,365)	GDS(R) 24 – 29 ^(Note 4) (\$26,870 – \$31,750)
Senior Fireman	GDS(R) 14 – 22 (\$20,340 – \$25,460)	GDS(R) 15 – 24 (\$20,940 – \$26,870)
Fireman	GDS(R) 2 – 13 ^(Note 3) (\$13,860 – \$19,745) (plus two LSIs, one each upon completion of 18 and 25 years of satisfactory in-rank service at GDS(R) 14 and 15 respectively.)	GDS(R) 2 ^(Note 7) – 14 (\$13,860 – \$20,340) (plus four LSIs, one each upon completion of 12, 18, 24, and 30 years of satisfactory in-rank service at GDS(R) 15, 16, 17 and 18 respectively.)
Principal Fireman (Control)	GDS(R) 23 – 27 (\$26,185 – \$29,365)	GDS(R) 24 – 29 ^(Note 4) (\$26,870 – \$31,750)
Senior Fireman (Control)	GDS(R) 14 – 22 (\$20,340 – \$25,460)	GDS(R) 15 – 24 ^(Note 8) (\$20,940 – \$26,870)

/Ambulanceman

	Existing Pay Scale	Proposed Pay Scale
<u>Ambulanceman Grade</u>		
Principal Ambulanceman	GDS(R) 23 – 27 (\$26,185 – \$29,365)	GDS(R) 24 – 29 ^(Note 4) (\$26,870 – \$31,750)
Senior Ambulanceman	GDS(R) 14 – 22 (\$20,340 – \$25,460)	GDS(R) 15 – 24 (\$20,940 – \$26,870)
Ambulanceman	GDS(R) 2 – 13 ^(Note 3) (\$13,860 – \$19,745) (plus two LSIs, one each upon completion of 18 and 25 years of satisfactory in-rank service at GDS(R) 14 and 15 respectively.)	GDS(R) 4 ^(Note 7) – 14 (\$14,685 – \$20,340) (plus four LSIs, one each upon completion of 12, 18, 24, and 30 years of satisfactory in-rank service at GDS(R) 15, 16, 17 and 18 respectively.)

Note

- (1) The Station Officer and Senior Station Officer ranks of the Fire Stream, and the Station Officer (Control) and Senior Station Officer (Control) ranks of the Mobilising and Communications Stream, are on the ‘through scale arrangement’.
- (2) The Station Officer, Station Officer (Control) and Ambulance Officer ranks at present have one incremental jump upon completion of one year of satisfactory in-rank service. The same incremental jump arrangement will apply in the proposed pay scales.
- (3) The Fireman and Ambulanceman ranks at present have two incremental jumps, first one upon completion of one year of satisfactory in-rank service, and second one upon completion of five years of satisfactory in-rank service and passing the relevant promotion examination. The same incremental jump arrangement will apply in the proposed pay scales.
- (4) GDS(R) 28, GDS(R) 29 and GDS(O) 39 are new pay points.
- (5) New recruits joining the Station Officer rank of the Fire Stream and the Station Officer (Control) rank of the Mobilising and Communications Stream from the month immediately following approval of the re-structuring of the ‘through scale arrangement’ by the Finance Committee will only advance to GDS(O) 22 and beyond after passing the relevant promotion examination.
- (6) In addition to (2) above, for those who have passed the relevant promotion examination, two more incremental jumps, one each on completion of five and eight years of satisfactory in-rank service, will be granted to the Ambulance Officer rank.
- (7) Entry levels below five passes in HKCEE at GDS(R) 2 and GDS(R) 3 for the Fireman rank in the Operational and Marine Streams, as well as the Ambulanceman rank will be removed. The proposed entry pay of GDS(R) 2 and GDS(R) 3 for the Fireman rank are for the entry levels below five passes in HKCEE for its Workshop Stream only.
- (8) For those who have passed the relevant promotion examination, one incremental jump on completion of five years of satisfactory in-rank service will be granted to the Senior Fireman (Control) rank.

**Existing and Proposed Pay Scales of Disciplined Services Ranks
in the Government Flying Service**

	Existing Pay Scale	Proposed Pay Scale
<u>Controller, Government Flying Service Grade</u>		
Controller, Government Flying Service	GDS(C) 3 (\$142,700 – \$151,200)	GDS(C) 3 (\$142,700 – \$155,750)
<u>Pilot Grade</u>		
Chief Pilot	GDS(C) 1 (\$106,400 – \$113,150)	GDS(C) 1 (\$106,400 – \$116,550)
Senior Pilot	GDS(O) 36 – 38 (\$89,995 – \$97,545)	GDS(O) 37 – 39 ^(Note 2) (\$93,765 – \$100,780)
Pilot I	GDS(O) 26 – 35 (\$62,225 – \$86,630)	GDS(O) 27 – 36 (\$64,585 – \$89,995)
Pilot II	GDS(O) 14 – 25 (\$38,895 – \$59,885)	GDS(O) 14 – 26 ^(Note 3) (\$38,895 – \$62,225)
Cadet Pilot	GDS(O) 1b – 2 (\$18,010 – \$20,540)	GDS(O) 1b – 2 (\$18,010 – \$20,540)
<u>Aircraft Engineer Grade</u>		
Chief Aircraft Engineer	GDS(C) 1 (\$106,400 – \$113,150)	GDS(C) 1 (\$106,400 – \$116,550)
Senior Aircraft Engineer	GDS(O) 36 – 37 (\$89,995 – \$93,765)	GDS(O) 37 – 38 (\$93,765 – \$97,545)
Aircraft Engineer	GDS(O) 22 – 35 (\$53,645 – \$86,630)	GDS(O) 22 – 36 (\$53,645 – \$89,995)
<u>Air Crewman Officer Grade</u>		
Senior Air Crewman Officer	GDS(O) 36 – 38 (\$89,995 – \$97,545)	GDS(O) 37 – 39 ^(Note 2) (\$93,765 – \$100,780)
Air Crewman Officer I	GDS(O) 26 – 35 (\$62,225 – \$86,630)	GDS(O) 27 – 36 (\$64,585 – \$89,995)
Air Crewman Officer II	GDS(O) 17 – 25 (\$44,665 – \$59,885)	GDS(O) 18 – 26 (\$46,585 – \$62,225)

/Air

	Existing Pay Scale	Proposed Pay Scale
Air Crewman Officer III	GDS(R) 7, 9 and GDS(O) 1b – 16 ^(Note 1) (\$16,250 – \$42,750)	GDS(R) 7, 9 and GDS(O) 1b – 17 ^(Note 4) (\$16,250 – \$44,665)
<i>Aircraft Technician Grade</i>		
Chief Aircraft Technician	GDS(O) 12 – 24 (\$35,165 – \$57,770)	GDS(O) 13 – 25 (\$37,030 – \$59,885)
Senior Aircraft Technician	GDS(O) 6 – 11 (\$25,620 – \$33,455)	GDS(O) 7 – 12 (\$27,155 – \$35,165)
Aircraft Technician	GDS(R) 3, 5, 7, 9, 11 and GDS(O) 1 – 5 (\$14,275 – \$24,050)	GDS(R) 3, 5, 7, 9, 11 and GDS(O) 1 – 6 (\$14,275 – \$25,620)

Note

- (1) The Air Crewman Officer III rank at present has four incremental jumps, the first two upon passing the qualifying examination at Level 3 of the crewman training, and another two upon passing the qualifying examination at Level 5 of the crewman training. The same incremental jump arrangement will apply in the proposed pay scale.
- (2) GDS(O) 39 is a new pay point.
- (3) Two incremental jumps will be granted to Pilot II who have obtained dual licences for both helicopter and fixed-wing aircraft and are required to perform Pilot I flying duties frequently. Another two incremental jumps will be granted to Pilot II who have obtained an Instrument Rating and become qualified to operate as Captain in coastal and day offshore search and rescue in accordance with the Government Flying Service Operations Manual approved by the Civil Aviation Department and are required to perform Pilot I flying duties frequently.
- (4) In addition to (1) above, three additional incremental jumps will be granted to the Air Crewman Officer III rank, one each upon passing the qualifying examination at Levels 1, 2 and 4 of the crewman training respectively.

Enclosure 3(e) to FCR(2009-10)42

**Existing and Proposed Pay Scales of Disciplined Services Ranks
in the Hong Kong Police Force**

	Existing Pay Scale	Proposed Pay Scale
<i><u>Commissioner of Police Grade</u></i>		
Commissioner of Police	PPS 59 (\$202,000)	PPS 59 (\$202,000 – \$208,050)
Deputy Commissioner of Police	PPS 58 (\$166,900 – \$172,000)	PPS 58 (\$166,900 – \$177,150)
Senior Assistant Commissioner of Police	PPS 57 (\$142,700 – \$151,200)	PPS 57 (\$142,700 – \$155,750)
Assistant Commissioner of Police	PPS 56 (\$122,700 – \$130,300)	PPS 56 (\$122,700 – \$134,200)
<i><u>Police Inspector/Superintendent Grade</u></i>		
Chief Superintendent of Police	PPS 55 (\$106,400 – \$113,150)	PPS 55 (\$106,400 – \$116,550)
Senior Superintendent of Police	PPS 52 – 54 (\$89,995 – \$97,545)	PPS 53 – 54a ^(Note 4) (\$93,765 – \$100,780)
Superintendent of Police	PPS 48 – 51 (\$77,625 – \$86,630)	PPS 49 – 52 (\$80,430 – \$89,995)
Chief Inspector of Police	PPS 42 – 47 (\$62,225 – \$74,845)	PPS 43 – 48 (\$64,585 – \$77,625)
Senior Inspector of Police ^(Note 1)	PPS 37 – 41 (\$51,850 – \$59,885)	PPS 38 – 42 (\$53,645 – \$62,225)
Inspector of Police ^(Note 1)	PPS 23 – 41 ^(Note 2) (\$29,460 – \$59,885)	PPS 23 – 42 ^(Note 5) (\$29,460 – \$62,225)
<i><u>Junior Police Officer Grade</u></i>		
Police Station Sergeant	PPS 21 – 29 (\$28,065 – \$37,265)	PPS 22 – 31 (\$28,785 – \$40,900)
Police Sergeant	PPS 14 – 22 (\$23,125 – \$28,785)	PPS 15 – 24 (\$23,805 – \$30,370)

/Police

	Existing Pay Scale	Proposed Pay Scale
Police Constable	PPS 2 – 14 ^(Note 3) (\$16,160 – \$23,125) (plus two LSIs, one each upon completion of 18 and 25 years of satisfactory in-rank service at PPS 15 and 16 respectively.)	PPS 3 ^(Note 6) – 15 (\$16,655 – \$23,805) (plus four LSIs, one each upon completion of 12, 18, 24, and 30 years of satisfactory in-rank service at PPS 16, 17, 18 and 19 respectively.)

Note

- (1) The Inspector of Police and Senior Inspector of Police ranks are on the ‘through scale arrangement’.
- (2) The Inspector of Police rank at present has three incremental jumps, first two upon completion of one year of satisfactory in-rank service and a third one on completion of two years of satisfactory in-rank service. The same incremental jump arrangement will apply in the proposed pay scale.
- (3) The Police Constable rank at present has four incremental jumps, the first one upon passing out, a second one upon completion of one year of satisfactory in-rank service, a third one on completion of two years of satisfactory in-rank service, and a fourth one upon completion of five years of satisfactory in-rank service and passing the relevant promotion examination. The same incremental jump arrangement will apply in the proposed pay scale.
- (4) PPS 54a is a new pay point.
- (5) New recruits joining the Inspector of Police rank from the month immediately following approval of the re-structuring of the ‘through scale arrangement’ by the Finance Committee will only advance to PPS 38 and beyond after passing the relevant promotion examination.
- (6) Entry level below five passes in HKCEE at PPS 2 will be removed. The proposed entry pay of PPS 3 is for the entry level at five passes in HKCEE.

**Existing and Proposed Pay Scales of Disciplined Services Ranks
in the Immigration Department**

	Existing Pay Scale	Proposed Pay Scale
<i>Director of Immigration Grade</i>		
Director of Immigration	GDS(C) 4 (\$181,450)	GDS(C) 4 (\$181,450 – \$186,900)
Deputy Director of Immigration	GDS(C) 3 (\$142,700 – \$151,200)	GDS(C) 3 (\$142,700 – \$155,750)
Assistant Director of Immigration	GDS(C) 2 (\$122,700 – \$130,300)	GDS(C) 2 (\$122,700 – \$134,200)
<i>Immigration Officer Grade</i>		
Senior Principal Immigration Officer	GDS(C) 1 (\$106,400 – \$113,150)	GDS(C) 1 (\$106,400 – \$116,550)
Principal Immigration Officer	GDS(O) 36 – 38 (\$89,995 – \$97,545)	GDS(O) 37 – 39 ^(Note 2) (\$93,765 – \$100,780)
Assistant Principal Immigration Officer	GDS(O) 32 – 35 (\$77,625 – \$86,630)	GDS(O) 33 – 36 (\$80,430 – \$89,995)
Chief Immigration Officer	GDS(O) 26 – 31 (\$62,225 – \$74,845)	GDS(O) 27 – 32 (\$64,585 – \$77,625)
Senior Immigration Officer	GDS(O) 21 – 25 (\$51,850 – \$59,885)	GDS(O) 22 – 26 (\$53,645 – \$62,225)
Immigration Officer	GDS(O) 5 – 20 ^(Note 1) (\$24,050 – \$50,170)	GDS(O) 5 – 21 ^(Note 3) (\$24,050 – \$51,850)
<i>Immigration Assistant Grade</i>		
Chief Immigration Assistant	GDS(R) 22 – 26 (\$25,460 – \$28,525)	GDS(R) 23 – 28 ^(Note 2) (\$26,185 – \$30,540)
Senior Immigration Assistant	GDS(R) 13 – 21 (\$19,745 – \$24,760)	GDS(R) 14 – 23 (\$20,340 – \$26,185)

/Immigration

	Existing Pay Scale	Proposed Pay Scale
Immigration Assistant	GDS(R) 3 – 12 ^(Note 1) (\$14,275 – \$19,150) (plus two LSIs, one each upon completion of 18 and 25 years of satisfactory in-rank service at GDS(R) 13 and 14 respectively.)	GDS(R) 3 – 13 (\$14,275 – \$19,745) (plus four LSIs, one each upon completion of 12, 18, 24, and 30 years of satisfactory in-rank service at GDS(R) 14, 15, 16 and 17 respectively.)

Note

- (1) The Immigration Assistant and Immigration Officer ranks at present have one incremental jump upon completion of one year of satisfactory in-rank service. The same incremental jump arrangement will apply in the proposed pay scale.
- (2) GDS(R) 28 and GDS(O) 39 are new pay points.
- (3) In addition to (1) above, for those who have passed the relevant promotion examination, two more incremental jumps, one each upon completion of five and eight years of satisfactory in-rank service, will be granted to the Immigration Officer rank.

**Existing and Proposed Pay Scales of Disciplined Services Ranks
in the Independent Commission Against Corruption**

	Existing Pay Scale	Proposed Pay Scale
<i>Directorate Ranks</i>		
Director of Operations, Commission Against Corruption	IPS 48 (\$166,900 – \$172,000)	IPS 48 (\$166,900 – \$177,150)
Deputy Director of Operations, Commission Against Corruption	IPS 47 (\$142,700 – \$151,200)	IPS 47 (\$142,700 – \$155,750)
Senior Assistant Director of Community Relations, Commission Against Corruption	IPS 47 (\$142,700 – \$151,200)	IPS 47 (\$142,700 – \$155,750)
Senior Assistant Director of Corruption Prevention, Commission Against Corruption	IPS 47 (\$142,700 – \$151,200)	IPS 47 (\$142,700 – \$155,750)
Assistant Director, Commission Against Corruption	IPS 46 (\$122,700 – \$130,300)	IPS 46 (\$122,700 – \$134,200)
Secretary to the Commission Against Corruption	IPS 46 (\$122,700 – \$130,300)	IPS 46 (\$122,700 – \$134,200)
<i>Commission Against Corruption Officer Grade</i>		
Senior Commission Against Corruption Officer	IPS 42 – 44 (\$89,995 – \$97,545)	IPS 43 – 44a ^(Note 2) (\$93,765 – \$100,780)
Commission Against Corruption Officer (Upper)	IPS 35 – 41 (\$69,240 – \$86,630)	IPS 36 – 42 (\$72,060 – \$89,995)
Commission Against Corruption Officer (Middle) ^(Note 1)	IPS 28 – 34 (\$51,160 – \$66,660)	IPS 29 – 35 (\$53,740 – \$69,240)
Commission Against Corruption Officer (Lower) ^(Note 1)	IPS 12 – 34 (\$25,550 – \$66,660)	IPS 12 – 35 ^{(Note 3)(Note 4)} (\$25,550 – \$69,240)
Assistant Commission Against Corruption Officer	IPS 2 – 12 (\$13,995 – \$25,550)	IPS 4 ^(Note 5) – 14 ^(Note 3) (\$15,100 – \$26,965)

/Commission

	Existing Pay Scale	Proposed Pay Scale
<u><i>Commission Against Corruption</i></u> <u><i>Investigator Grade</i></u>		
Chief Commission Against Corruption Controller	IPS 28 – 34 (\$51,160 – \$66,660)	IPS 29 – 35 (\$53,740 – \$69,240)
Senior Commission Against Corruption Controller	IPS 22 – 27 (\$37,995 – \$48,145)	IPS 23 – 28 (\$40,170 – \$51,160)
Commission Against Corruption Controller	IPS 12 – 20 (\$25,550 – \$34,140)	IPS 12 – 21 (\$25,550 – \$35,810)
Commission Against Corruption Investigator (Main Stream)	IPS 2 – 12 (\$13,995 – \$25,550)	IPS 4 ^(Note 5) – 14 ^(Note 3) (\$15,100 – \$26,965)
Commission Against Corruption Investigator (Attendant Stream)	IPS 2 – 7 (\$13,995 – \$19,050)	IPS 2 – 8 (\$13,995 – \$20,305)

Note

- (1) The Commission Against Corruption Officer (Lower) and Commission Against Corruption Officer (Middle) ranks are on the 'through scale arrangement'.
 - (2) IPS 44a is a new pay point.
 - (3) One incremental jump will be granted in the second agreement of staff in the Commission Against Corruption Investigator (Main Stream), Assistant Commission Against Corruption Officer and Commission Against Corruption Officer (Lower) ranks.
 - (4) New recruits joining the Commission Against Corruption Officer (Lower) rank from the month immediately following approval of the re-structuring of the 'through scale arrangement' by the Finance Committee will only advance to IPS 29 and beyond after passing the relevant promotion examination.
 - (5) Entry level below five passes in HKCEE at IPS 2 will be removed. The proposed entry pay of IPS 4 is for the entry level at five passes in HKCEE.
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**Existing and Revised Calculation Formula and Rates of
the Remote Stations Allowance**

Existing Calculation Formula and Rates

Formula as approved in FCR(96-97)9	Component A	+	Component B	
	Mean of the highest and the lowest level of monthly rated Hardship Allowance (Management Consideration)			Fare of one return ferry trip between Lantau and Central on Sundays / public holidays; plus fare of one return bus trip between Shek Pik and Mui Wo on Sundays / public holidays
Current rate (last adjusted in May 1998)	$\$(342 + 758) / 2 = \550	+	$\$(34 + 17.6)$	$x 2^* x 69^{\#}/12^{\circ}$
Total	\$550	+	\$593	= \$1,143

Revised Calculation Formula and Rates

Revised formula	Component A	+	Component B	
	Taking the last-adjusted rate for Component A (i.e. \$550 as at the financial year of 1997-98) as the base value, and adjusting it by reference to the cumulative annual pay adjustments (both upward and downward) for civil servants in the lower salary band since 1998-99			Fare of one return ferry trip between Lantau and Central on Sundays / public holidays; plus fare of one return bus trip between Shek Pik and Mui Wo on Sundays / public holidays
Proposed rate with effect from the first day of the month following approval by Finance Committee	$\$550 x 1.0579 x 1.0238 x 0.9842 x 0.9687 x 0.9677 x 1.0462 x 1.0529^1 = \605	+	$\$(38.4 + 27)$	$x 2^* x 69^{\#}/12^{\circ}$
Total	\$605	+	\$752.1 (say \$752)	= \$1,357

- * for officer and spouse or one family member
- # total number of Sundays (52) and public holidays (17) in a year
- @ number of months in a year

¹ The annual pay adjustments for civil servants in the lower salary band since 1998-99 were +5.79% (with effect from 1 April 1998), +2.38% (with effect from 1 April 2001), -1.58% (with effect from 1 October 2002), -3.13% (with effect from 1 January 2004), -3.23% (with effect from 1 January 2005), +4.62% (with effect from 1 April 2007) and +5.29% (with effect from 1 April 2008).

Enclosure 5 to FCR(2009-10)42

**Existing and Proposed Pay Scales of
Specific Non-directorate Civilian Grades**

	Existing Pay Scale	Proposed Pay Scale
<u><i>Veterinary Officer grade</i></u> Veterinary Officer	MPS 29 – 44 (\$40,290 – \$77,675) [omitted points at MPS 31, 35 and 38]	MPS 31 – 44 (\$44,155 – \$77,675) [omitted points at MPS 33, 37 and 40]
<u><i>Government Counsel grade</i></u> Government Counsel	MPS 32 – 44 (\$46,230 – \$77,675) [omitted points at MPS 34, 37 and 38]	MPS 32 – 44 (\$46,230 – \$77,675) [omitted points at MPS 34, 36, 38 and 40]
<u><i>Solicitor grade</i></u> Solicitor	MPS 32 – 44 (\$46,230 – \$77,675) [omitted points at MPS 34, 37 and 38]	MPS 32 – 44 (\$46,230 – \$77,675) [omitted points at MPS 34, 36, 38 and 40]
<u><i>Legal Aid Counsel grade</i></u> Legal Aid Counsel	MPS 32 – 44 (\$46,230 – \$77,675) [omitted points at MPS 34, 37 and 38]	MPS 32 – 44 (\$46,230 – \$77,675) [omitted points at MPS 34, 36, 38 and 40]

**Conversion Arrangement for Serving Staff
in the Directorate and the Disciplined Services Grades**

- (a) When both the minimum and the maximum points of the pay scales are increased from 1 April 2009 for disciplined services staff below the directorate level –
- (i) where a civil servant's salary on 1 April 2009 was less than the minimum of the revised scale, he should receive the new minimum from that date onwards;
 - (ii) where a civil servant's salary on 1 April 2009 was equivalent to or above the new minimum, he should advance to the next point on the pay scale from that date onwards; and
 - (iii) where the revised scale has a maximum which is two or more pay points higher than the old maximum, a civil servant who has served for one or more years on the old maximum as at 1 April 2009 should convert to two points above his existing pay point from that date onwards.
- (b) When only the maximum point of the pay scale is increased from 1 April 2009 for disciplined services staff below the directorate level –
- (i) where a civil servant's salary on 1 April 2009 was less than the maximum of the old scale, he should convert to the same numbered point on the revised scale from that date onwards;
 - (ii) where the revised scale has a maximum which is one pay point higher than the old maximum, a civil servant who was on the maximum of the old scale as at 1 April 2009 should convert to the next higher numbered point on the revised scale from that date onwards; and
 - (iii) where the revised scale has a maximum which is two or more pay points higher than the old maximum, a civil servant who was on the old maximum for less than one year as at 1 April 2009 should convert to the next higher numbered point on the revised scale from that date onwards, and a civil servant who was on the old maximum for one year or more as at 1 April 2009 should convert to two points above his existing pay point from that date onwards.

/(c)

- (c) When new increments/incremental jumps are introduced for the civilian and disciplined services directorate ranks and for disciplined services staff below the directorate level from 1 April 2009, serving civil servants should be converted to the relevant increment point applicable to the rank on which they serve as if the new incremental arrangement had been in force from the first day of their appointment to the present rank. In other words, all years of in-rank satisfactory service should be taken into account for the purpose of determining the increment/incremental jump entitlement.
- (d) For the avoidance of doubt, where the pay scale of a rank is revised and new incremental jumps are introduced at the same time, the conversion arrangement set out above should take place concurrently, subject to the new maximum pay point of the rank concerned.

Conversion Arrangement for Specific Non-Directorate Civilian Grades

Veterinary Officer grade

Veterinary Officer rank –

<u>Existing Pay Scale</u>		<u>Proposed Pay Scale</u>
MPS 29	→	MPS 31
MPS 30	→	MPS 32
MPS 31 (omitted point)	→	MPS 33 (omitted point)
MPS 32	→	MPS 34
MPS 33	→	MPS 35
MPS 34	→	MPS 36
MPS 35 (omitted point)	→	MPS 37 (omitted point)
MPS 36	→	MPS 38
MPS 37	→	MPS 39
MPS 38 (omitted point)	→	MPS 40 (omitted point)
MPS 39	→	MPS 41
MPS 40	→	MPS 42
MPS 41	→	MPS 43
MPS 42	→	MPS 44
MPS 43	→	
MPS 44	→	

Government Counsel, Solicitor and Legal Aid Counsel grades

Government Counsel, Solicitor and Legal Aid Counsel ranks –

<u>Existing Pay Scale</u>		<u>Proposed Pay Scale</u>
MPS 32	→	MPS 32
MPS 33	→	MPS 33
MPS 34 (omitted point)	→	MPS 34 (omitted point)
MPS 35	→	MPS 35
MPS 36	→	MPS 36 (omitted point)
MPS 37(omitted point)	→	MPS 37
MPS 38 (omitted point)	→	MPS 38 (omitted point)
MPS 39	→	MPS 39
MPS 40	→	MPS 40 (omitted point)
MPS 41	→	MPS 41
MPS 42	→	MPS 42
MPS 43	→	MPS 43
MPS 44	→	MPS 44

Note: In line with the usual practice, where the pay after conversion is higher than the pay before conversion by **two** pay points or more (omitted points inclusive), the incremental date of the staff concerned will be realigned to the effective date of implementing the new pay scales.
