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Legislative Council

LC Paper No. CB(1)1332/09-10

Ref: CB1/PL/PS

Panel on Public Service Meeting on 15 March 2010

Background brief on Starting Salaries Survey for the civil service

Purpose

This paper provides background information on the Starting Salaries Survey (SSS) for the civil service, and summarizes Members' concerns and views at previous discussions.

Background

Civil service pay policy

2. The Government's civil service pay 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 by the public they serve. For the latter, the Government accepts that comparability with the private sector should be an important factor in setting civil service pay. To ensure that, it is the Government's policy to conduct a Pay Level Survey every six years using the broadly-defined job family and job level method. In addition, the Government conducts a Pay Trend Survey on a yearly basis, and a SSS at three-yearly intervals to ascertain whether the starting pay specified for different entry ranks in the civil service requiring different qualifications is comparable with private-sector jobs requiring similar qualifications.

Determination of starting salaries for entry ranks

3. Civil service salaries at the entry level are set having regard primarily to educational qualifications and to the entry pay for comparable educational qualifications in the private sector.

4. Since 1979, the civil service grade structure and pay scale system has been built

on the basis of an Educational Qualification Grouping system, under which all the civilian grades in the civil service are grouped into a number of qualification groups (QGs) on the basis of the educational and experience requirement for appointments. The different entry ranks in the civil service are grouped into various broad-band education QGs. For each QG, there is one (or two) benchmark salary (hereafter referred to as "benchmark"), which is set having regard to entry pay in the private sector for similar educational qualification as determined through a SSS. This is to ensure that civil service starting salaries stay closely in line with those of the private sector. Where no comparable entry pay is found in the private sector for a QG existing in the civil service, the benchmark for that QG is determined through internal relativities with other QGs.

5. When the benchmark of a QG is determined, the starting salaries of the civil service grades in that particular QG are set on par with, or, where justified for reasons of special job requirements or recruitment difficulties, at one or more points higher¹ than the benchmark for the QG.

6. At present, there are 12 QGs in the civil service and their benchmarks as revised based on the findings of the last SSS conducted in 2006 are set out at **Appendix I**.

Conduct and application of Starting Salaries Surveys

7. The SSSs in 1979, 1989 and 1999 were conducted by the Standing Commission on Civil Service Salaries and Conditions of Service (the Standing Commission), with the two SSSs in 1979 and 1989 conducted as part of the overall salary structure reviews. The 2006 SSS was conducted by the consultant engaged by the Administration to also conduct the 2006 PLS.

8. In view of the lack of comparators in the market, SSSs do not cover the disciplined services grades. The starting salaries of these grades would be adjusted through a formulation advised by the Standing Committee on Disciplined Services Salaries and Conditions of Service (sample used in 2006 in **Appendix II**).

Starting salaries review/survey conducted in 1999 and 2006

Downward revision in starting salaries following the 1999 review

9. The starting salaries review conducted by the Standing Commission in 1999 showed that civil service entry pay had outstripped that in the private market. As a result of the 1999 review, benchmarks for most of the 12 QGs of the civilian grades were lowered by 6% to 31% and those for the disciplined grades were lowered by 3% to 17%. The review resulted in the lowering of starting salaries (by one to at most six

¹ Except for special cases such as the assistant ranks for professional grades, for which the starting salaries are one or more points below the benchmark of their respective QG.

pay points) for a majority of the entry ranks. The revised lower starting salaries for affected civilian and disciplined grades took effect on 1 April 2000.

Upward revision in starting salaries following the 2006 survey

10. A survey was again conducted in 2006. Based on the findings of the 2006 SSS, the Administration recommended that the benchmarks for nine of the 12 QGs should be increased. The starting salaries of those civilian grades in the other three QGs would remain unchanged. For the disciplined grades, the Administration recommended that the new starting salaries should be derived in accordance with the 1999 formulation based on the new benchmark(s) of the relevant QGs. In brief, the starting salaries of some civilian grades and most disciplined grades were increased by one to at most five pay points.

11. A Legislative Council (LegCo) Brief [File Ref:CSBCR/PG/4-085-001/46-2] announcing the recommended starting salaries for the civil service as determined in accordance with the established mechanism was issued on 15 May 2007. In the same LegCo Brief, the Administration also announced -

- (a) the adoption of normal conversion arrangement (paragraph 14 below) for civil servants appointed to entry ranks on or after 1 April 2000 and were still serving in entry ranks; and
- (b) changes in the frequency of future SSS (paragraph 15 below).

12. The Administration pointed out that as the new starting salaries for some civilian and disciplined grades were higher than the existing salaries, which had been implemented since April 2000, it was necessary to address the issue of how to adjust the pay of those civil servants who were appointed to the entry ranks of these grades prior to the implementation of the increased starting salaries, in order to avoid a serving (and therefore more senior) civil servant from being paid less than his/her junior in the same entry rank.

13. The Administration estimated that around 12 200 serving civil servants (as at January 2007), made up of around 5 000 in civilian grades and 7 200 in disciplined grades, would be affected by the revised higher starting salaries. These staff were appointed to the civil service on or after 1 April 2000 and would still be serving in the entry ranks in those QGs with a new, higher benchmark upon the implementation of the recommended revised starting salaries (hereafter referred to as “affected serving civil servants”).

Conversion arrangement for the 2006 SSS

14. In brief, under the normal conversion arrangement, the pay of affected serving civil servants should be -

- (a) brought up to the revised higher entry pay point if their existing pay was below the new starting salary; and
- (b) brought up to the next higher pay point (including incremental jump and omitted points, if any) subject to the maximum pay point of their ranks², if their existing pay was equal to or above the revised higher starting salary.

The adoption of the normal conversion arrangement was to ensure that the pay of serving civil servants would not be worse off than new recruits (except for new recruits awarded with incremental credits for relevant previous experience).

Frequency of SSS

15. The Administration also announced on 15 May 2007 that to maintain the competitiveness of recruitment into the civil service and to ensure that the starting pay of the civil service remained in line with that of the private sector, a SSS would be conducted at three-yearly interval (counting from 1 April 2006 which was the reference date for the 2006 SSS) in future.

Discussion on the Starting Salaries Survey

Implications of the 1999 SSS and revised lower starting salaries for civil service recruits

16. The Panel on Public Service discussed the findings of the 1999 SSS and the proposed new benchmarks and starting salaries at its meetings on 22 July and 15 November 1999. While some Panel members agreed to the need to bring civil service starting salaries in line with private sector entry pay, some members expressed concern about the implications of the proposed new benchmarks and starting salaries on the overall labour market. The Administration pointed out that the results of the SSS were only a move to follow, not lead, the market. The Administration's finalized recommendations on reduction in the starting salaries of basic ranks arising from the 1999 SSS were submitted to the Establishment Subcommittee (ESC) for consideration.

17. At its meeting on 12 January 2000, ESC discussed the Administration's recommendations on the new civil service starting salaries. Some ESC members considered that it was unfair that only the starting salaries of entry ranks were to be adjusted rather than the entire grade including those on the upper end of the salary structure. ESC members in general considered that the consultation exercise on the reduction in civil service starting salaries incomplete and rejected the Administration's recommendations.

² Except for special cases such as assistant ranks (e.g. assistant engineer), the maximum pay point of which will be adjusted upwards in step with the relevant entry rank (e.g. engineer). Under such circumstances, the award of one additional pay point will be subject to the new, higher maximum pay point of the relevant rank.

18. At the Administration's request, the Panel discussed the Administration's recommendations on the new civil service starting salaries again at its meeting on 17 January 2000. Some Panel members reiterated the concern that the reduction in civil service starting salaries might give rise to a downward trend for salaries in the private sector. The Administration responded that instead of taking the lead, the Government was only seeking to ensure that civil service starting salary levels were broadly comparable with private sector entry pay, and the changes proposed had in fact been based on the results of the pay comparison survey conducted to collect such data in the private sector. Some Panel members also expressed concern that the implementation of the recommended revised starting salaries would result in a substantial difference in salaries between serving civil servants and new recruits of the same rank, thereby giving rise to the problem of "different pay for the same job" and affecting staff morale. The Administration advised that the difference in salaries would only exist in the short term because a new recruit might make up the difference either by promotion or by reaching the maximum pay point of his rank. To address concerns about the implications of the new benchmarks and pay model on serving staff on transfer, the Administration also agreed to allow a great majority of serving staff on transfer to another grade to maintain their existing salary levels. Teachers on transfer between schools would also be allowed to carry their existing pay upon transfer.

19. Some members shared the concern of civil service unions that it was unfair to them that the conduct of the 1999 SSS was at a time when Hong Kong's economy was at its worst. The Administration responded that it had accepted the Standing Commission's advice that SSSs would be conducted more frequently in future.

20. The Administration's recommendations on the revised civil service starting salaries were endorsed by ESC on 26 January 2000 and approved by the Finance Committee (FC) on 18 February 2000. The new starting salaries (lowered by one to at most six pay points) took effect on 1 April 2000.

Concerns about the normal conversion arrangement for the 2006 SSS

21. The Panel was briefed on the application of the findings of the 2006 SSS to the civil service at its meeting on 21 May 2007. Some members were gravely concerned about the adoption of the normal conversion arrangement for adjusting the salaries of civil servants and teachers in government aided schools appointed to entry ranks on or after 1 April 2000 and were still serving in entry ranks, as the staff concerned would have their salaries revised to a level equivalent to, or only one pay point higher than, the revised starting salaries for new appointees. These Panel members held the view that the proposed conversion arrangement failed to duly recognize the experience and years of service of the serving civil servants.

22. Panel members also noted that for new appointees of certain professional grades such as Government Counsel and Engineers, they might be awarded additional pay points according to the duration of post-qualification experience they possessed when joining the civil service. As a result, these new appointees might receive a

higher salary than those serving civil servants in the same professional grade appointed on or after 1 April 2000 with the same level of experience. Members were worried that the disparity in salaries so created between new appointees and serving civil servants would seriously undermine staff morale.

23. The Administration explained that the Government's position, adopted in 2000 when starting salaries were adjusted downwards, was not to reduce the salaries of serving staff to take account of the reduction in starting salaries. When serving staff were protected from a downward revision of starting salaries, the Administration considered it necessary to ensure an appropriate balance was incorporated into the conversion arrangement for affected serving staff when starting salaries were revised upwards. Otherwise, there would be a public conception that civil servants attempted to maximize benefits in the case of a SSS resulting in upward adjustment of starting salaries but refused to bear any pay cut in the opposite scenario. The Administration also pointed out that the normal conversion arrangement had been recommended by the Standing Commission since its inception in 1979. The Standing Commission considered that a point-to-point conversion should not be adopted as it was an "over-generous" arrangement.

24. After deliberation, the Panel passed a motion proposing that the new benchmarks for the 12 QGs should be further improved, and urging the Government to review the conversion arrangements for the civil servants and teachers of aided schools employed on or after 1 April 2000 afresh on the basis of the principle that full regard should be given to the length of service and experience of the existing civil servants.

25. The Administration subsequently provided a written response to the motion passed by the Panel [LC Paper No. CB(1)1870/06-07(01) issued in June 2007]. In brief, the Administration remained of the view that it was appropriate to adopt the normal conversion arrangement which had struck a good balance between protecting the concerned serving staff against the risk of downward adjustment in starting salaries arising from a future SSS on the one hand, and their expectation for a full conversion of their salaries when starting salaries were adjusted upwards as a result of the 2006 SSS on the other hand. Given that a SSS would in future be conducted every three years, the Administration concurred with the Standing Commission that ensuring even-handedness in treatment for both upward and downward revision in starting salaries was necessary.

26. With the approval of FC on 6 July 2007, the new starting salaries based on findings of the 2006 SSS took effect on 1 August 2007.

Latest developments

27. Pursuant to the Administration's decision that a SSS should be conducted every three years, a SSS for the civil service was conducted in 2009. The Administration

has proposed to brief the Panel on the findings of the 2009 SSS and related recommendations at the next meeting on 15 March 2010.

Relevant papers

28. A list of relevant papers is in **Appendix III**.

Council Business Division 1
Legislative Council Secretariat
11 March 2010

Enclosure 2 to EC(2007-08)7

Revised Starting Salaries for Civilian Grades

(Effective from 1 August 2007)

QG1 - GRADES NOT REQUIRING FIVE PASSES IN HKCEE

Current Benchmark: MPS 0

Revised Benchmark: MPS 1

<u>Grade</u>	<u>Basic Rank</u> Current	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Bailiff's Assistant	Bailiff's Assistant	MPS 2	MPS 3
Clerical Assistant	Clerical Assistant	MPS 0	MPS 1
Communications Controller	Communications Controller	MPS 3	MPS 4
Cultural Services Assistant	Cultural Services Assistant II	MPS 0	MPS 1
Data Processor	Data Processor	MPS 1	MPS 2
Draughtsman	Draughtsman	MPS 2	MPS 3
Meter Reader	Meter Reader II	MPS 1	MPS 2
Office Assistant	Office Assistant	MPS 0	MPS 1
Photogrammetric Operator	Photogrammetric Operator	MPS 3	MPS 4
Photoprinter	Photoprinter II	MPS 1	MPS 2
Postman	Postman	MPS 3	MPS 4
Supplies Assistant	Supplies Assistant	MPS 0	MPS 1
Telephone Operator	Telephone Operator	MPS 1	MPS 2
Timekeeper / Checker	Timekeeper / Checker	MPS 1	MPS 2
Tracer	Tracer	MPS 0	MPS 1
Traffic Assistant	Traffic Assistant	MPS 1	MPS 2
Typist	Typist	MPS 1	MPS 2
Valuation Referencer	Valuation Referencer	MPS 2	MPS 3
Water Sampler	Water Sampler	MPS 1	MPS 2

QG2 - SCHOOL CERTIFICATE GRADES - GROUP I : GRADES REQUIRING FIVE PASSES IN HKCEE

Current Benchmark: MPS 2

Revised Benchmark: MPS 3

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Calligraphist	Calligraphist	MPS 2	MPS 3
Census and Survey Officer	Assistant Census and Survey Officer	MPS 6	MPS 7
Clerical Officer	Assistant Clerical Officer	MPS 2	MPS 3
Dental Inspector	Dental Inspector	MPS 6	MPS 7
Dental Surgery Assistant	Dental Surgery Assistant	MPS 4	MPS 5
Land Inspector	Land Inspector II	MPS 3	MPS 4
Marine Inspector	Marine Inspector II	MPS 4	MPS 5
Mortuary Officer	Mortuary Officer	MPS 7	MPS 8
Personal Secretary	Personal Secretary II	MPS 3	MPS 4
Police Communications Officer	Police Communications Officer	MPS 5	MPS 6
Postal Officer	Postal Officer	MPS 4	MPS 5
Social Security Assistant	Social Security Assistant	MPS 6	MPS 7
Supplies Supervisor	Supplies Supervisor II	MPS 2	MPS 3
Welfare Worker	Welfare Worker	MPS 6	MPS 7

QG2 - SCHOOL CERTIFICATE GRADES - GROUP II : GRADES REQUIRING FIVE PASSES IN HKCEE PLUS CONSIDERABLE EXPERIENCE

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Bailiff	Bailiff	MPS 12	MPS 13
Confidential Assistant	Confidential Assistant	MPS 8	MPS 9
Hostel Manager / Manageress	Hostel Manager / Manageress	MPS 10	MPS 11
Labour Inspector	Labour Inspector II	MPS 8	MPS 9
Police Translator	Police Translator II	MPS 9	MPS 10

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Supervisor of Typing Services	Supervisor of Typing Services	MPS 16	MPS 17
Tax Inspector	Tax Inspector II	MPS 9	MPS 10
Taxation Officer	Assistant Taxation Officer	MPS 2	MPS 3
Trade Controls Officer	Assistant Trade Controls Officer	MPS 9	MPS 10
Transport Controller	Transport Controller II	MPS 11	MPS 12
Transport Inspector	Transport Inspector	MPS 8	MPS 9

QG3 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES - GROUP I : HIGHER DIPLOMA GRADES

Current Benchmark: MPS 11

Revised Benchmark: MPS 13

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Chiropodist	Chiropodist II	MPS 13	MPS 15
Dental Therapist	Dental Therapist	MPS 11	MPS 13
Health Inspector	Health Inspector II	MPS 12	MPS 14
Occupational Safety Officer	Occupational Safety Officer II	MPS 11	MPS 13
Occupational Therapist	Occupational Therapist II	MPS 12	MPS 14
Optometrist	Optometrist	MPS 11	MPS 13
Orthoptist	Orthoptist II	MPS 11	MPS 13
Physiotherapist	Physiotherapist II	MPS 12	MPS 14
Radiographer	Radiographer II	MPS 12	MPS 14
Registered Nurse	Registered Nurse	MPS 13	MPS 15

***QG3 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES - GROUP II :
DIPLOMA GRADES***

Current Benchmark: MPS 6

Revised Benchmark: MPS 8

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Aeronautical Communications Officer	Aeronautical Communications Officer II	MPS 7	MPS 9
Air Traffic Flight Services Officer	Air Traffic Flight Services Officer II	MPS 7	MPS 9
Co-operative Supervisor	Co-operative Supervisor II	MPS 6	MPS 8
Dental Technician	Dental Technician II	MPS 6	MPS 8
Dispenser	Dispenser	MPS 6	MPS 8
Engineering Laboratory Technician	Engineering Laboratory Technician II	MPS 6	MPS 8
Environmental Protection Inspector	Environmental Protection Inspector	MPS 6	MPS 8
Explosives Officer	Explosives Officer II	MPS 7	MPS 9
Field Officer	Field Officer II	MPS 6	MPS 8
Fisheries Supervisor	Fisheries Supervisor II	MPS 6	MPS 8
Fisheries Technical Officer	Fisheries Technical Officer II	MPS 6	MPS 8
Laboratory Technician	Laboratory Technician II	MPS 6	MPS 8
Medical Laboratory Technician	Medical Laboratory Technician II	MPS 6	MPS 8
Pest Control Assistant	Pest Control Assistant II	MPS 7	MPS 9
Printing Officer	Printing Officer	MPS 6	MPS 8
Science Laboratory Technician	Science Laboratory Technician II	MPS 6	MPS 8
Scientific Assistant	Scientific Assistant	MPS 7	MPS 9
Social Work Assistant	Social Work Assistant	MPS 7	MPS 9
Statistical Officer	Statistical Officer II	MPS 6	MPS 8
Survey Officer	Survey Officer	MPS 7	MPS 9
Technical Officer	Technical Officer	MPS 7	MPS 9
Technical Officer (Cultural Services)	Technical Officer II (Cultural Services)	MPS 6	MPS 8
Valuation Officer	Valuation Officer	MPS 7	MPS 9
Veterinary Laboratory Technician	Veterinary Laboratory Technician II	MPS 6	MPS 8

QG4 - TECHNICAL INSPECTORATE AND RELATED GRADES – HIGHER CERTIFICATE PLUS EXPERIENCE

Current Benchmark: MPS 11

Revised Benchmark: MPS 13

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Air-Conditioning Inspector	Assistant Air-Conditioning Inspector	MPS 11	MPS 13
Building Services Inspector	Assistant Building Services Inspector	MPS 11	MPS 13
Building Supervisor	Assistant Building Supervisor	MPS 11	MPS 13
Clerk of Works	Assistant Clerk of Works	MPS 11	MPS 13
Electrical Inspector	Assistant Electrical Inspector	MPS 11	MPS 13
Electrical Technician	Electrical Technician	MPS 11	MPS 13
Electronics Inspector	Assistant Electronics Inspector	MPS 11	MPS 13
Force Armourer	Force Armourer	MPS 32	MPS 34
Inspector of Works	Assistant Inspector of Works	MPS 11	MPS 13
Inspector (Telecommunications) / Controller (Telecommunications)	Assistant Inspector (Telecommunications)	MPS 11	MPS 13
Marine Controller	Assistant Marine Controller	MPS 22	MPS 24
Mechanical Inspector	Assistant Mechanical Inspector	MPS 11	MPS 13
Motor Vehicle Examiner	Assistant Motor Vehicle Examiner	MPS 11	MPS 13
Police Telecommunications Inspector	Assistant Police Telecommunications Inspector	MPS 12	MPS 14
Quarry Manager	Assistant Quarry Manager	MPS 22	MPS 24
Radar Specialist Mechanic	Radar Specialist Mechanic	MPS 22	MPS 24

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Ship Inspector	Assistant Ship Inspector	MPS 11	MPS 13
Superintendent of Aids to Navigation	Assistant Superintendent of Aids to Navigation	MPS 22	MPS 24
Transport Services Officer	Transport Services Officer II	MPS 11	MPS 13
Waterworks Inspector	Assistant Waterworks Inspector	MPS 11	MPS 13

***QG5 - TECHNICIAN, SUPERVISORY AND RELATED GRADES - GROUP I :
CERTIFICATE OR APPRENTICESHIP PLUS EXPERIENCE***

Current Benchmark: MPS 6

Revised Benchmark: No change (i.e. MPS 6)

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u> <u>(No Change)</u>
Amenities Assistant	Amenities Assistant III	MPS 7	MPS 7
Armourer	Armourer III	MPS 9	MPS 9
Consumer Services Inspector	Consumer Services Inspector	MPS 9	MPS 9
Field Assistant	Field Assistant	MPS 7	MPS 7
Foreman	Foreman	MPS 7	MPS 7
Hospital Foreman	Hospital Foreman	MPS 7	MPS 7
Launch Master	Launch Assistant	MPS 4	MPS 4
	Launch Master	MPS 8	MPS 8
Launch Mechanic	Launch Mechanic	MPS 6	MPS 6
Marine Industrial Safety Inspector	Marine Industrial Safety Inspector	MPS 13	MPS 13
Mortuary Technician	Mortuary Technician	MPS 11	MPS 11
Occupational Therapy Assistant	Occupational Therapy Assistant	MPS 7	MPS 7
Printing Technician	Printing Technician II	MPS 6	MPS 6
Projectionist	Projectionist	MPS 6	MPS 6
Radio Mechanic	Radio Mechanic	MPS 6	MPS 6
Radiographic Technician	Radiographic Technician	MPS 7	MPS 7
Tailor	Tailor	MPS 6	MPS 6
Vehicle Tester	Vehicle Tester	MPS 9	MPS 9
Works Supervisor	Works Supervisor II	MPS 9	MPS 9

***QG6 - TECHNICIAN, SUPERVISORY AND RELATED GRADES - GROUP II :
CRAFT AND SKILL PLUS EXPERIENCE OR APPRENTICESHIP PLUS
EXPERIENCE***

Current Benchmark: MPS 5

Revised Benchmark: No change (i.e. MPS 5)

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point (No Change)</u>
Artisan	Artisan	MPS 5	MPS 5
Car Park Attendant I	Car Park Attendant I	MPS 5	MPS 5
Chainman	Chainman	MPS 5	MPS 5
Cook	Cook	MPS 5	MPS 5
Darkroom Technician	Darkroom Technician	MPS 5	MPS 5
Domestic Servant	Domestic Servant	MPS 5	MPS 5
Forest Guard	Forest Guard	MPS 5	MPS 5
Head Property Attendant	Head Property Attendant	MPS 5	MPS 5
Laboratory Attendant	Laboratory Attendant	MPS 5	MPS 5
Leading Sewerman	Leading Sewerman	MPS 5	MPS 5
Motor Driver	Motor Driver	MPS 5	MPS 5
Drain Chargeman	Drain Chargeman	MPS 8	MPS 8
Mortuary Attendant	Mortuary Attendant	MPS 8	MPS 8
Senior Artisan	Senior Artisan	MPS 8	MPS 8
Special Driver	Special Driver	MPS 8	MPS 8

***QG7 - GRADES REQUIRING TWO PASSES AT ADVANCED LEVEL IN HONG
KONG ADVANCED LEVEL EXAMINATION PLUS THREE CREDITS IN
HKCEE***

Current Benchmark: MPS 4

Revised Benchmark: MPS 8

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Assistant Registrar	Assistant Registrar II	MPS 6	MPS 10
Assistant Shipping Master	Assistant Shipping Master	MPS 5	MPS 9
Companies Registration Officer	Companies Registration Officer II	MPS 6	MPS 10

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Controller of Posts	Assistant Controller of Posts II	MPS 6	MPS 10
Court Prosecutor	Court Prosecutor	MPS 9	MPS 13
Housing Manager	Housing Officer	MPS 5	MPS 9
Judicial Clerk	Judicial Clerk	MPS 4	MPS 8
Land Conveyancing Officer	Land Conveyancing Officer II	MPS 6	MPS 10
Land Executive	Land Executive	MPS 9	MPS 13
Land Registration Officer	Land Registration Officer II	MPS 6	MPS 10
Law Clerk	Law Clerk	MPS 4	MPS 8
Liaison Officer	Liaison Officer II	MPS 7	MPS 11
Rent Officer	Rent Officer II	MPS 4	MPS 8
Social Security Officer	Social Security Officer II	MPS 6	MPS 10
Statistics Supervisor	Statistics Supervisor	MPS 5	MPS 9
Supplies Officer	Assistant Supplies Officer	MPS 4	MPS 8

QG8 - PROFESSIONAL AND RELATED GRADES - GROUP I : MEMBERSHIP OF A PROFESSIONAL INSTITUTION OR EQUIVALENT

Current Benchmark: MPS 22

Revised Benchmark: MPS 27

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point*</u>	<u>Revised Starting Pay Point*</u>
Architect	Assistant Architect	MPS 14 - 22	MPS 19 - 27
	Architect	MPS 27	MPS 32
Assessor	Assistant Assessor	MPS 11 - 22	MPS 16 - 27
	Assessor	MPS 25	MPS 30
Auditor	Auditor	MPS 24	MPS 29
Bank Examiner	Assistant Bank Examiner	MPS 11 - 22	MPS 16 - 27
	Bank Examiner	MPS 24	MPS 29
Building Services Engineer	Assistant Building Services Engineer	MPS 13 - 22	MPS 18 - 27
	Building Services Engineer	MPS 27	MPS 32

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point*</u>	<u>Revised Starting Pay Point*</u>
Building Surveyor	Assistant Building Surveyor	MPS 13 - 22	MPS 18 - 27
	Building Surveyor	MPS 25	MPS 30
Dental Officer	Dental Officer	MPS 25	MPS 30
Electrical and Mechanical Engineer	Assistant Electrical and Mechanical Engineer	MPS 13 - 22	MPS 18 - 27
	Electrical and Mechanical Engineer	MPS 27	MPS 32
Electrical Engineer	Assistant Electrical Engineer	MPS 13 - 22	MPS 18 - 27
	Electrical Engineer	MPS 27	MPS 32
Electronics Engineer	Assistant Electronics Engineer	MPS 13 - 22	MPS 18 - 27
	Electronics Engineer	MPS 27	MPS 32
Engineer	Assistant Engineer	MPS 14 - 22	MPS 19 - 27
	Engineer	MPS 27	MPS 32
Estate Surveyor	Assistant Estate Surveyor	MPS 13 - 22	MPS 18 - 27
	Estate Surveyor	MPS 25	MPS 30
Geotechnical Engineer	Assistant Geotechnical Engineer	MPS 14 - 22	MPS 19 - 27
	Geotechnical Engineer	MPS 27	MPS 32
Government Counsel	Government Counsel	MPS 27	MPS 32
Insurance Officer	Assistant Insurance Officer	MPS 11 - 22	MPS 16 - 27
	Insurance Officer	MPS 24	MPS 29
Land Surveyor	Assistant Land Surveyor	MPS 13 - 22	MPS 18 - 27
	Land Surveyor	MPS 25	MPS 30
Landscape Architect	Assistant Landscape Architect	MPS 13 - 22	MPS 18 - 27
	Landscape Architect	MPS 25	MPS 30
Legal Aid Counsel	Legal Aid Counsel	MPS 27	MPS 32
Maintenance Surveyor	Assistant Maintenance Surveyor	MPS 13 - 22	MPS 18 - 27
	Maintenance Surveyor	MPS 25	MPS 30
Marine Officer	Marine Officer	MPS 24	MPS 29

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point*</u>	<u>Revised Starting Pay Point*</u>
Mechanical Engineer	Assistant Mechanical Engineer	MPS 13 - 22	MPS 18 - 27
	Mechanical Engineer	MPS 27	MPS 32
Medical and Health Officer	Medical and Health Officer	MPS 27	MPS 32
Planning Officer	Assistant Planning Officer	MPS 13 - 22	MPS 18 - 27
	Planning Officer	MPS 26	MPS 31
Quantity Surveyor	Assistant Quantity Surveyor	MPS 14 - 22	MPS 19 - 27
	Quantity Surveyor	MPS 26	MPS 31
Shift Charge Engineer	Shift Charge Engineer	MPS 27	MPS 32
Shipping Safety Officer	Shipping Safety Officer	MPS 24	MPS 29
Solicitor	Solicitor	MPS 27	MPS 32
Structural Engineer	Assistant Structural Engineer	MPS 14 - 22	MPS 19 - 27
	Structural Engineer	MPS 27	MPS 32
Surveyor of Ships	Surveyor of Ships	MPS 29	MPS 34
Telecommunications Engineer	Assistant Telecommunications Engineer	MPS 13 - 22	MPS 18 - 27
	Telecommunications Engineer	MPS 27	MPS 32
Town Planner	Assistant Town Planner	MPS 13 - 22	MPS 18 - 27
	Town Planner	MPS 26	MPS 31
Treasury Accountant	Treasury Accountant	MPS 25	MPS 30
Valuation Surveyor	Assistant Valuation Surveyor	MPS 13 - 22	MPS 18 - 27
	Valuation Surveyor	MPS 25	MPS 30
Veterinary Officer	Veterinary Officer	MPS 24	MPS 29

* For assistant ranks, the pay range is also set out as both the maximum and minimum pay points will be increased.

QG8 - PROFESSIONAL AND RELATED GRADES - GROUP II : GRADES WITH PAY STRUCTURE RELATED TO GRADES IN GROUP I

Current Benchmark: MPS 22

Revised Benchmark: MPS 27

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point*</u>	<u>Revised Starting Pay Point*</u>
Administrative Officer	Administrative Officer	MPS 22	MPS 27
Agricultural Officer	Assistant Agricultural Officer	MPS 11 - 16	MPS 16 - 21
	Agricultural Officer	MPS 22	MPS 27
Cartographer	Assistant Cartographer	MPS 11 - 16	MPS 16 - 21
	Cartographer	MPS 22	MPS 27
Chemist	Chemist	MPS 22	MPS 27
Clinical Psychologist	Clinical Psychologist	MPS 22	MPS 27
Economist	Economist	MPS 22	MPS 27
Environmental Protection Officer	Assistant Environmental Protection Officer	MPS 11 - 16	MPS 16 - 21
	Environmental Protection Officer	MPS 22	MPS 27
Fisheries Officer	Assistant Fisheries Officer	MPS 11 - 16	MPS 16 - 21
	Fisheries Officer	MPS 22	MPS 27
Forestry Officer	Assistant Forestry Officer	MPS 11 - 16	MPS 16 - 21
	Forestry Officer	MPS 22	MPS 27
Occupational Hygienist	Assistant Occupational Hygienist	MPS 11 - 16	MPS 16 - 21
	Occupational Hygienist	MPS 22	MPS 27
Operations Officer	Assistant Operations Officer	MPS 11 - 16	MPS 16 - 21
	Operations Officer	MPS 22	MPS 27
Pest Control Officer	Assistant Pest Control Officer	MPS 11 - 16	MPS 16 - 21
	Pest Control Officer	MPS 22	MPS 27
Pharmacist	Pharmacist	MPS 22	MPS 27
Physicist	Physicist	MPS 22	MPS 27
Scientific Officer	Scientific Officer	MPS 22	MPS 27
Scientific Officer (Medical)	Scientific Officer (Medical)	MPS 22	MPS 27
Statistician	Statistician	MPS 22	MPS 27
Waterworks Chemist	Waterworks Chemist	MPS 22	MPS 27

* For assistant ranks, the pay range is also set out as both the maximum and minimum pay points will be increased.

QG9 - DEGREE AND RELATED GRADES

Current Benchmark: MPS 11

Revised Benchmark: MPS 16

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay</u> <u>Point</u>	<u>Revised</u> <u>Starting Pay</u> <u>Point</u>
Accounting Officer	Accounting Officer II	MPS 11	MPS 16
Analyst / Programmer	Analyst / Programmer II	MPS 13	MPS 18
Archivist	Assistant Archivist	MPS 13	MPS 18
Court Interpreter	Court Interpreter II	MPS 11	MPS 16
Curator	Assistant Curator II	MPS 11	MPS 16
Dietitian	Dietitian	MPS 13	MPS 18
Examiner	Examiner	MPS 11	MPS 16
Executive Officer	Executive Officer II	MPS 12	MPS 17
Experimental Officer	Experimental Officer	MPS 11	MPS 16
Government Transport Manager	Government Transport Manager	MPS 40	MPS 45
Hospital Administrator	Hospital Administrator II	MPS 11	MPS 16
Insolvency Officer	Insolvency Officer II	MPS 11	MPS 16
Intellectual Property Examiner	Intellectual Property Examiner II	MPS 11	MPS 16
Investment Promotion Project Officer	Investment Promotion Project Officer	MPS 40	MPS 45
Labour Officer	Assistant Labour Officer II	MPS 11	MPS 16
Law Translation Officer	Law Translation Officer	MPS 29	MPS 34
Librarian	Assistant Librarian	MPS 11	MPS 16
Management Services Officer	Management Services Officer II	MPS 11	MPS 16
Manager, Cultural Services	Assistant Manager, Cultural Services	MPS 11	MPS 16
Official Languages Officer	Official Languages Officer II	MPS 11	MPS 16
Simultaneous Interpreter	Simultaneous Interpreter	MPS 29	MPS 34
Social Work Officer	Assistant Social Work Officer	MPS 13	MPS 18
Speech Therapist	Speech Therapist	MPS 13	MPS 18
Trade Officer	Assistant Trade Officer II	MPS 11	MPS 16
Training Officer	Training Officer II	MPS 11	MPS 16
Transport Officer	Transport Officer II	MPS 11	MPS 16

QG10 - MODEL SCALE I GRADE

Current Benchmark: MOD 0

Revised Benchmark: No change (i.e. MOD 0)

<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point (No Change)</u>
Workman II	MOD 0	MOD 0
Car Park Attendant II	MOD 3	MOD 3
Explosives Depot Attendant	MOD 3	MOD 3
Ganger	MOD 3	MOD 3
Gardener	MOD 3	MOD 3
Property Attendant	MOD 3	MOD 3
Supplies Attendant	MOD 3	MOD 3
Ward Attendant	MOD 3	MOD 3
Workman I	MOD 3	MOD 3
Workshop Attendant	MOD 3	MOD 3

QG11 - EDUCATION GRADES

No benchmark is set for this group, and the starting salaries for graduate posts and non-graduate posts are determined having regard to established relativity with QG 9 and QG3 Group I respectively. Hence the starting salaries for graduate posts will be increased by 5 pay points and those for non-graduate posts by 2 pay points.

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Certificated Master / Mistress	Certificated Master / Mistress	MPS 12	MPS 14
Education Assistant	Education Assistant	MPS 17	MPS 19
Education Officer	Assistant Education Officer	MPS 12	MPS 17
Education Officer (Administration)	Assistant Education Officer (Administration)	MPS 18	MPS 23
Inspector (Graduate)	Assistant Inspector (Graduate)	MPS 20	MPS 25
Inspector (Non-Graduate)	Assistant Inspector (Non-Graduate)	MPS 17	MPS 19

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Lecturer (Non-Graduate)	Assistant Lecturer	MPS 17	MPS 19
Primary School Master / Mistress	Assistant Primary School Master / Mistress	MPS 12	MPS 17
Specialist (Education Services)	Specialist (Education Services) II	MPS 20	MPS 25

QG12 - OTHER GRADES

No benchmark is set for this group and the new starting pay will be determined by reference to (a) relativities with relevant grades in other QGs and (b) where such relativities are not readily identifiable, the relevant educational attainment for the grades.

<u>Grade Basic</u>	<u>Rank Linked</u>	<u>to Other QG</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point (Where Applicable)</u>
Air Traffic Control Officer	Air Traffic Control Officer III	7	MPS 20	MPS 24
Chauffeur	Chauffeur	6	MPS 5	MPS 5
Chef	No. 2 Chef	5	MPS 8	MPS 8
Computer Operator	Computer Operator II	3	MPS 4	MPS 6
Court Reporter	Court Reporter	2	MPS 27	MPS 28
Dental Hygienist	Dental Hygienist	3	MPS 3	MPS 5
Domestic Staff	Domestic Staff V	5	MPS 4	MPS 4
Driving Examiner	Driving Examiner II	2	MPS 12	MPS 13
Driving Instructor	Driving Instructor	2	MPS 8	MPS 9
Enrolled Nurse	Enrolled Nurse	3	MPS 5	MPS 7
Entertainment Standards Control Officer	Entertainment Standards Control Officer	9	MPS 11	MPS 16
Estate Assistant	Estate Assistant	6	MPS 2	MPS 2
Explosives Supervisor	Explosives Supervisor	1	MPS 2	MPS 3
Force Welfare Officer	Assistant Force Welfare Officer	9	MPS 22	MPS 27
Hawker Control Officer	Assistant Hawker Control Officer	5	MPS 8	MPS 8
Head Steward	Head Steward	5	MPS 8	MPS 8

<u>Grade Basic</u>	<u>Rank Linked</u>	<u>to Other QG</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point (Where Applicable)</u>
Housekeeper	Housekeeper	5	MPS 26	MPS 26
Information Officer	Assistant Information Officer	9	MPS 11	MPS 16
Inoculator	Inoculator	3	MPS 0	MPS 2
Interviewer	Interviewer	9	MPS 30	MPS 35
Laboratory Specialist Services Officer	Laboratory Specialist Services Officer	3	MPS 29	MPS 31
Legal Aid Assistant	Legal Aid Assistant	1	MPS 14	MPS 15
Leisure Services Manager	Assistant Leisure Services Manager II	3	MPS 11	MPS 13
Master (Correctional Services)	Master (Correctional Services)	11 / 3	MPS 17	MPS 19
Midwife	Midwife	3	MPS 5	MPS 7
Operations and Training Assistant	Operations and Training Assistant	1	MPS 2	MPS 3
Operations and Training Officer	Operations and Training Officer	2	MPS 10	MPS 11
Photographer	Photographer II	1	MPS 2	MPS 3
Police Research Officer	Assistant Police Research Officer	9	MPS 30	MPS 35
Programme Officer	Programme Assistant	2	MPS 2	MPS 3
Proof Reader	Proof Reader	1	MPS 2	MPS 3
Protocol Officer	Assistant Protocol Officer	9	MPS 23	MPS 28
Social Secretary	Assistant Social Secretary	2	MPS 23	MPS 24
Special Photographer	Special Photographer II	1	MPS 7	MPS 8
Staff Officer, Auxiliary Medical Service	Staff Officer, Auxiliary Medical Service	2	MPS 33	MPS 34
Staff Officer, Civil Aid Service	Staff Officer, Civil Aid Service	2	MPS 44	MPS 45
Traffic Warden	Traffic Warden	1	MPS 5	MPS 6
Tribunal Officer	Tribunal Officer	7	MPS 21	MPS 25
Workshop Instructor	Workshop Instructor III	5	MPS 6	MPS 6

Training Grades

(These grades are linked to the benchmark for QG2. As the benchmark for this QG is to increase by one pay point, the benchmark for the basic ranks of these grades will be increased by one pay point in the TPS.)

Current benchmark : TPS 2

Revised benchmark : TPS 3

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Aeronautical Communications Officer	Student Aeronautical Communications Officer	TPS 4	TPS 5
Air Traffic Control Officer	Student Air Traffic Control Officer	TPS 10	TPS 11
Air Traffic Flight Services Officer	Air Traffic Flight Services Officer III	TPS 4	TPS 5
Computer Operator	Student Computer Operator	TPS 4	TPS 5
Dental Therapist	Student Dental Therapist	TPS 4	TPS 5
Dispenser	Student Dispenser	TPS 4	TPS 5
Engineering Laboratory Technician	Student Engineering Laboratory Technician	TPS 3	TPS 4
Explosives Officer	Assistant Explosives Officer	TPS 3	TPS 4
Field Officer	Assistant Field Officer	TPS 3	TPS 4
Fisheries Supervisor	Assistant Fisheries Supervisor	TPS 3	TPS 4
Fisheries Technical Officer	Student Fisheries Technical Officer	TPS 3	TPS 4
Health Inspector	Student Health Inspector	TPS 4	TPS 5
Laboratory Technician	Laboratory Technician III	TPS 3	TPS 4
Pest Control Assistant	Student Pest Control Assistant	TPS 4	TPS 5
Registered Nurse	Student Nurse	TPS 5	TPS 6
Scientific Assistant	Student Scientific Assistant	TPS 4	TPS 5
Statistical Officer	Student Statistical Officer	TPS 3	TPS 4
Survey Officer	Survey Officer Trainee	TPS 3	TPS 4
Technical Officer	Technical Officer Trainee	TPS 3	TPS 4

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Valuation Officer	Valuation Officer Trainee	TPS 3	TPS 4
Veterinary Laboratory Technician	Student Veterinary Laboratory Technician	TPS 3	TPS 4

CRAFT APPRENTICE GRADE

(This grade is linked to the benchmark for QG1. As the benchmark for this QG is to increase by one pay point, the benchmark for the basic rank of this grade will be increased by one pay point in the CAPS.)

Current benchmark : CAPS 0

Revised benchmark : CAPS 1

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Craft Apprentice	Craft Apprentice	CAPS 0	CAPS 1

TECHNICIAN APPRENTICE GRADE

(This grade is linked to the benchmark for QG2. As the benchmark for this QG is to increase by one pay point, the benchmark for the basic rank of this grade will be increased by one pay point in the TAPS.)

Current benchmark : TAPS 0

Revised benchmark : TAPS 1

<u>Grade Basic</u>	<u>Rank Current</u>	<u>Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Technician Apprentice	Technician Apprentice	TAPS 0	TAPS 1

Revised Starting Salaries for the Disciplined Services Grades**I. Officer Grades**

<u>Dept</u>	<u>Basic</u>	<u>Rank</u>	<u>Entry</u>	<u>Qualification</u>	<u>Current</u> <u>Starting</u> <u>Pay Point</u>	<u>Revised</u> <u>Starting</u> <u>Pay Point</u>
CSD C&ED FSD	Officer Inspector of Customs & Excise Station Officer (Operational)			Degree and Level 1 in Use of Chinese & Use of English in the Common Recruitment Exam (CRE) or equivalent	GDS(O) 7	GDS(O) 9
				<ul style="list-style-type: none"> Degree/Associate Degree/Higher Diploma Registered Nurse (Psychiatry) [<i>for Officer in CSD only</i>] 	GDS(O) 6	GDS(O) 8
				<ul style="list-style-type: none"> 2A 3O/Diploma Registered Nurse (General) [<i>for Officer in CSD only</i>] 	GDS(O) 5	GDS(O) 7
				<ul style="list-style-type: none"> 5Es in HKCEE/ Higher Certificate/ Technical Diploma 1A 3O [<i>for Officer in CSD only</i>] 	GDS(O) 3	GDS(O) 5
CSD	Industrial Officer (Correctional Services)			Degree in relevant subject and Level 1 in Use of Chinese & Use of English in the CRE or equivalent	GDS(O) 7	GDS(O) 9
				Degree/ Associate Degree/ Higher Diploma in relevant subject	GDS(O) 6	GDS(O) 8
				2A 3O plus 1 year's experience	GDS(O) 5	GDS(O) 7
				1A 3O plus 1 year's experience	GDS(O) 3	GDS(O) 5

<u>Dept</u>	<u>Basic</u>	<u>Rank Entry</u>	<u>Qualification</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
CSD (cont'd)	Technical Instructor (Correctional Services)	Apprenticeship/ institutional training + Experience (total not less than 10 years)		GDS(O) 2	GDS(O) 4
FSD ImmD	Station Officer(Control) Ambulance Officer Immigration Officer	Degree and Level 1 in Use of Chinese & Use of English in the CRE or equivalent		GDS(O) 5	GDS(O) 7
		Degree/ Associate Degree/ Higher Diploma		GDS(O) 4	GDS(O) 6
		2A 3O		GDS(O) 3	GDS(O) 5
GFS	Air Crewman Officer III	2A 3O		GDS(O) 1d	GDS(O) 1b
		5Es in HKCEE		GDS(R) 4	GDS(R) 7
	Aircraft Engineer	An aircraft maintenance engineer's licence plus 5 years' experience		GDS(O) 17	GDS(O) 22
	Aircraft Technician	Apprenticeship		GDS(R) 3	GDS(R) 3
	Cadet Pilot	2A 3O		GDS(O) 1d	GDS(O) 1b
HKPF	Inspector of Police	Degree and Level 1 in Use of Chinese & Use of English in the Common Recruitment Exam (CRE) or equivalent		PPS 21	PPS 25
		Degree/Associate Degree/ Higher Diploma		PPS 20	PPS 24
		2A 3O		PPS 19	PPS 23
ICAC	Commission Against Corruption Officer (Lower)	Degree		ICAC 15	ICAC 18
		Higher Diploma		ICAC 13	ICAC 17
		2A 3O		ICAC 12	ICAC 16
		Lower than 2A 3O		ICAC 10	ICAC 12
	Commission Against Corruption Controller	Degree		ICAC 15	ICAC 18
		Higher Diploma		ICAC 13	ICAC 17
		2A 3O		ICAC 12	ICAC 16
		Lower than 2A 3O		ICAC 10	ICAC 12

II. Rank and File Grades

<u>Dept</u>	<u>Basic Rank Entry</u>	<u>Qualification</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
CSD C&ED FSD	Assistant Officer II	5Es in HKCEE	GDS(R) 3	GDS(R) 4
	Customs Officer	3Es in HKCEE	GDS(R) 2	GDS(R) 3
	Ambulanceman Fireman (Operational and Marine)	Up to completion of F.5	GDS(R) 1	GDS(R) 2
FSD	Fireman (Workshops)	3Es in HKCEE	GDS(R) 1	GDS(R) 2
CSD	Instructor (Correctional Services)	5 years' experience /Apprenticeship/ Institutional training in various trades	GDS(R) 2	GDS(R) 3
FSD	Senior Fireman (Control) Senior Fireman (Canteen Supervisor)	5 Es in HKCEE	GDS(R) 13	GDS(R) 14
ImmD	Immigration Assistant	5Es in HKCEE	GDS(R) 2	GDS(R) 3
HKPF	Police Constable	5Es in HKCEE	PPS 2	PPS 3
		3Es in HKCEE	PPS 1	PPS 2
ICAC	Assistant Commission Against Corruption Officer	5Es in HKCEE	ICAC 3	ICAC 4
		Lower than 5Es in HKCEE	ICAC 1	ICAC 2
	Commission Against Corruption Investigator (Main Stream)	5Es in HKCEE	ICAC 3	ICAC 4
		Lower than 5Es in HKCEE	ICAC 1	ICAC 2
	Commission Against Corruption Investigator (Attendant Stream)	5Es in HKCEE	ICAC 3	ICAC 4
		Lower than 5Es in HKCEE	ICAC 1	ICAC 2

Enclosure 3 to EC(2007-08)7

**Formulation for Applying the Findings of the 2006 Starting Salaries Survey
to the Disciplined Grades**

- (1) Police Inspector (IP) and Police Constable (PC) were chosen as the reference point for the officer grades and the rank and file grades in the disciplined services respectively.
- (2) The basic formula used in arriving at the new starting salaries for IP and PC was -
 - *Existing salary – existing benchmark salary¹ = element of salary relating to special job factors (A)*
 - *A + new benchmark salary recommended in the SSS = new starting salary*
- (3) The new starting salaries of comparable grades/ranks (e.g. Station Officer in relation to IP and Fireman in relation to PC) were derived from the following formula to the nearest pay point –

$$\text{Existing comparable rank starting salary} \times \frac{\text{New Police starting salary}}{\text{Existing Police starting salary}}$$

- (4) The new starting salaries of “non-comparable ranks” (e.g. Aircraft Engineer in the Government Flying Service which was linked to QG8, Group 1) were derived by a direct application of the formula in (2) above.

¹ The benchmark for IP was QG 7 (Grades requiring 2A3O) and the benchmark for PC was QG 2 (School Certificate Grades).

Starting Salaries Survey for the civil service

List of relevant papers

Date of meeting of Panel on Public Service	Minutes / Paper	LC Paper No.
22.7.1999	Legislative Council Brief issued by Civil Service Bureau on 20 July 1999 Minutes of meeting	File Ref: CSBCR/PG/4-085-001/2/99 http://www.legco.gov.hk/yr98-99/english/panels/ps/papers/ps2207_4.htm CB(1) 350/98-99 http://www.legco.gov.hk/yr98-99/english/panels/ps/minutes/ps220799.pdf
15.11.1999	Administration's paper on "Starting Salaries Review" Administration's paper on "Starting Salaries Review Implications for the Disciplined Services" Summary of submissions on the Civil Service Starting Salaries Review 1999 prepared by the Secretariat List of submissions Minutes of meeting	CB(1) 317/99-00(02) http://www.legco.gov.hk/yr99-00/english/panels/ps/papers/a317e02.pdf CB(1) 62/99-00 http://www.legco.gov.hk/yr99-00/english/panels/ps/papers/a62e.pdf CB(1) 288/99-00 http://www.legco.gov.hk/yr99-00/english/panels/ps/papers/cb1-288e.pdf CB(1) 289/99-00 http://www.legco.gov.hk/yr99-00/english/panels/ps/papers/cb1-289e.pdf CB(1) 1002/99-00 http://www.legco.gov.hk/yr99-00/english/panels/ps/minutes/ps151199.pdf

Date of meeting of Panel on Public Service	Minutes / Paper	LC Paper No.
17.1.2000	<p>Legislative Council Brief issued on 15 December 1999</p> <p>A letter dated 25 January 2000 from the Secretary for the Civil Service on the impacts of the new civil service starting salaries on the staff employed by contractors/consultants under the Architectural Services Department</p> <p>Minutes of meeting</p>	<p>CB(1)616/99-00</p> <p>http://www.legco.gov.hk/yr99-00/english/panels/ps/papers/cb1-616.pdf</p> <p>CB(1)894/99-00(01)</p> <p>http://www.legco.gov.hk/yr99-00/english/panels/ps/papers/a894e01.pdf</p> <p>CB(1) 1004/99-00</p> <p>http://www.legco.gov.hk/yr99-00/english/panels/ps/minutes/ps170100.pdf</p>
21.5.2007	<p>Relevant Legislative Council Brief</p> <p>The Administration's Response to the Motion on the Application of the Findings of the 2006 Starting Salaries Survey</p> <p>Minutes of meeting</p> <p>Relevant Establishment Subcommittee paper</p>	<p>File Ref: CSBCR/PG/4-085-001/46-2</p> <p>http://www.legco.gov.hk/yr06-07/english/panels/ps/papers/ps0521-csbcrg4085001462-e.pdf</p> <p>CB(1)1870/06-07(01)</p> <p>http://www.legco.gov.hk/yr06-07/english/panels/ps/papers/ps0521cb1-1870-1-e.pdf</p> <p>CB(1)1916/06-07</p> <p>http://www.legco.gov.hk/yr06-07/english/panels/ps/minutes/ps070521.pdf</p> <p>EC(2007-08)7</p> <p>http://www.legco.gov.hk/yr06-07/english/fc/esc/papers/e07-07e.pdf</p>