

ITEM FOR FINANCE COMMITTEE

2017-18 CIVIL SERVICE PAY ADJUSTMENT

Members are invited to approve –

- (a) with effect from 1 April 2017, the following adjustments to the civil service pay scales arising from the 2017-18 civil service pay adjustment –
 - (i) an increase of 1.88% in the dollar value of the pay points in the directorate and upper salary band subject to the proviso that no dollar value of any pay point in the upper salary band should be less than \$67,270; and
 - (ii) an increase of 2.94% in the dollar value of the pay points in the middle and lower salary bands;
- (b) corresponding adjustments to the provisions for aided schools;
- (c) corresponding adjustments to the provisions for the Independent Commission Against Corruption (ICAC); and
- (d) corresponding adjustments to subventions which are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

/PROBLEM

PROBLEM

We need to adjust the civil service pay scales in accordance with the decision of the Chief Executive-in-Council (CE-in-Council) on 13 June 2017. We also need to adjust the provisions for aided schools, ICAC and subvented bodies where the subventions are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

PROPOSAL

2. We propose that –

(a) with effect from 1 April 2017 –

(i) the dollar value of the pay points in the directorate and upper salary band of civil service pay scales be increased by 1.88% subject to the proviso that no dollar value of any pay point in the upper salary band should be less than \$67,270; and

(ii) the dollar value of the pay points in the middle and lower salary bands of civil service pay scales be increased by 2.94%;

(b) corresponding adjustments be made to the provisions for aided schools;

(c) corresponding adjustments be made to the provisions for ICAC; and

(d) corresponding adjustments be made to subventions which are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

Encl. 3. Upon approval of the proposals at paragraph 2 above, the civil service pay scales will be revised as set out at Enclosure and corresponding adjustments will be made to the provisions for aided schools, ICAC and subvented bodies where the subventions are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

/JUSTIFICATION

JUSTIFICATION

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 to ensure that civil service remuneration is regarded as fair by both civil servants and the public that they serve by maintaining broad comparability between civil service and private sector pay. To implement this policy, 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 (Improved Mechanism) endorsed by the CE-in-Council in 2007¹, including the annual Pay Trend Survey (PTS).

2017-18 civil service pay adjustment

The Annual Pay Adjustment Process

5. Upon completion of the annual PTS, the staff side of the four central consultative councils² (staff side) submits individual pay claims to the Government. The CE-in-Council's advice is then sought on the pay offers to be made to the staff side, having regard to the relevant factors under the established annual civil service pay adjustment mechanism (the established mechanism), including –

- (a) the net pay trend indicators (PTIs),
- (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 side,
- (f) civil service morale.

/If

¹ The Improved Mechanism comprises (a) the annual PTS; (b) the 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) the six-yearly Pay Level Survey to ascertain whether civil service pay is broadly comparable with private sector pay.

² The four central consultative councils are the Senior Civil Service Council (SCSC), the Police Force Council (PFC), the Disciplined Services Consultative Council (DSCC) and the Model Scale 1 Staff Consultative Council (MOD 1 Council).

If the pay offers made to the staff side are different from their pay claims, the staff side will be consulted again before the CE-in-Council's decision on annual civil service pay adjustment is sought.

The Net PTIs derived from the 2017 PTS

6. The annual PTS is commissioned by the tripartite PTS Committee comprising representatives of the staff side, the two independent advisory bodies on civil service salaries and conditions of services³ as well as government officials. It collects the year-on-year adjustment 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, namely upper, middle and lower⁴, and aggregated according to the assigned weighting into a basic pay indicator and an additional pay indicator for each salary band. The sum of the two indicators for a particular salary band is 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 derive the **net** PTI.

7. Following the established arrangement, the PTS Committee reviewed and agreed on the survey methodology and the survey field before the conduct of the 2017 PTS. The PTS Committee's advice on the 2017 PTS methodology was accepted in full by both the Standing Commission and the Government. The PTS Committee commissioned the Pay Survey and Research Unit of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service to conduct the 2017 PTS which collected the basic pay and additional pay adjustment data of 156 238 employees in 111 companies, consisting of 154 707 employees in 86 larger companies and 1 531 employees in 25 smaller companies. The gross PTIs of the 2017 PTS (covering the 12-month period from 2 April 2016 to 1 April 2017) and the consequential net PTIs in respect of the three salary bands in the civil service are set out below –

Salary

³ The two independent advisory bodies are the Standing Commission on Civil Services Salaries and Conditions of Service (the Standing Commission) and the Standing Committee on Disciplined Services Salaries and Conditions of Service.

⁴ The pay ranges of the three salary bands for the 2017 PTS are –

- (a) Upper: Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale (GDS(O)) 39 or equivalent, viz. \$65,151 to \$132,580;
- (b) Middle: From MPS 10 to 33 or equivalent, viz. \$21,255 to \$65,150; and
- (c) Lower: Below MPS 10 or equivalent, viz. below \$21,255.

<u>Salary Band</u>	<u>Gross PTI</u> [A]	<u>PCIs</u> [B]	<u>Net PTI</u> [A] minus [B]
Upper	2.53%	1.15%	1.38%
Middle	3.51%	1.07%	2.44%
Lower	3.78%	1.96%	1.82%

8. The PTS Committee met and considered the 2017 PTS findings on 25 May 2017. Among the ten members who attended the meeting, nine members validated the 2017 PTS findings and confirmed that the survey was conducted in compliance with the agreed methodology. The remaining member representing the staff side of the SCSC validated the findings “with reservation”. The two members representing the staff side of the PFC and the other two members representing the staff side of the DSCC had not taken part in the 2017 PTS and hence did not validate the findings⁵. Another member representing the staff side of the SCSC also did not attend the meeting to validate the findings despite that he attended all the previous meetings of the PTS Committee with respect to the 2017 PTS and had agreed on its methodology.

The State of Hong Kong’s Economy

9. The Hong Kong economy grew notably by 4.3% year-on-year in real terms in the first quarter of 2017, following a moderate annual growth of 2.0% in 2016. For 2017 as a whole, the economy is projected to grow by 2% to 3%. Alongside the improving economic conditions, the labour market has remained tight. The latest seasonally-adjusted unemployment rate, at 3.2% in February to April 2017, essentially signified full employment. Labour earnings posted steady and broad-based growth over the past year. Both nominal wages for employees up to the supervisory level and average earnings per person engaged rose by 3.7% for 2016 as a whole.

Changes in the Cost of Living

10. For the 12-month period ending March 2017, the headline Composite Consumer Price Index (CPI), which reflects the impact of the changes in consumer prices 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), averaged at 1.8%.

/The

⁵ The staff side representatives of the DSCC and three of the four constituent associations (except for the Superintendents’ Association, which stays in the PTS Committee as an observer) of the PFC have withdrawn from the PTS Committee since 2013. However, the PTS Committee Secretariat has continued to send meeting invitations, papers and minutes of meeting to all of them.

The headline and underlying⁶ Composite CPI, CPI(A), CPI(B) and CPI(C) for the 12-month period ending March 2017⁷ are as follows –

	Composite CPI	CPI(A)	CPI(B)	CPI(C)
Headline	1.8%	2.1%	1.8%	1.7%
Underlying	2.0%	2.2%	1.9%	1.7%

11. The headline Composite CPI is forecast to be 1.8% for 2017 as a whole⁸.

The Government's Fiscal Position

12. The Government's financial position remains healthy in the short term. The consolidated surplus for 2016-17 was \$110.8 billion and that for 2017-18 is estimated to be \$16.3 billion. According to the Medium Range Forecast, the Government's budget will remain broadly-balanced in the next five years. We expect deficits in the Consolidated Account in 2020-21 and 2021-22 given cash flow requirements for the very heavy public works programme and additional recurrent costs attributable to enhanced welfare and healthcare services in face of an ageing population.

13. The trend growth in government expenditure was 5.4% per annum between 2012-13 and 2017-18, higher than the 5% trend growth per annum in nominal Gross Domestic Product (GDP) for the period. Looking ahead, government expenditure is expected to grow at a trend rate of 6.2% per annum, compared with a nominal GDP trend forecast of 4.5%.

The Pay Claims of the Staff Side

14. The pay claims of the staff side of the four central consultative councils are summarised in the table below –

/Staff

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

⁷ Source: Monthly Report on CPI (March 2017) published by the Census and Statistics Department on 21 April 2017. These figures were compiled based on the 2014/15-based index series.

⁸ The underlying Composite CPI is forecast to be 2% for 2017 as a whole.

Staff Side	Upper Salary Band	Middle Salary Band	Lower Salary Band
(I) SCSC ⁹			
(a) Hong Kong Chinese Civil Servants' Association (HKCCSA)		3%	
(b) Hong Kong Senior Government Officers Association (HKSGOA)	4.19%	N.A.	N.A.
(II) PFC		4.72%	
(III) DSCC		Not less than 4.3%	
(IV) MOD 1 Council	N.A.	N.A.	4%

15. Details of staff side's pay claims are summarised as follows –

- (a) the HKCCSA, one of the constituent associations of the SCSC and the MOD 1 Council, requests a 3% pay rise for all salary bands. Its claim is made having regard to the 2017 PTS, an expectation that the Government should share the fruits of economic prosperity with civil servants, the need to maintain and even enhance their purchasing power, and boosting the morale of the civil service in face of increasing work pressure;
- (b) the HKSGOA, another constituent of the SCSC, requests the same pay adjustment for the upper salary band as in 2016-17, i.e. 4.19%¹⁰. It also asks for abolishment of the deduction of PCIs;
- (c) the PFC staff side requests a pay rise of 4.72% across-the-board having regard to its own pay trend survey and also the consideration of civil service morale. It reiterates its request to cease the deduction of PCIs;
- (d) the DSCC staff side requests a pay rise of not less than 4.3% across-the-board having regard to the five relevant factors other than the net PTIs. It stresses that the Government should seek to maintain the basic cost of living among the disciplined services staff and share with staff the fruits of economic growth; and

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⁹ The Association of Expatriate Civil Servants of Hong Kong, one of the three constituent associations of the SCSC, did not make any pay claim.

¹⁰ The HKSGOA did not make any pay claim for the middle and lower salary bands.

- (e) the MOD 1 Council staff side requests a pay rise of 4% for the lower salary band¹¹ having regard to the five factors in addition to the net PTIs. It emphasises that the pay adjustment should not lead to any weakening of the purchasing power of civil servants in the lower salary band and the need to review the arrangement of deducting PCIs. It also makes the assumption that the Government would bring up the pay offer for the lower salary band to that for the middle salary band.

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

Civil Service Morale

17. Civil servants generally consider that their workload is heavy, and that the challenges and pressure they are facing have been increasing. They therefore expect a reasonable pay rise to maintain their morale.

Staff Side's Response to Pay Offers

18. Pursuant to the decision of the CE-in-Council on 6 June 2017, the Government has put the pay offers (i.e. 1.88% pay rise for civil servants in the directorate and upper salary band subject to the proviso that no pay point in the upper salary band should be less than \$67,270; and 2.94% pay rise for civil servants in the middle and lower salary bands) to the staff side. Their response is summarised as follows –

- (a) the HKCCSA has expressed disappointment that the Government is not offering the 3% pay rise they requested for all salary bands. With regard to the pay offer for the upper salary band, they are disappointed that the Government is unwilling to maintain the purchasing power of civil servants in the upper salary band and share with them the fruits of economic prosperity by offering a pay adjustment (1.88%) lower than the underlying CPI(A) in 2016-17 (2.2%). They also consider the rectified pay difference of \$205 between the lowest pay point of the upper salary band and the highest pay point of the middle salary band on the MPS not reasonable;
- (b) the HKSGOA has expressed disappointment at the pay offer of 1.88% for the upper salary band and reiterated that it should be 4.19% as they requested. They consider that the pay offer has an adverse

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¹¹ The MOD 1 Council staff side did not make any pay claim for the upper and middle salary bands.

impact on the morale of senior civil servants. They also demand for a review of the annual civil service pay adjustment mechanism for civil servants in the directorate and upper salary band;

- (c) the PFC staff side has expressed disappointment at the pay offers. They maintain their view that the Government should review the practice of deducting PCIs and that the 2017-18 civil service pay adjustment should be an increase of 4.72% across-the-board;
- (d) the DSCC staff side considers the pay offers which are below their pay claim (not less than 4.3% across-the-board) not up to their expectation and has reiterated that the Government should offer a reasonable pay rise to maintain the purchasing power and boost the morale of disciplined services staff. Despite that, they appreciate and welcome the Government's move of topping up the net PTIs as the pay offers. They accept the pay offers as the final pay adjustment, albeit reluctantly; and
- (e) the MOD 1 Council staff side has expressed appreciation towards the addition of 0.5% on top of the net PTIs. They accept the pay offer for the lower salary band with reluctance. They also hope that the Government will review the arrangement of deducting PCIs.

Civil Service Pay Adjustment Rates

19. The CE-in-Council has thoroughly considered all the staff side's views put forward in their pay claims and their response to the pay offers. On the major issues raised by the staff side, the Government's views are set out in detail in paragraph 4 of the Legislative Council brief issued on 13 June 2017 (file reference: CSBCR/PG/4-085-001/78). In short, the 2017 PTS was conducted in full compliance with the established arrangement for the annual PTS and the methodology agreed by the PTS Committee, thus the net PTIs should continue to be taken into account as one of the factors under the established mechanism in considering the 2017-18 civil service pay adjustment. The practice of deducting PCIs has been implemented since 1989 on the recommendation of the Committee of Inquiry into the 1988 Civil Service Pay Adjustment and Related Matters (1988 Committee of Inquiry) together with the inclusion of private sector in-scale increment and merit pay in the computation of the 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. As regards the request that the rates of pay adjustment should be no less than the underlying CPI(A) in 2016-17 (2.2%), it is neither the Government's policy nor practice to pitch a pay adjustment at a particular CPI figure.

20. After thoroughly considering all relevant factors under the established mechanism as well as the staff side's response (summarised in paragraph 18 above) and the explanations they put forward, the CE-in-Council decided that, with effect from 1 April 2017 –

- (a) the pay for civil servants in the directorate and upper salary band should be increased by 1.88% subject to the proviso that no pay point in the upper salary band should be less than \$67,270;
- (b) the pay for civil servants in the middle salary band should be increased by 2.94%; and
- (c) the pay for civil servants in the lower salary band should be increased by 2.94%.

In gist, the rates of pay adjustment for the upper and middle salary bands are their respective net PTIs plus 0.5%, except for the lowest pay point in the upper salary band, while that for the lower salary band is the same as that for the middle salary band. As for directorate civil servants who are not covered by the annual PTS, the rate of pay adjustment for them is the same as that for the upper salary band in accordance with the practice adopted since 1989-90.

21. In accordance with the proposed pay adjustment, civil servants remunerated at the lowest pay point of the upper salary band (i.e. MPS 34, \$66,975 after the 1.88% adjustment) will receive a monthly pay of \$90 less than those at the highest pay point of the middle salary band (i.e. MPS 33, \$67,065 after the 2.94% adjustment). As for the equivalent pay points of the upper salary band on other civil service pay scales, i.e. GDS(O) and Police Pay Scale (PPS), a very slight pay lead of \$25 can be maintained over the highest pay point of the middle salary band on the respective pay scales. Maintaining a reasonable pay lead of the lowest pay point of the upper salary band over the highest pay point of the middle salary band is not only reasonable from civil service pay policy perspective, but also essential in upkeeping the morale of the staff on the relevant pay points. Thus, the CE-in-Council has decided to adopt the arrangement similar to that in the 2009-10 civil service pay adjustment¹² by giving a top-up pay rise for MPS 34 (and other equivalent pay points in the civil service) as rectification. The dollar value of the topped-up MPS 34 and equivalent pay points (i.e. GDS(O)20 and PPS 36) will be \$67,270. Given the Government's policy to extend the annual civil service pay adjustment to ICAC staff, the same arrangement will be applied to the ICAC Pay Scale.

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¹² The upper salary band experienced a 5.38% pay cut, while the pays for middle and lower salary bands were frozen in the 2009-10 civil service pay adjustment. To ensure that the lowest pay point of the upper salary band would not be lower than the highest pay point of the middle salary band, the CE-in-Council approved that no pay point in the upper salary band should be less than \$48,700 (i.e. \$300 above the upper limit of \$48,400 of the middle salary band) after the pay reduction.

22. The pay adjustment decision for 2017-18 (including the addition of 0.5% on the net PTIs and bringing up the rate of pay adjustment for civil servants in the lower salary band to that for the middle salary band) is a one-off arrangement decided by the CE-in-Council after having fully considered the circumstances of all relevant factors under the established mechanism. The decision will not set any precedent for future annual civil service pay adjustments. In line with the established mechanism, the CE-in-Council will decide on the annual civil service pay adjustment having regard to the situation of each year.

Adjustments to the Provisions for ICAC and the Auxiliaries

23. Although ICAC staff and members of the Auxiliaries are not civil servants, it is the Government's policy to extend the annual civil service pay adjustment to them. Subject to the Finance Committee's (FC) approval of the proposals at paragraph 2 above, we will adjust the provisions for ICAC and the Auxiliaries in accordance with the established mechanism.

Adjustments to the Provisions for the Subvented Sector

24. The staff salary of the subvented sector is delinked from that of the civil service. The only exception is the salary of teaching and related staff in the aided school sector, which is pegged to the relevant civil service pay scales for the policy objective of promoting the movement of teachers between government and aided schools. Subject to FC's approval of the proposals at paragraph 2 above, the provisions for aided schools will be adjusted to allow the same adjustment to be made to the salaries of aided school teaching and related staff.

25. Other than staff salary of aided schools as set out 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). 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. However, it has been the established practice that following an annual civil service pay adjustment, the Government will adjust the subventions which are price-adjusted on the basis of formulae that include a factor of civil service pay adjustment. Where the civil service pay adjustment involves a pay rise, the additional subventions will in general be calculated according to the weighted average of the pay rise decided for the civil service¹³. It would be up to individual subvented bodies, as employers, to decide

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¹³ If the proposed 2017-18 civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 2.64%.

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

26. The financial implications for the civil service, ICAC, the subvented sector and the Auxiliaries arising from the proposed pay adjustment for 2017-18 are as follows –

	\$ million
(a) Civil Service	2,569 ¹⁴
(b) ICAC	20
(c) Subvented Sector	2,888 ¹⁵
(d) Auxiliaries	6
Total	5,483¹⁶

27. We have not made extra provisions under the relevant Heads of Expenditure for the proposed pay adjustment in the 2017-18 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 provisions in the 2017-18 Estimates should be sufficient to cover the additional expenditure arising from the proposed pay adjustment for the year.

28. On 9 March 1983 (vide Item B170), the FC delegated to the Financial Secretary (FS) 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. On 23 July 1986 (vide Item 76), FC further delegated to FS the authority to approve supplementary provision without limit in recurrent subventions subheads provided that the

/supplementary

¹⁴ The figure includes an additional cost of about \$239 million arising from pay adjustment for around 19 700 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$358 million in pension payments for those retiring in 2017-18.

¹⁵ 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) in paragraph 26 above.

¹⁶ This figure includes an estimated additional cost of \$15.1 million arising from the top-up pay rise for MPS 34 (and equivalent).

supplementary provision is required for salaries and allowances in accordance with approved Government pay scales and rates within the approved ambit of the subhead. Subject to FC's approval of the proposals at paragraph 2 above, we shall approve under delegated authority the supplementary provisions required under the relevant Heads of Expenditure.

PUBLIC CONSULTATION

29. We briefed the Legislative Council Panel on Public Service on the 2017-18 civil service pay adjustment at its meeting on 19 June 2017. Members supported the proposed adjustment and our submission to FC.

Civil Service Bureau
Financial Services and the Treasury Bureau
July 2017

Enclosure to FCR(2017-18)20

Directorate Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
	(273,700)	(278,850)
8	265,750	270,750
	(265,550)	(270,550)
7	257,750	262,600
	(245,850)	(250,450)
6	238,750	243,250
	(233,000)	(237,400)
5	226,250	230,500
	(226,100)	(230,350)
	(219,500)	(223,650)
4	213,100	217,100
	(204,950)	(208,800)
	(198,900)	(202,650)
	(193,250)	(196,900)
3	187,750	191,300
	(176,550)	(179,850)
	(171,350)	(174,550)
	(166,400)	(169,550)
2	161,450	164,500
	(148,750)	(151,550)
	(144,400)	(147,100)
	(139,950)	(142,600)
1	135,950	138,500

Note: Figures in brackets represent increments.

Directorate (Legal) Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
	(245,850)	(250,450)
6	238,750	243,250
	(233,000)	(237,400)
5	226,250	230,500
	(226,100)	(230,350)
	(219,500)	(223,650)
4	213,100	217,100
	(204,950)	(208,800)
	(198,900)	(202,650)
	(193,250)	(196,900)
3	187,750	191,300
	(176,550)	(179,850)
	(171,350)	(174,550)
	(166,400)	(169,550)
2	161,450	164,500
	(148,750)	(151,550)
	(144,400)	(147,100)
	(139,950)	(142,600)
1	135,950	138,500

Note: Figures in brackets represent increments.

Master Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
49	121,985	124,280
48	117,745	119,960
47	113,660	115,795
46 (44B)	109,670	111,730
45 (44A)	105,880	107,870
44	99,205	101,070
43	95,760	97,560
42	91,815	93,540
41	88,020	89,675
40	84,385	85,970
39	80,905	82,425
38	77,320	78,775
37	73,930	75,320
36 (33C)	70,585	71,910
35 (33B)	67,460	68,730
34 (33A)	65,740	67,270
33	65,150	67,065
32	62,225	64,055
31	59,425	61,170
30	56,755	58,425
29	54,230	55,825
28	51,780	53,300
27	49,445	50,900
26	47,240	48,630
25	45,120	46,445
24	43,145	44,415
23	41,200	42,410
22	39,350	40,505
21	37,570	38,675
20	35,780	36,830
19	34,085	35,085
18	32,470	33,425
17	30,945	31,855
16	29,455	30,320

Master Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
15	28,040	28,865
14	26,700	27,485
13	25,415	26,160
12	23,970	24,675
11	22,560	23,225
10	21,255	21,880
9	20,060	20,650
8	18,840	19,395
7	17,685	18,205
6	16,590	17,080
5	15,605	16,065
4	14,625	15,055
3	13,735	14,140
2	12,890	13,270
1	12,120	12,480
0	11,395	11,735

Model Scale 1 Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
13	15,775	16,240
12	15,460	15,915
11	15,140	15,590
10	14,845	15,285
9	14,555	14,985
8	14,280	14,700
7	14,015	14,430
6	13,735	14,140
5	13,460	13,860
4	13,190	13,580
3	12,905	13,285
2	12,645	13,020
1	12,370	12,735
0	12,115	12,475

General Disciplined Services (Commander) Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
	(245,850)	(250,450)
4	238,750	243,250
	(204,950)	(208,800)
	(198,900)	(202,650)
	(193,250)	(196,900)
3	187,750	191,300
	(176,550)	(179,850)
	(171,350)	(174,550)
	(166,400)	(169,550)
2	161,450	164,500
	(153,250)	(156,150)
	(148,950)	(151,750)
	(144,400)	(147,100)
1	139,950	142,600

Note: Figures in brackets represent increments.

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
39	132,580	135,075
38	128,325	130,740
37	123,355	125,675
36	118,395	120,620
35	113,965	116,110
34	109,750	111,815
33	105,815	107,805
32	99,150	101,015
31	95,600	97,395
30	92,130	93,860
29	88,815	90,485
28	85,570	87,180
27	82,500	84,050
26	79,470	80,965
25	76,485	77,925
24	73,795	75,180
23	71,115	72,450
22	68,520	69,810
21	66,230	67,475
20	65,740	67,270
19	65,040	66,950
18	62,705	64,550
17	60,110	61,875
16	57,550	59,240
15	54,925	56,540
14	52,355	53,895
13	49,845	51,310
12	47,325	48,715
11	45,025	46,350
10	42,865	44,125
9	40,755	41,955
8	38,630	39,765
7	36,540	37,615

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
6	34,480	35,495
5	32,370	33,320
4	30,540	31,440
3	29,100	29,955
2	27,640	28,455
1	26,470	27,250
1a	25,335	26,080
1b	24,235	24,950
1c	23,210	23,890
1d	22,195	22,850

General Disciplined Services (Rank and File) Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
29	42,735	43,990
28	41,105	42,315
27	39,530	40,690
26	38,390	39,520
25	37,240	38,335
24	36,165	37,230
23	35,235	36,270
22	34,260	35,265
21	33,330	34,310
20	32,450	33,405
19	31,580	32,510
18	30,715	31,620
17	29,815	30,690
16	28,995	29,845
15	28,175	29,005
14	27,380	28,185
13	26,580	27,360
12	25,770	26,530
11	24,985	25,720
10	24,200	24,910
9	23,450	24,140
8	22,655	23,320
7	21,875	22,520
6	21,225	21,850
5	20,345	20,945
4	19,780	20,365
3	19,225	19,795
2	18,670	19,220
1	18,175	18,710
1a	17,660	18,180

Police Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
	(273,700)	(278,850)
59	265,750	270,750
	(233,000)	(237,400)
	(226,250)	(230,500)
58	219,500	223,650
	(204,950)	(208,800)
	(198,900)	(202,650)
	(193,250)	(196,900)
57	187,750	191,300
	(176,550)	(179,850)
	(171,350)	(174,550)
	(166,400)	(169,550)
56	161,450	164,500
	(153,250)	(156,150)
	(148,950)	(151,750)
	(144,400)	(147,100)
55	139,950	142,600
54a	132,580	135,075
54	128,325	130,740
53	123,355	125,675
52	118,395	120,620
51	113,965	116,110
50	109,750	111,815
49	105,815	107,805
48	99,150	101,015
47	95,600	97,395
46	92,130	93,860
45	88,815	90,485
44	85,570	87,180

Police Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
43	82,500	84,050
42	79,470	80,965
41	76,485	77,925
40	73,795	75,180
39	71,115	72,450
38	68,520	69,810
37	66,230	67,475
36	65,740	67,270
35	65,040	66,950
34	62,705	64,550
33	60,110	61,875
32	57,590	59,285
31	55,050	56,670
30	52,590	54,135
29	50,165	51,640
28	47,775	49,180
27	45,395	46,730
26	43,415	44,690
25	42,110	43,350
24	40,880	42,080
23	39,660	40,825
22	38,740	39,880
21	37,780	38,890
20	36,785	37,865
19	35,860	36,915
18	34,855	35,880
17	33,880	34,875
16	32,945	33,915
15	32,045	32,985
14	31,130	32,045
13	30,235	31,125
12	29,380	30,245
11	28,680	29,525
10	27,715	28,530
9	26,880	27,670
8	26,060	26,825

Police Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
7	25,315	26,060
6	24,535	25,255
5	23,820	24,520
4	23,125	23,805
3	22,410	23,070
2	21,755	22,395
1	21,145	21,770
1a	20,525	21,130

Note: Figures in brackets represent increments.

Training Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
16	27,970	28,790
15	26,635	27,420
14	25,355	26,100
13	24,250	24,965
12	22,765	23,435
11	20,895	21,510
10	19,185	19,750
9	18,070	18,605
8	16,960	17,460
7	15,925	16,395
6	14,960	15,400
5	14,030	14,445
4	13,180	13,570
3	12,385	12,750
2	11,605	11,950
1	10,915	11,240

Craft Apprentice Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
4	10,745	11,065
3	9,850	10,140
2	8,905	9,170
1	8,005	8,245
0	7,550	7,775

Technician Apprentice Pay Scale

Point	as at 31.3.2017	w.e.f. 1.4.2017
	\$	\$
4	13,585	13,985
3	12,385	12,750
2	11,195	11,525
1	10,300	10,605
0	9,665	9,950
