

## ITEM FOR FINANCE COMMITTEE

### 2014-15 CIVIL SERVICE PAY ADJUSTMENT

Members are invited to –

- (a) approve, with effect from 1 April 2014, an increase in pay –
  - (i) by 5.96% for civil servants in the directorate and upper salary band; and
  - (ii) by 4.71% for civil servants in the middle and lower salary bands;
- (b) approve the same pay adjustment to Independent Commission Against Corruption (ICAC) staff;
- (c) approve the same pay adjustment to teaching and non-teaching staff of aided schools who are remunerated according to the civil service pay scales, and to those subvented sector staff who are remunerated according to the civil service pay scales;
- (d) approve corresponding adjustment to the provisions for subvented bodies whose funding is price-adjusted on the basis of formulae including a factor of civil service pay adjustment; and
- (e) note the financial implications of about \$8,912 million arising from items (a) to (d) above.

**/PROBLEM .....**

**PROBLEM**

We need to adjust civil service pay in accordance with the decision of the Chief Executive (CE)-in-Council on 17 June 2014. We also need to make corresponding adjustments to the pay of ICAC staff; to the pay of staff in aided schools and the subvented sector who are remunerated according to the civil service pay scales; and to the provisions for subvented bodies whose funding is price-adjusted on the basis of formulae including a factor of civil service pay adjustment.

**PROPOSAL**

2. We propose that –
- (a) with effect from 1 April 2014, civil service pay be increased –
    - (i) by 5.96% for civil servants in the directorate and upper salary band; and
    - (ii) by 4.71% for civil servants in the middle and lower salary bands;
  - (b) the same pay adjustment be applied to ICAC staff;
  - (c) the same pay adjustment be applied to teaching and non-teaching staff of aided schools who are remunerated according to the civil service pay scales, and to those subvented sector staff who are remunerated according to the civil service pay scales; and
  - (d) corresponding adjustment be made to the provisions for subvented bodies whose funding is price-adjusted on the basis of formulae including a factor of civil service pay adjustment.
3. Upon approval of the proposals at paragraph 2(a) and (b) above, the revised civil service pay scales and the revised ICAC pay scale will be as set out at Enclosure.
- Encl.

**JUSTIFICATION****(A) Civil Service Pay Policy**

4. The Government's civil service pay policy is to offer sufficient remuneration to attract, retain and motivate staff of suitable calibre to provide the public with an effective and efficient service; and such remuneration is to be

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regarded as fair by both civil servants and the public they serve by maintaining broad comparability between civil service and private sector pay. Civil service pay is compared with market pay on a regular basis through three different types of surveys under the Improved Civil Service Pay Adjustment Mechanism, namely –

- (a) an annual pay trend survey (PTS) to ascertain the year-on-year pay adjustment movements in the private sector;
- (b) a triennial starting salaries survey to compare the starting salaries of civil service civilian grades with the entry pay of jobs in the private sector requiring similar qualifications; and
- (c) a six-yearly pay level survey to ascertain whether civil service pay is broadly comparable with private sector pay.

## **(B) 2014-15 Civil Service Pay Adjustment**

### *The annual pay adjustment process*

5. Upon completion of the annual PTS, the staff sides of the four central consultative councils<sup>1</sup> (staff sides) submit their individual pay claims to the Administration. The CE-in-Council's advice is then sought on the pay offers to be made to the staff sides, having regard to six factors, namely –

- (a) the net pay trend indicators (PTIs) derived from the PTS;
- (b) the state of Hong Kong's economy;
- (c) changes in the cost of living;
- (d) the Government's fiscal position;
- (e) the pay claims of the staff sides; and
- (f) civil service morale.

If the pay offers are different from the pay claims, we invite the staff sides to give their views again before seeking the CE-in-Council's final decision.

*/The .....*

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<sup>1</sup> The four central consultative councils are the Senior Civil Service Council (SCSC), the Model Scale 1 Staff Consultative Council (MOD 1 Council), the Police Force Council (PFC) and the Disciplined Services Consultative Council (DSCC).

*The net PTIs derived from the 2014 PTS*

6. The annual PTS is commissioned by the tripartite PTS Committee comprising representatives of the staff sides, representatives of the Administration as well as members from the two independent advisory bodies on civil service salaries and conditions of services<sup>2</sup>. It collects the year-on-year adjustments in both basic pay and additional pay (e.g. bonus) of employees in the surveyed companies from major economic sectors. Pay adjustment data from both larger (i.e. with 100 or more employees) and smaller (i.e. with 50-99 employees) companies are collected and assigned a 75% and 25% weighting respectively. The data are collated according to three salary bands: upper, middle and lower<sup>3</sup>, and aggregated in accordance with the assigned weighting into a basic pay indicator and an additional pay indicator for each salary band. The two indicators for a particular salary band are added up and presented as the **gross** PTI for that band. The payroll cost of increments (PCIs) incurred for civil servants in each salary band (expressed as a percentage of total salary payment) is then deducted from the relevant gross PTI to arrive at the **net** PTI<sup>4</sup>.

7. As in previous years, before the conduct of the 2014 PTS, the tripartite PTS Committee reviewed and agreed on the survey methodology and the survey field. In accordance with the established mechanism, the PTS Committee submitted its advice on the 2014 PTS methodology to the Standing Commission in January 2014. The recommended methodology was endorsed by the Standing Commission and supported by the Administration. On this basis, the PTS Committee commissioned the Pay Survey and Research Unit to conduct the 2014 PTS, which collected the basic pay and additional pay adjustment data of 170 010 employees in 110 companies, consisting of 168 040 employees in 80 larger companies and 1 970 employees in 30 smaller companies. The gross PTIs of the 2014 PTS (covering the 12-month period from 2 April 2013 to 1 April 2014) and the consequential net PTIs in respect of the three salary bands in the civil service are set out below –

/Salary.....

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<sup>2</sup> The two independent advisory bodies are the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) and the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS).

<sup>3</sup> The pay ranges of the three salary bands for the 2014 PTS are –

- (a) Upper: Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale 39 or equivalent, viz. \$56,811 to \$112,155;
- (b) Middle: From MPS 10 to 33 or equivalent, viz. \$18,535 to \$56,810; and
- (c) Lower: Below MPS 10 or equivalent, viz. below \$18,535.

<sup>4</sup> The deduction of PCIs from the gross PTIs to arrive at the net PTIs was recommended by the Committee of Inquiry into the 1988 Civil Service Pay Adjustment and Related Matters (1988 Committee of Inquiry) in view of its recommendation to include private sector merit pay and increments in the annual PTS. The 1988 Committee of Inquiry considered that for fairness, if all take-home pay in the private sector was taken into account in the PTS, the increment payment made to civil servants who had not yet reached the maximum pay point of their rank should also be taken into account.

| <u>Salary Band</u> | <u>Gross PTI</u><br>[A] | <u>PCIs</u><br>[B] | <u>Net PTI</u><br>[A] minus [B] |
|--------------------|-------------------------|--------------------|---------------------------------|
| Upper              | 6.91%                   | 0.95%              | <b>5.96%</b>                    |
| Middle             | 5.61%                   | 0.90%              | <b>4.71%</b>                    |
| Lower              | 5.32%                   | 1.52%              | <b>3.80%</b>                    |

8. In accordance with the established practice, the PTS Committee met and considered the 2014 PTS findings on 23 May 2014. At the meeting, 11 out of 16 members<sup>5</sup> validated the 2014 PTS findings, confirming that the survey was conducted in compliance with the agreed methodology. The PTS Committee submitted its report to the Administration on the same day.

### *Hong Kong's economy*

9. The growth in the local economy remained moderate in the first quarter of 2014, at 2.5% year-on-year in real terms, following the annual growth of 2.9% recorded for 2013. Barring any unexpected relapse stemming from the normalisation of United States' monetary policy and the geopolitical tensions, the Hong Kong economy is projected to grow by 3% to 4% for 2014 as a whole. The labour market remained tight upon entering 2014. In February to April 2014, the seasonally adjusted unemployment rate held stable at a 16-year low of 3.1% for the fourth consecutive month. Reflecting the persistent tightness in the labour market, wages and earnings sustained solid growth throughout the past year. Nominal wages for employees up to the supervisory level rose solidly by 4.7% for 2013 as a whole. With the local economy poised to expand moderately further, the labour market is expected to hold steady in the near term.

### *Cost of living*

10. For the 12-month period ended March 2014, headline Composite Consumer Price Index (CPI) inflation, which reflects the impact of the change in consumer price on 90% of households (as compared with CPI(A), CPI(B) and CPI(C) which relate only to 50%, 30% and 10% of households respectively),

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<sup>5</sup> The 11 members who validated the 2014 PTS findings include the three representatives of the Standing Commission and the SCDS, the two representatives of the Administration, the Secretary General of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service and five staff side members (three staff side representatives of the MOD 1 Council and two staff side representatives of the SCSC).

averaged at 4.4%. The headline and underlying<sup>6</sup> Composite CPI, CPI(A), CPI(B) and CPI(C)<sup>7</sup> inflation for the 12-month period ended March 2014 are as follows –

|            | <b>Composite CPI</b> | <b>CPI(A)</b> | <b>CPI(B)</b> | <b>CPI(C)</b> |
|------------|----------------------|---------------|---------------|---------------|
| Headline   | 4.4%                 | 5.1%          | 4.3%          | 3.9%          |
| Underlying | 4.0%                 | 4.5%          | 3.9%          | 3.5%          |

11. Looking ahead, with rentals easing on a broad front, wage rise staying steady, while imported price pressures still modest, the upside risks to inflation should remain contained this year. The forecast headline Composite CPI inflation for 2014 as a whole is 4.6%<sup>8</sup>.

### *The Government's fiscal position*

12. The consolidated surplus for 2013-14 is \$21.8 billion, equivalent to 1.03% of Gross Domestic Product (GDP). Fiscal reserves at end-March 2014 stood at \$755.7 billion, equivalent to 21 months of government expenditure. For 2014-15, it is estimated that we will have a small consolidated surplus of \$9.1 billion, equivalent to 0.41% of GDP. According to the latest Medium Range Forecast, there would be an annual consolidated surplus for each financial year until 2018-19, except for 2015-16 (taking into account \$50 billion earmarked for healthcare financing). The Working Group on Long-Term Fiscal Planning completed in early March 2014 the first comprehensive fiscal sustainability appraisal on public finances in Hong Kong since 1997-98. According to the

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<sup>6</sup> The headline CPI figures include the effect of Government's one-off relief measures while the underlying CPI figures exclude the effect of these measures.

<sup>7</sup> Different series of CPIs are compiled by the Census and Statistics Department to reflect the impact of consumer price changes on households in different expenditure ranges as follows –

- Composite CPI: reflects the impact of the changes in consumer prices on the households as a whole (households with monthly expenditure in the range of \$5,200 - \$75,500 adjusted to the price level of 2013);
- CPI(A): relates to 50% of households in the relatively low expenditure ranges (i.e. roughly with monthly household expenditure in the range of \$5,200 - \$21,400 adjusted to the price level of 2013);
- CPI(B): relates to the next 30% of households in the relatively middle expenditure ranges (i.e. roughly with monthly household expenditure in the range of \$21,400 - \$37,300 adjusted to the price level of 2013); and
- CPI(C): relates to the next 10% of households in the relatively high expenditure ranges (i.e. roughly with monthly household expenditure in the range of \$37,300 - \$75,500 adjusted to the price level of 2013).

<sup>8</sup> The forecast underlying Composite CPI inflation for 2014 as a whole is 3.7%.

Working Group, Government's overall fiscal position in the short to medium term remains healthy. In the longer term, if government expenditure keeps growing at a faster pace than economic and revenue growth in the face of an ageing population and a mature economy, a structural deficit would be inevitable.

### *Staff sides' pay claims*

13. Except for the claim for the upper salary band submitted by the Hong Kong Chinese Civil Servants' Association (HKCCSA, one of the three constituent associations of the SCSC), none of the pay claims we received is for a pay rise same as the net PTIs for the respective salary bands. All staff sides<sup>9</sup> ask for a pay rise higher than the net PTIs for the middle and lower salary bands, with the change in average headline CPI(A) for the 12-month period ended March 2014 being the minimum. As for the upper salary band, the majority ask for a pay rise same as or slightly higher than the net PTI for the band. Specifically –

- (a) Two of the three constituent associations of the SCSC, namely the HKSGOA<sup>10</sup> and the AECS, requested a pay rise of 6% for the upper salary band;
- (b) The HKCCSA, which is a constituent association of both the SCSC and the MOD 1 Council, demanded a pay rise of 5.96% (i.e. the net PTI for the upper salary band) for all civil servants. Its claim was made having regard to various considerations, including the needs for maintaining the purchasing power of and sharing the fruits of economic prosperity with civil servants, as well as the needs for maintaining staff morale and enhancing the solidarity of the civil service. It also believed that the pay claim could help the Administration demonstrate its determination to narrow the wealth gap in the society;
- (c) The PFC staff side asked for a pay rise in the range from 5.2% to 6.91%, having regard to “the results of the Junior Police Officers' Association's (one of the constituent associations of the PFC) own review of pay increases in the private sector during the period, the CPI, the state of Hong Kong's economy, the Government's fiscal position, changes in the cost of living and the morale of police officers”;

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<sup>9</sup> Except for the Hong Kong Senior Government Officers Association (HKSGOA) and the Association of Expatriate Civil Servants of Hong Kong (AECS) which have only made pay claims for the upper salary band.

<sup>10</sup> The HKSGOA submitted an open letter (of 12 May 2014, before the release of the unvalidated 2014 PTS results) to the Secretary for the Civil Service requesting a pay rise for not less than 5.0%. It submitted a pay claim on 26 May 2014 for a 6.0% pay rise for the upper salary band together with the AECS.

- (d) the DSCC staff side requested a pay rise of no less than 5.1% across the board, citing the change in average headline CPI(A) for the 12-month period ended March 2014; and
- (e) save for the HKCCSA, one of its constituent associations, the MOD 1 Council staff side<sup>11</sup> also requested a pay rise of 5.1% for the lower salary band, citing the same reason as the DSCC staff side.

14. All the pay claims, together with the detailed justifications, were submitted to and considered by the CE-in-Council.

### *Staff morale*

15. Various staff associations have raised that with rising public expectation and increasing workload, a reasonable pay rise would be vital for maintaining staff morale. They have requested the Administration to give more weight to factors other than the net PTIs and to duly consider their views in order to come up with a decision for reasonable pay rise.

### *Staff Sides' Responses to the Pay Offers*

16. Pursuant to the decision of the CE-in-Council on 10 June 2014, the Administration has put the pay offers (i.e. 5.96% pay rise for civil servants in the directorate and upper salary band; and 4.71% pay rise for civil servants in the middle and lower salary bands) to the staff sides. Their responses are summarised as follows –

- (a) the HKSGOA and AECS (constituent associations of SCSC) accepted the pay offer for the upper salary band;
- (b) the HKCCSA (a constituent association of both the SCSC and MOD 1 Council) welcomed the pay offer for the upper salary band but was disappointed that the pay offers for the middle and lower salary bands were not aligned with that for the upper salary band. It reiterated its pay claim and the justifications it put forward in the pay claim. It also considered that the Government should avoid being seen as “fattening the top and slimming the bottom”;

/(c) .....

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<sup>11</sup> On 5 June 2014, the HKCCSA, one of the constituent associations of the MOD 1 Council, wrote to the Administration and clarified that the pay claim submitted by the staff side of the MOD 1 Council does not represent HKCCSA's pay claim. It emphasised that HKCCSA's pay claim is a pay rise for 5.96% for all civil servants.



- (c) the PFC staff side was “extremely frustrated and disappointed” with the pay offers. It claimed that “there is no evidence that the CE-in-Council has considered [its] pay claim to the full extent”, and that its requests for a “critical and transparent review of the PTS mechanism” and for ceasing the practice of deduction of PCIs had been ignored. From the “pay adjustment figure”, the PFC staff side concluded that its concerns about the PTS mechanism had not been addressed;
- (d) the DSCC staff side expressed disappointment with the pay offers for the middle and lower salary bands. It considered that the Administration should take into account all six relevant factors in determining the rates of civil service pay adjustment for 2014-15. It also suggested that each year the rate of civil service pay adjustment should not be lower than the change in CPI(A) for the year; and
- (e) the MOD 1 Council staff side was very disappointed with the pay offer for the lower salary band. It considered that the pay offer failed to catch up with the change in headline CPI(A) for the 12-month period ended March 2014 and that the Executive Council had not taken into account the changes in the cost of living and civil service morale when considering the pay offers.

### *Civil service pay adjustment rates*

17. The Executive Council has thoroughly considered all the staff sides’ views put forward in their pay claims and their responses to the pay offers. On the major issues raised by the staff sides, the Government’s views are summarised as follows –

- (a) the accusation that the Executive Council had not sufficiently considered the other five factors apart from the net PTIs is unfounded. In fact, in considering the pay offers, the Executive Council has taken into account all six relevant factors. The decision on the pay offers was made after due regard to all six factors. It is unreasonable to conclude that the other five factors were ignored by the Executive Council simply by the outcome that the pay offers for the upper and middle salary bands were the same as their respective net PTIs;
- (b) in response to the request for a pay rise not lower than the change in headline CPI(A) for the 12-month period ended March 2014, it should be noted that the purpose of the annual civil service pay adjustment is not to track inflation. There is thus no reason to expect

/that .....

that the net PTIs or the pay adjustment would be the same as or higher than the inflation rate measured by any specific inflation index. In any case, all relevant CPI figures for the 12-month period ended March 2014, including the headline Composite CPI inflation (4.4%) which reflects the impact of consumer price change on 90% of households and the headline CPI(A) inflation (5.1%) which only reflects the impact of consumer price change on 50% of households, have been submitted to the Executive Council for consideration. The Administration has also brought up the pay offer for the lower salary band to 4.71% by invoking the “bring-up” arrangement;

- (c) on the view that the pay offers “fatten the top and slim the bottom”, it should be noted that the outcome of the 2014 PTS had objectively reflected the private sector pay trend in the survey period (from 2 April 2013 to 1 April 2014) and the PTS itself is not biased for/against any salary band. As the pay offers for the upper and middle salary bands follow their respective net PTIs; and as the “bring-up” arrangement has been invoked for the lower salary band (bringing up its pay offer by 0.91 percentage point as compared with its net PTI), the accusation is unfounded;
- (d) for the PFC staff side’s accusation that its request for a review of the PTS mechanism was ignored, it should be noted that, as set out in paragraph 7 above, the PTS Committee had reviewed and agreed on the PTS methodology in accordance with the established mechanism before commissioning the 2014 PTS. During the review, the PTS Committee has studied and discussed all issues about the PTS methodology raised by staff associations. The PTS Committee has accepted a number of staff suggestions for changes to the PTS methodology upon deliberation. It is unfair to conclude that the 2014 PTS methodology is not in order based on the survey outcome or the Executive Council’s pay adjustment decision; and
- (e) on PFC staff side’s request for ceasing the practice of deduction of the PCIs, it should be noted that the practice was implemented since 1989 on the recommendation of the 1988 Committee of Inquiry together with the inclusion of private sector in-scale increment and merit pay in the computation of gross PTIs. The 1988 Committee of Inquiry considered that, if private sector in-scale increment and merit pay were to be included in the PTS, the PCIs should be deducted for fairness sake.

18. After thoroughly considering all six factors set out in paragraphs 6 – 15 above as well as the staff sides’ responses (summarised in paragraph 16 above) and the justifications they put forward, the CE-in-Council has decided that, with effect from 1 April 2014, –

/(a) .....

- (a) the pay for civil servants in the directorate and upper salary band should be increased by 5.96%, i.e. the net PTI for the upper salary band;
- (b) the pay for civil servants in the middle salary band should be increased by 4.71%, i.e. the net PTI for this salary band; and
- (c) the pay for civil servants in the lower salary band should be increased by 4.71% by invoking the “bring-up” arrangement (i.e. to align the pay adjustment for the lower salary band to the net PTI for the middle salary band if the net PTI for the lower salary band is less than that for the middle salary band).

19. This decision is in line with the civil service pay policy objective of maintaining broad comparability between civil service and private sector pay. On item (c) of paragraph 18 above, it should be noted that the application of the “bring-up” arrangement for the lower salary band in 2014-15 does not imply that it will necessarily be applied in future years when the net PTI for the lower salary band is lower than that for the middle salary band. The CE-in-Council will continue to decide each year, in the context of the annual civil service pay adjustment exercise, whether and how the pay for the lower salary band should be adjusted, including whether to invoke the “bring-up” arrangement.

#### **(C) Adjustment to the Pay for ICAC Staff**

20. Although ICAC staff are not civil servants, the Government’s policy is to extend the civil service pay adjustment to them. We accordingly propose that the civil service pay adjustment for 2014-15, as set out in paragraph 2(a) above, should be applied to ICAC staff.

#### **(D) Adjustments for the Subvented Sector**

21. The teaching and certain non-teaching staff of aided schools are remunerated according to the relevant civil service pay scales. We therefore propose that their pay should be adjusted according to the revised relevant civil service pay scales as set out at Enclosure.

22. Other than what is stated in the above paragraph, the Government, as a general rule, is not involved in the determination of pay or pay adjustment of staff working in subvented bodies (e.g. the Hospital Authority, social welfare non-governmental organisations and institutions funded by the University Grants

/Committee .....

Committee). These are matters between the concerned bodies as employers and their employees. Therefore, the Government will not directly impose any pay adjustment applicable to the civil service to employees in the subvented sector. That said, it has been the established practice that following a civil service pay adjustment, the Government will adjust the provisions for subventions which are price-adjusted on the basis of formulae including a factor of civil service pay adjustment. Where the civil service pay adjustment involves a pay rise, the additional provisions for subventions will in general be calculated in accordance with the weighted average of the pay rise decided for the civil service<sup>12</sup>. It would be up to individual subvented bodies, as employers, to decide whether to increase the salaries of their own employees and, if so, the rate of increase. We will, through the relevant Controlling Officers, remind the subvented bodies concerned that the additional subventions from the Government are meant to allow room for pay adjustment for their staff.

## FINANCIAL IMPLICATIONS

23. The financial implications for the civil service, ICAC, the subvented sector and the Auxiliaries<sup>13</sup> arising from the proposed pay adjustment for 2014-15 are as follows –

|                      | <b>\$ million</b>   |
|----------------------|---------------------|
| (a) Civil Service    | 4,132 <sup>14</sup> |
| (b) ICAC             | 39                  |
| (c) Subvented Sector | 4,731 <sup>15</sup> |
| (d) Auxiliaries      | 10                  |
| <b>Total</b>         | <b>8,912</b>        |

/24. ....

<sup>12</sup> If the proposed civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 5.07%.

<sup>13</sup> With reference to the civil service pay adjustment, we will make adjustment to the pay of members of the Auxiliaries in accordance with the established adjustment mechanism. Such adjustment will be approved by the Secretary for Financial Services and the Treasury under delegated authority.

<sup>14</sup> The figure includes about \$403 million additional cost arising from pay adjustment for around 20 000 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$575 million in retirement benefit payments for civil servants retiring in 2014-15.

<sup>15</sup> This figure has excluded the financial implications arising from pay adjustment for civil servants seconded to/working in subvented bodies, which have been incorporated under item (a) above.

24. We have not made provisions in the relevant Heads of Expenditure for the proposed pay adjustment in the 2014-15 Estimates. While it is not possible to quantify at this stage the exact amount of supplementary provision needed under each Head of Expenditure, we expect that the savings, if any, and the general reserve set aside in the 2014-15 Estimates should be sufficient to cover the additional expenditure arising from the proposed pay adjustment for the year. Finance Committee (FC) approved on 9 March 1983 (vide FC Agenda Item FIN B 1/2/50 IV) that the Financial Secretary be delegated the authority to approve supplementary provision without limit in personal emoluments subheads, provided that the supplementary provision is required for salaries and allowances in accordance with approved pay scales and rates of allowances, and in respect of approved posts. Subject to Members' approval of the proposal, we shall approve under delegated authority the supplementary provision required under individual Heads of Expenditure.

## **PUBLIC CONSULTATION**

25. We briefed the Legislative Council Panel on Public Service on the 2014-15 civil service pay adjustment at its meeting held on 23 June 2014. Members generally agreed to the proposed adjustments and noted that we would seek approval from FC.

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Civil Service Bureau  
Financial Services and the Treasury Bureau  
July 2014

**Enclosure to FCR(2014-15)47**

**Directorate Pay Scale**

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (231,550)              | (245,350)              |
| 8            | 224,800                | 238,200                |
|              | (224,600)              | (238,000)              |
| 7            | 218,050                | 231,050                |
|              | (207,950)              | (220,350)              |
| 6            | 201,950                | 214,000                |
|              | (197,150)              | (208,900)              |
| 5            | 191,400                | 202,800                |
|              | (191,250)              | (202,650)              |
|              | (185,700)              | (196,750)              |
| 4            | 180,250                | 191,000                |
|              | (173,350)              | (183,700)              |
|              | (168,250)              | (178,300)              |
|              | (163,500)              | (173,250)              |
| 3            | 158,850                | 168,300                |
|              | (149,350)              | (158,250)              |
|              | (144,950)              | (153,600)              |
|              | (140,750)              | (149,150)              |
| 2            | 136,550                | 144,700                |
|              | (125,800)              | (133,300)              |
|              | (122,100)              | (129,400)              |
|              | (118,400)              | (125,450)              |
| 1            | 115,050                | 121,900                |

Note: Figures in brackets represent increments.

**Directorate (Legal) Pay Scale**

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (207,950)              | (220,350)              |
| 6            | 201,950                | 214,000                |
|              | (197,150)              | (208,900)              |
| 5            | 191,400                | 202,800                |
|              | (191,250)              | (202,650)              |
|              | (185,700)              | (196,750)              |
| 4            | 180,250                | 191,000                |
|              | (173,350)              | (183,700)              |
|              | (168,250)              | (178,300)              |
|              | (163,500)              | (173,250)              |
| 3            | 158,850                | 168,300                |
|              | (149,350)              | (158,250)              |
|              | (144,950)              | (153,600)              |
|              | (140,750)              | (149,150)              |
| 2            | 136,550                | 144,700                |
|              | (125,800)              | (133,300)              |
|              | (122,100)              | (129,400)              |
|              | (118,400)              | (125,450)              |
| 1            | 115,050                | 121,900                |

Note: Figures in brackets represent increments.

### Master Pay Scale

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 49           | 103,190                | 109,340                |
| 48           | 99,605                 | 105,540                |
| 47           | 96,150                 | 101,880                |
| 46 (44B)     | 92,770                 | 98,300                 |
| 45 (44A)     | 89,565                 | 94,905                 |
| 44           | 86,440                 | 91,590                 |
| 43           | 83,435                 | 88,410                 |
| 42           | 80,000                 | 84,770                 |
| 41           | 76,690                 | 81,260                 |
| 40           | 73,525                 | 77,905                 |
| 39           | 70,490                 | 74,690                 |
| 38           | 67,370                 | 71,385                 |
| 37           | 64,410                 | 68,250                 |
| 36 (33C)     | 61,500                 | 65,165                 |
| 35 (33B)     | 58,775                 | 62,280                 |
| 34 (33A)     | 57,275                 | 60,690                 |
| 33           | 56,810                 | 59,485                 |
| 32           | 54,265                 | 56,820                 |
| 31           | 51,825                 | 54,265                 |
| 30           | 49,495                 | 51,825                 |
| 29           | 47,290                 | 49,515                 |
| 28           | 45,155                 | 47,280                 |
| 27           | 43,120                 | 45,150                 |
| 26           | 41,195                 | 43,135                 |
| 25           | 39,345                 | 41,200                 |
| 24           | 37,625                 | 39,395                 |
| 23           | 35,930                 | 37,620                 |
| 22           | 34,315                 | 35,930                 |
| 21           | 32,760                 | 34,305                 |
| 20           | 31,200                 | 32,670                 |
| 19           | 29,720                 | 31,120                 |
| 18           | 28,315                 | 29,650                 |
| 17           | 26,985                 | 28,255                 |
| 16           | 25,685                 | 26,895                 |



**Master Pay Scale**

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 15           | 24,450                 | 25,600                 |
| 14           | 23,285                 | 24,380                 |
| 13           | 22,165                 | 23,210                 |
| 12           | 20,905                 | 21,890                 |
| 11           | 19,675                 | 20,600                 |
| 10           | 18,535                 | 19,410                 |
| 9            | 17,485                 | 18,310                 |
| 8            | 16,425                 | 17,200                 |
| 7            | 15,410                 | 16,140                 |
| 6            | 14,460                 | 15,145                 |
| 5            | 13,600                 | 14,245                 |
| 4            | 12,745                 | 13,350                 |
| 3            | 11,975                 | 12,540                 |
| 2            | 11,235                 | 11,765                 |
| 1            | 10,560                 | 11,060                 |
| 0            | 9,930                  | 10,400                 |

**Model Scale 1 Pay Scale**

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 13           | 13,745                 | 14,395                 |
| 12           | 13,475                 | 14,110                 |
| 11           | 13,195                 | 13,820                 |
| 10           | 12,940                 | 13,550                 |
| 9            | 12,685                 | 13,285                 |
| 8            | 12,445                 | 13,035                 |
| 7            | 12,210                 | 12,790                 |
| 6            | 11,975                 | 12,540                 |
| 5            | 11,730                 | 12,285                 |
| 4            | 11,495                 | 12,040                 |
| 3            | 11,250                 | 11,780                 |
| 2            | 11,020                 | 11,540                 |
| 1            | 10,780                 | 11,290                 |
| 0            | 10,555                 | 11,055                 |

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

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (207,950)              | (220,350)              |
| 4            | 201,950                | 214,000                |
|              | (173,350)              | (183,700)              |
|              | (168,250)              | (178,300)              |
|              | (163,500)              | (173,250)              |
| 3            | 158,850                | 168,300                |
|              | (149,350)              | (158,250)              |
|              | (144,950)              | (153,600)              |
|              | (140,750)              | (149,150)              |
| 2            | 136,550                | 144,700                |
|              | (129,650)              | (137,400)              |
|              | (126,000)              | (133,500)              |
|              | (122,100)              | (129,400)              |
| 1            | 118,400                | 125,450                |

Note: Figures in brackets represent increments.

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

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 39           | 112,155                | 118,840                |
| 38           | 108,555                | 115,025                |
| 37           | 104,350                | 110,570                |
| 36           | 100,150                | 106,120                |
| 35           | 96,405                 | 102,150                |
| 34           | 92,840                 | 98,375                 |
| 33           | 89,510                 | 94,845                 |
| 32           | 86,390                 | 91,540                 |
| 31           | 83,295                 | 88,260                 |
| 30           | 80,270                 | 85,055                 |
| 29           | 77,390                 | 82,000                 |
| 28           | 74,555                 | 79,000                 |
| 27           | 71,880                 | 76,165                 |
| 26           | 69,245                 | 73,370                 |
| 25           | 66,645                 | 70,615                 |
| 24           | 64,295                 | 68,125                 |
| 23           | 61,960                 | 65,655                 |
| 22           | 59,700                 | 63,260                 |
| 21           | 57,705                 | 61,145                 |
| 20           | 57,275                 | 60,690                 |
| 19           | 56,715                 | 59,385                 |
| 18           | 54,680                 | 57,255                 |
| 17           | 52,420                 | 54,890                 |
| 16           | 50,180                 | 52,545                 |
| 15           | 47,900                 | 50,155                 |
| 14           | 45,655                 | 47,805                 |
| 13           | 43,465                 | 45,510                 |
| 12           | 41,270                 | 43,215                 |
| 11           | 39,260                 | 41,110                 |
| 10           | 37,380                 | 39,140                 |
| 9            | 35,540                 | 37,215                 |
| 8            | 33,690                 | 35,275                 |
| 7            | 31,865                 | 33,365                 |

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

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 6            | 30,070                 | 31,485                 |
| 5            | 28,230                 | 29,560                 |
| 4            | 26,630                 | 27,885                 |
| 3            | 25,375                 | 26,570                 |
| 2            | 24,105                 | 25,240                 |
| 1            | 23,085                 | 24,170                 |
| 1a           | 22,090                 | 23,130                 |
| 1b           | 21,135                 | 22,130                 |
| 1c           | 20,235                 | 21,190                 |
| 1d           | 19,360                 | 20,270                 |

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

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 29           | 37,265                 | 39,020                 |
| 28           | 35,840                 | 37,530                 |
| 27           | 34,470                 | 36,095                 |
| 26           | 33,480                 | 35,055                 |
| 25           | 32,475                 | 34,005                 |
| 24           | 31,540                 | 33,025                 |
| 23           | 30,730                 | 32,175                 |
| 22           | 29,880                 | 31,285                 |
| 21           | 29,065                 | 30,435                 |
| 20           | 28,295                 | 29,630                 |
| 19           | 27,545                 | 28,840                 |
| 18           | 26,785                 | 28,045                 |
| 17           | 25,995                 | 27,220                 |
| 16           | 25,285                 | 26,475                 |
| 15           | 24,570                 | 25,725                 |
| 14           | 23,875                 | 25,000                 |
| 13           | 23,180                 | 24,270                 |
| 12           | 22,475                 | 23,535                 |
| 11           | 21,790                 | 22,815                 |
| 10           | 21,105                 | 22,100                 |
| 9            | 20,445                 | 21,410                 |
| 8            | 19,755                 | 20,685                 |
| 7            | 19,070                 | 19,970                 |
| 6            | 18,500                 | 19,375                 |
| 5            | 17,735                 | 18,575                 |
| 4            | 17,245                 | 18,060                 |
| 3            | 16,760                 | 17,550                 |
| 2            | 16,275                 | 17,045                 |
| 1            | 15,840                 | 16,590                 |
| 1a           | 15,395                 | 16,125                 |

**Police Pay Scale**

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (231,550)              | (245,350)              |
| 59           | 224,800                | 238,200                |
|              | (197,150)              | (208,900)              |
|              | (191,400)              | (202,800)              |
| 58           | 185,700                | 196,750                |
|              | (173,350)              | (183,700)              |
|              | (168,250)              | (178,300)              |
|              | (163,500)              | (173,250)              |
| 57           | 158,850                | 168,300                |
|              | (149,350)              | (158,250)              |
|              | (144,950)              | (153,600)              |
|              | (140,750)              | (149,150)              |
| 56           | 136,550                | 144,700                |
|              | (129,650)              | (137,400)              |
|              | (126,000)              | (133,500)              |
|              | (122,100)              | (129,400)              |
| 55           | 118,400                | 125,450                |
| 54a          | 112,155                | 118,840                |
| 54           | 108,555                | 115,025                |
| 53           | 104,350                | 110,570                |
| 52           | 100,150                | 106,120                |
| 51           | 96,405                 | 102,150                |
| 50           | 92,840                 | 98,375                 |
| 49           | 89,510                 | 94,845                 |
| 48           | 86,390                 | 91,540                 |
| 47           | 83,295                 | 88,260                 |
| 46           | 80,270                 | 85,055                 |
| 45           | 77,390                 | 82,000                 |
| 44           | 74,555                 | 79,000                 |

**Police Pay Scale**

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 43           | 71,880                 | 76,165                 |
| 42           | 69,245                 | 73,370                 |
| 41           | 66,645                 | 70,615                 |
| 40           | 64,295                 | 68,125                 |
| 39           | 61,960                 | 65,655                 |
| 38           | 59,700                 | 63,260                 |
| 37           | 57,705                 | 61,145                 |
| 36           | 57,275                 | 60,690                 |
| 35           | 56,715                 | 59,385                 |
| 34           | 54,680                 | 57,255                 |
| 33           | 52,420                 | 54,890                 |
| 32           | 50,220                 | 52,585                 |
| 31           | 48,010                 | 50,270                 |
| 30           | 45,860                 | 48,020                 |
| 29           | 43,745                 | 45,805                 |
| 28           | 41,665                 | 43,625                 |
| 27           | 39,585                 | 41,450                 |
| 26           | 37,860                 | 39,645                 |
| 25           | 36,720                 | 38,450                 |
| 24           | 35,645                 | 37,325                 |
| 23           | 34,580                 | 36,210                 |
| 22           | 33,785                 | 35,375                 |
| 21           | 32,945                 | 34,495                 |
| 20           | 32,080                 | 33,590                 |
| 19           | 31,265                 | 32,740                 |
| 18           | 30,395                 | 31,825                 |
| 17           | 29,545                 | 30,935                 |
| 16           | 28,725                 | 30,080                 |
| 15           | 27,945                 | 29,260                 |
| 14           | 27,145                 | 28,425                 |
| 13           | 26,370                 | 27,610                 |
| 12           | 25,620                 | 26,825                 |
| 11           | 25,010                 | 26,190                 |
| 10           | 24,165                 | 25,305                 |



**Police Pay Scale**

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 9            | 23,440                 | 24,545                 |
| 8            | 22,725                 | 23,795                 |
| 7            | 22,075                 | 23,115                 |
| 6            | 21,395                 | 22,405                 |
| 5            | 20,770                 | 21,750                 |
| 4            | 20,165                 | 21,115                 |
| 3            | 19,545                 | 20,465                 |
| 2            | 18,965                 | 19,860                 |
| 1            | 18,430                 | 19,300                 |
| 1a           | 17,890                 | 18,735                 |

Note: Figures in brackets represent increments.

**Independent Commission Against Corruption Pay Scale**

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (197,150)              | (208,900)              |
|              | (191,400)              | (202,800)              |
| 48           | 185,700                | 196,750                |
|              | (173,350)              | (183,700)              |
|              | (168,250)              | (178,300)              |
|              | (163,500)              | (173,250)              |
| 47           | 158,850                | 168,300                |
|              | (149,350)              | (158,250)              |
|              | (144,950)              | (153,600)              |
|              | (140,750)              | (149,150)              |
| 46           | 136,550                | 144,700                |
|              | (129,650)              | (137,400)              |
|              | (126,000)              | (133,500)              |
|              | (122,100)              | (129,400)              |
| 45           | 118,400                | 125,450                |
| 44a          | 112,155                | 118,840                |
| 44           | 108,555                | 115,025                |
| 43           | 104,350                | 110,570                |
| 42           | 100,150                | 106,120                |
| 41           | 96,405                 | 102,150                |
| 40           | 92,840                 | 98,375                 |
| 39           | 89,445                 | 94,775                 |
| 38           | 86,335                 | 91,480                 |
| 37           | 83,215                 | 88,175                 |
| 36           | 80,195                 | 84,975                 |
| 35           | 77,055                 | 81,645                 |
| 34           | 74,185                 | 78,605                 |
| 33           | 71,290                 | 75,540                 |
| 32           | 68,425                 | 72,505                 |

**Independent Commission Against Corruption Pay Scale**

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 31           | 65,525                 | 69,430                 |
| 30           | 62,655                 | 66,390                 |
| 29           | 59,805                 | 63,370                 |
| 28           | 57,275                 | 60,690                 |
| 27           | 56,505                 | 59,165                 |
| 26           | 54,790                 | 57,370                 |
| 25           | 52,285                 | 54,750                 |
| 24           | 49,685                 | 52,025                 |
| 23           | 47,150                 | 49,370                 |
| 22           | 44,600                 | 46,700                 |
| 21           | 42,030                 | 44,010                 |
| 20           | 40,070                 | 41,955                 |
| 19           | 38,120                 | 39,915                 |
| 18           | 36,505                 | 38,225                 |
| 17           | 34,890                 | 36,535                 |
| 16           | 33,275                 | 34,840                 |
| 15           | 32,055                 | 33,565                 |
| 14           | 31,650                 | 33,140                 |
| 13           | 30,825                 | 32,275                 |
| 12           | 29,990                 | 31,405                 |
| 11           | 28,380                 | 29,715                 |
| 10           | 26,785                 | 28,045                 |
| 9            | 25,295                 | 26,485                 |
| 8            | 23,835                 | 24,960                 |
| 7            | 22,360                 | 23,415                 |
| 6            | 20,815                 | 21,795                 |
| 5            | 19,255                 | 20,160                 |
| 4            | 17,735                 | 18,575                 |
| 3            | 17,090                 | 17,895                 |
| 2            | 16,435                 | 17,210                 |
| 1            | 15,850                 | 16,600                 |

Note: Figures in brackets represent increments.

**Training Pay Scale**

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 16           | 24,390                 | 25,540                 |
| 15           | 23,225                 | 24,320                 |
| 14           | 22,110                 | 23,150                 |
| 13           | 21,145                 | 22,140                 |
| 12           | 19,850                 | 20,785                 |
| 11           | 18,215                 | 19,075                 |
| 10           | 16,725                 | 17,515                 |
| 9            | 15,750                 | 16,495                 |
| 8            | 14,780                 | 15,480                 |
| 7            | 13,880                 | 14,535                 |
| 6            | 13,040                 | 13,655                 |
| 5            | 12,225                 | 12,805                 |
| 4            | 11,485                 | 12,030                 |
| 3            | 10,795                 | 11,305                 |
| 2            | 10,115                 | 10,595                 |
| 1            | 9,510                  | 9,960                  |

### Craft Apprentice Pay Scale

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 4            | 9,360                  | 9,805                  |
| 3            | 8,580                  | 8,985                  |
| 2            | 7,755                  | 8,125                  |
| 1            | 6,975                  | 7,305                  |
| 0            | 6,580                  | 6,890                  |

**Technician Apprentice Pay Scale**

| <b>Point</b> | <b>as at 31.3.2014</b> | <b>w.e.f. 1.4.2014</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 4            | 11,840                 | 12,400                 |
| 3            | 10,795                 | 11,305                 |
| 2            | 9,755                  | 10,215                 |
| 1            | 8,975                  | 9,400                  |
| 0            | 8,420                  | 8,820                  |

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