

## **ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE**

### **GRADE STRUCTURE REVIEW FOR THE DISCIPLINED SERVICES GRADES**

Members are invited to recommend to the Finance Committee to approve –

- (a) the revised –
  - (i) General Disciplined Services (Commander) Pay Scale;
  - (ii) General Disciplined Services (Officer) Pay Scale;
  - (iii) General Disciplined Services (Rank and File) Pay Scale; and
  - (iv) Police Pay Scale;
- (b) the revised pay scales of individual ranks in the disciplined services grades of the Correctional Services Department, Customs and Excise Department, Fire Services Department, Government Flying Service, Hong Kong Police Force, and Immigration Department;
- (c) the normal conversion arrangement for serving staff in the affected ranks; and

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- (d) renaming the three pay scales, viz. General Disciplined Services (Commander) Pay Scale, General Disciplined Services (Officer) Pay Scale and General Disciplined Services (Rank and File) Pay Scale as “Disciplined Services (Commander) Pay Scale”, “Disciplined Services (Officer) Pay Scale”, and “Disciplined Services (Rank and File) Pay Scale” respectively,

with effect from the first day of the month of approval by the Finance Committee.

## **PROBLEM**

To implement the decision of the Chief Executive-in-Council (CE-in-Council) on the Report of the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) on the Grade Structure Review (GSR) for the Disciplined Services Grades (the Report), we need to make changes to the General Disciplined Services (Commander) Pay Scale (GDS(C)), General Disciplined Services (Officer) Pay Scale (GDS(O)), General Disciplined Services (Rank and File) Pay Scale (GDS(R)), Police Pay Scale (PPS), as well as the pay scales of individual ranks in the disciplined services grades and put in place normal conversion arrangement for serving staff in the affected ranks.

## **PROPOSAL**

2. We propose, with effect from the first day of the month of approval by the Finance Committee (FC), –

### ***Pay Scales***

- (a) enhancing the pay scales for the Junior Police Officer (JPO) grade of the Hong Kong Police Force (HKPF) as follows –
  - (i) raising the scale minimum by one pay point and the scale maximum by two pay points for the recruitment rank, i.e. the Police Constable (PC) rank;
  - (ii) raising the scale minimum by two pay points and the scale maximum by four pay points for the second tier rank, i.e. the Police Sergeant rank; and

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- (iii) raising the scale minimum by two pay points and the scale maximum by three pay points for the top tier rank, i.e. the Police Station Sergeant (SSGT) rank;
- (b) enhancing the pay scales for the Police Inspector/Superintendent (IP/SP) grade of HKPF as follows –
  - (i) raising the scale minima and scale maxima of non-directorate ranks by one pay point; and
  - (ii) raising the scale maximum of the Chief Superintendent of Police (CSP) rank, by adding a new increment to the PPS 55 (i.e. PPS 55(5));
- (c) enhancing the pay scales for the Rank and File (R&F) grades, other than the JPO grade of HKPF and the Immigration Assistant (IA) grade of the Immigration Department (ImmD), as follows –
  - (i) raising the scale minima by one pay point and the scale maxima by two pay points for all recruitment ranks;
  - (ii) raising the scale minima and scale maxima by two pay points for all second tier ranks; and
  - (iii) raising the scale minima by two pay points and the scale maxima by three pay points for all top tier ranks;
- (d) enhancing the pay scales for the non-directorate Officer grades, other than the IP/SP grade of HKPF, as follows –
  - (i) raising the scale minima and scale maxima by one pay point for all recruitment ranks, except for the Cadet Pilot rank of the Pilot grade of the Government Flying Service (GFS) with its pay scale remaining unchanged, and the Immigration Officer (IO) rank of the IO grade of ImmD, and the Station Officer (Control) (StnO(C)) rank of the Station Officer (StnO)/Divisional Officer grade and the Ambulance Officer (AmO) rank of the AmO grade of the Fire Services Department (FSD) with their scale minima to be raised by two pay points and scale maxima by one pay point; and
  - (ii) raising the scale minima and scale maxima by one pay point for all promotion ranks, except for the Senior Aircraft Engineer rank of the Aircraft Engineer (AE) grade of GFS with its scale minimum to be raised by one pay point and scale maximum to be raised by two pay points;

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- (e) enhancing the pay scales for the IA grade of ImmD as follows –
  - (i) for the recruitment rank, i.e. the IA rank, raising the scale minimum and scale maximum by two pay points. The uplifted scale minimum is to be pitched at a new pay point on the GDS(R) (i.e. GDS(R)4a), with a dollar value set at around the mid-point between GDS(R)4 and GDS(R)5;
  - (ii) for the second tier rank, i.e. the Senior IA rank, raising the scale minimum and scale maximum by two pay points; and
  - (iii) for the top tier rank, i.e. the Chief IA rank, raising the scale minimum and scale maximum by two and four pay points respectively. The uplifted scale maximum is to be pitched at a new pay point on GDS(R) (i.e. GDS(R)31a), with a dollar value set at around the mid-point between the newly created GDS(R)31 and 32;
- (f) creating three new pay points on GDS(R) above the existing top pay point in the GDS(R) (i.e. GDS(R)29) with an incremental creep set at 5% (i.e. GDS(R)30, GDS(R)31 and GDS(R)32) and at the same time, create a new pay point on PPS (i.e. PPS 33a) set at a dollar value of around the mid-point between PPS 33 and 34 as the new scale maximum of the SSGT rank of HKPF, having regard to the proposals on enhancing the pay scales for the R&F/JPO grades;
- (g) creating, having regard to the proposals on enhancing the pay scales for the IP/SP and Officer grades, –
  - (i) one new pay point PPS 54b on PPS at about 2.5% above the PPS 54a as the new scale maximum of the Senior Superintendent of Police rank, and creating a new increment PPS 55(5) with a dollar value set at around the mid-point between PPS 56(1) and 55(4) as the new scale maximum of the CSP rank; and
  - (ii) one new pay point GDS(O)40 at about 2% above GDS(O)39 as the new scale maxima of the top tier of non-directorate ranks of the Officer grades on GDS(O);
- (h) recalibrating PPS 20 to 30 with a more even incremental creep ranging from 3% to 5% for the purpose of maintaining internal relativities on pay among the disciplined services;

- (i) removing the references to “General” from the names of the three pay scales, viz. renaming GDS(C), GDS(O) and GDS(R) as “Disciplined Services (Commander) Pay Scale” (DS(C)), “Disciplined Services (Officer) Pay Scale” (DS(O)), and “Disciplined Services (Rank and File) Pay Scale” (DS(R)) respectively;
- (j) removing four redundant or obsolete pay points (i.e. PPS 1a, GDS(R)1a, GDS(O)1c and GDS(O)1d) from the respective pay scales;

***Multiple entry and entry qualifications***

- (k) introducing an additional entry point at GDS(R)6 for new recruits with valid and recognised Enrolled Nurse (or Registered Nurse) qualifications for the Assistant Officer (AO) II rank of the Correctional Services Department (CSD);

***Increments***

- (l) granting one additional incremental jump (IJ) to the AOII rank of CSD, Customs Officer (CO) rank of the Customs and Excise Department (C&ED), and Fireman (Fn) and Ambulanceman (Ambm) ranks of FSD upon completion of two years of satisfactory in-rank service;
- (m) granting one additional IJ to the PC rank of HKPF upon completion of three years of satisfactory in-rank service;
- (n) granting two additional IJs to the IA rank of ImmD, one upon completion of two years of satisfactory in-rank service, and the other, five years and passing a qualifying examination for promotion;
- (o) granting one additional IJ to the StnO(Operational) and StnO(C) ranks of FSD upon completion of two years of satisfactory in-rank service;
- (p) granting two additional IJs to the IP rank of HKPF upon completion of three years of satisfactory in-rank service;
- (q) granting a maximum of two IJs to the AE and Aircraft Technician ranks of GFS who have obtained specified professional qualifications and specified approval/authorisation respectively;

/(r) .....

- (r) replacing the existing four IJs of the Pilot II (PII) rank of GFS by granting two IJs to PIIs upon their completion of three years of satisfactory in-rank service, and two IJs to the Pilot I rank upon completion of two years and five years of satisfactory in-rank service respectively;
- (s) granting one additional long service increment (LSI) to the AOII, CO, Fn, Ambm, IA and PC ranks upon completion of 36 years of satisfactory in-rank service, and

***Conversion arrangement***

- (t) adopting the normal rules of conversion as the basic principle in implementing the salary and increment-related recommendations above.

**JUSTIFICATION**

3. The last GSR for the Disciplined Services was completed in 2008. Over the past decade, Hong Kong's social environment, economy, technological development and landscape have all witnessed considerable changes.

4. In recognition of these changes, which no doubt have an impact on the nature and workload of the disciplined services, and the fact that there are no comparable posts and jobs in the private sector for benchmarking and individual grades are also facing recruitment and retention difficulties, the CE-in-Council decided to conduct a GSR for the disciplined services in October 2018 to ensure that the grade structures and remuneration of the disciplined services are effective in attracting and retaining talent.

***Overview of the Disciplined Services Grades***

5. The disciplined services comprise six disciplined services departments (DSDs) (namely HKPF, ImmD, GFS, FSD, C&ED and CSD) and the Independent Commission Against Corruption (ICAC). As at 30 June 2020, among the six DSDs, there were 61 725 disciplined services posts which belonged to 25 grades and over 90 ranks, constituting around one third of the total establishment of the Government.

6. The five disciplined services other than HKPF, viz. CSD, C&ED, FSD, GFS and ImmD, consist of those in the "R&F", "officer" and "directorate" grades; HKPF consists of those in the "JPO", "IP/SP", and "directorate" grades which are the respective comparables of the "R&F", "officer" and "directorate" grades in the aforesaid five disciplined services.

*The SCDS's Recommendations and CE-in-Council's Decision*

7. In conducting the GSR, the SCDS recognised that there were high expectations from both the management and the staff sides given that the last GSR was conducted over ten years ago. The SCDS also recognised that over the past decade, the great changes and unprecedented challenges in the social, economic, political and technological landscapes, in particular the spate of public order and violent events in 2019, the Coronavirus disease 2019 pandemic together with the responsibilities for safeguarding national security, have all added stress and complexity to the jobs of the disciplined services. Besides, the SCDS took into account the Government's civil service pay policy and a host of relevant principles and considerations to ensure fairness and consistency. These principles and considerations are reproduced at Enclosure 1.

Encl. 1

8. The SCDS conducted a thorough fact-finding exercise, carefully examined all of the written submissions received and sought additional information, statistics and clarifications as necessary, visited all six DSDs and ICAC, and met with their management and staff sides. The SCDS made a series of recommendations, with the objective of striking a fine balance in mind, after taking into account all the aforesaid principles and considerations, as well as diverse and sometimes conflicting views. The recommendations cover areas including pay scales, increments, non-fringe benefit types of allowances, grade structure and manpower support, and conditions of service of the disciplined services.

9. The CE-in-Council has decided that the recommendations in the Report should be accepted in full, which include –

- (a) maintaining the prevailing pay level and increment granting interval of the disciplined services directorate grades and ranks, while upgrading the post of Controller, GFS from Directorate Pay Scale Point 3 equivalent to Directorate Pay Scale Point 4 equivalent<sup>1</sup>, and creating a new increment as the new scale maximum for the CSP rank of HKPF;
- (b) enhancements to pay scales which have holistically balanced applicable factors such as established relativities, changes in the work nature, job duties, responsibilities and workload of each of the disciplined services since the last GSR and their impact on the job factors and special factors, as well as the recruitment, retention and career progression of each of the grades;

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<sup>1</sup> The Government has already decided that there will not be any creation of additional permanent directorate post in 2021-22. The upgrading of the post of Controller, GFS will be implemented at a later stage.

- (c) adopting a case-by-case approach in examining proposals for IJs<sup>2</sup> as a monetary incentive to help alleviate recruitment and retention problems, minimise early career wastage, retain experienced hands and give recognition to the staff in achieving a significant milestone in the career, and recommending additional IJs for selected ranks and refining the position of IJs for the Pilot grade;
- (d) with the extension of retirement age to 60 and having regard to the objective of LSIs<sup>3</sup>, granting one additional LSI to the AOII, CO, Fn, Ambm, IA and PC ranks upon completion of 36 years of satisfactory in-rank service;
- (e) creation of one additional Deputy Director/Deputy Commissioner (DD/DC) post each in ImmD, FSD, C&ED and CSD, all pitched at GDS(C)3 (i.e. D3-equivalent), having regard to their duties which have become much more diverse and the larger workforce<sup>4</sup>; and
- (f) that normal rules of conversion should be adopted as the basic principle in implementing salary and increment-related recommendations.

10. To implement the recommendations of the SCDS as accepted by the CE-in-Council, changes have to be made to GDS(C), GDS(O), GDS(R), PPS and the pay scales of the individual ranks in the disciplined services grades of the six DSDs. The proposed DS(C), DS(O), DS(R) and PPS are set out at Enclosures 2(a) to 2(d) respectively; and the proposed pay scales specific to all the disciplined services ranks in the six DSDs, are set out at Enclosures 3(a) to 3(f) respectively.

Encls. 2(a) - (d)  
Encls. 3(a) - (f)

*/Effective .....*

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<sup>2</sup> IJs are special increments provided to specific ranks in the disciplined services in a way that the points in the pay scales of these ranks are jumped or omitted, i.e. officers in these ranks, subject to their putting up a satisfactory performance, may receive more than one increment within a year, at certain times or upon the occurrence of specified events.

<sup>3</sup> LSIs are increments added to the top of a pay scale which become payable after an officer has rendered a reasonably long period of service. The objective of LSIs is to motivate long serving officers of the basic ranks of R&F/JPO grades to continue to offer their best efforts and valuable experience at the foundation of the disciplined services hierarchies. Its introduction recognises the fact that a proportion of the holders of the lowest ranks of the respective grades would unlikely be able to rise to a higher rank despite having long and exemplary service given the pyramidal command structure of these grades.

<sup>4</sup> The Government has already decided that there will not be any creation of additional permanent directorate post in 2021-22. The creation of additional DD/DC posts will be implemented at a later stage.



***Effective Date of Implementation***

11. The CE-in-Council has decided that the recommendations on salary and increment in the Report should be implemented with effect from the first day of the month of approval by FC.

***Conversion Arrangement***

Encl. 4 12. The CE-in-Council has decided that for serving staff in the six DSDs, the normal conversion arrangement set out in Enclosure 4 should be adopted. If the recommendations of the Report are implemented in full under the normal conversion arrangement, no serving staff will lose out on conversion.

**ALTERNATIVES CONSIDERED**

13. As it is difficult to identify comparable posts and jobs in the private sector for the disciplined services, and individual disciplined services grades are facing recruitment or retention difficulties, there is no alternative but to conduct the GSR and to implement the recommendations to improve the grade structures and remuneration of the disciplined services grades and ranks.

**FINANCIAL IMPLICATIONS**

14. The financial implications of the proposal for the six DSDs (including the recommendations on salary and increment) in the form of additional payroll cost to the civil service per year would be around \$1,558 million<sup>5</sup>.

**PUBLIC CONSULTATION**

15. We consulted the Legislative Council Panel on Public Service (PS Panel) on 12 July 2021<sup>6</sup>. Members present supported in principle the Report's recommendations.

16. The management and staff sides of the six DSDs are in general satisfied with the Report's recommendations. They consider that the recommendations would have a significant and positive impact on the recruitment and retention of the disciplined services grades.

**/BACKGROUND .....**

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<sup>5</sup> The estimate is based on the strength of disciplined services grades as at 31 March 2021. The estimate has not included the increase in payments for pension, Mandatory Provident Fund, Civil Service Provident Fund and allowances pegged with monthly salary.

<sup>6</sup> Legislative Council (LegCo) PS Panel Chairman invited interested LegCo Members to attend.

**BACKGROUND**

17. The Government devised the Improved Civil Service Pay Adjustment Mechanism in 2007, under which civil service pay is compared with private sector pay through different pay surveys. However, as it is difficult to identify comparable posts and jobs in the private sector for the disciplined services, and individual disciplined services grades are also facing recruitment or retention difficulties, the CE-in-Council decided to conduct a GSR for the disciplined services in October 2018, and once every ten years in future, to ensure that the grade structure and remuneration of the disciplined services could effectively attract and retain talents. Subsequently, the Government invited the SCDS to conduct the GSR and also invited the Standing Committee on Directorate Salaries and Conditions of Service (SDCS) to advise on the pay and conditions of service of the heads of the six DSDs and ICAC.

18. Having considered the proposals and views received, the SCDS submitted the Report to the CE on 23 June 2021. The report is available at [https://www.jsscs.gov.hk/reports/en/scds\\_gsr\\_2021\\_eng.pdf](https://www.jsscs.gov.hk/reports/en/scds_gsr_2021_eng.pdf).

**CIVIL SERVICE BUREAU COMMENTS**

19. The Civil Service Bureau supports the proposed DS(C), DS(O), DS(R), PPS; the revised pay scales of individual ranks in the disciplined services grades of the six DSDs; and the adoption of normal conversion arrangement for serving staff in the affected ranks. The proposed pay scales are considered appropriate having regard to the level and scope of the responsibilities required.

**ADVICE OF THE ADVISORY BODIES ON DISCIPLINED SERVICES SALARIES AND CONDITIONS OF SERVICE**

20. The proposals follow the respective recommendations of SCDS and SDCS.

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Security Bureau  
August 2021

## Guiding Principles and Considerations

### *Guiding Principles*

To ensure fairness and consistency, the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) has adopted the following common set of guiding principles for application across the disciplined services as set out in paragraph 1.15 of the Report –

- (a) it is the Government's civil service pay policy 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 should be regarded as fair by both civil servants and the public they serve, through broad comparability if possible with the private sector;
- (b) the disciplined services (other than Independent Commission Against Corruption whose staff are public officers but not civil servants) are an integral part of the civil service;
- (c) the existing pay and conditions of service as well as the grade and rank structures of the disciplined services reflect the outcome of detailed deliberation in previous reviews, notably the 1988 Rennie Review<sup>1</sup>, the subsequent reviews conducted by the SCDS in the 1990s and 2008. It is prudent and pragmatic to use the established pay principles, the existing pay structure and broad parameters developed over the years as the starting point for the Grade Structure Review (GSR), and then identify areas for improvement and recommend targeted solutions;
- (d) any changes in the work nature, job duties, responsibilities and workload of each disciplined service since the last GSR, as well as in the public's expectation toward the disciplined services grades amidst the changing social, economic and political landscapes, should be taken into account;
- (e) the recruitment, retention, career progression situation of each grade and rank in the disciplined services should be duly taken into account;

/(f) .....

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<sup>1</sup> In February 1988, the Government invited the Standing Commission on Civil Service Salaries and Conditions of Service to commission an independent review on the pay and conditions of service of the disciplined services (i.e. Hong Kong Police Force, Immigration Department, Fire Services Department, Customs and Excise Department and Correctional Services Department). A committee chaired by Mr A.L.Rennie (commonly known as the Rennie Committee) was commissioned in April 1988 to conduct the review (commonly known as the Rennie Review).

- (f) any impact on staff management and morale considerations of each disciplined service should be fully recognised; and
- (g) any relevant wider community interests, including financial and economic considerations, should be taken into consideration as well.

*Relevant Considerations*

2. The SCDS has also taken into account a host of other relevant considerations as highlighted in paragraphs 1.17 to 1.23 of the Report. We have extracted some salient consideration as follows –

- (a) direct comparison among the disciplined services or with the civilian counterparts is neither possible nor appropriate, the prevailing relativities among the disciplined services should only be changed when supported by strong justifications;
- (b) the six job factors and eleven special factors<sup>2</sup> of disciplined services should continue to be adopted as the basis to inform the decision on the remuneration of the disciplined services;
- (c) the changes since the last GSR in the work nature, job duties, responsibilities and workload of the services amid the changing social-economic, legal, and political landscapes in Hong Kong as well as the rapid development of technology and innovations over the past decade;
- (d) the latest situations of recruitment, retention, career progression, staff management and morale in the disciplined services; and
- (e) human resource management are equally pivotal.

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<sup>2</sup> The job factors are: qualifications, skills and knowledge, physical requirements, individual responsibilities, scope and complexities of work, and discretion/freedom to act. The special job factors are: stress, hardship, danger, discipline, restriction on freedom, social segregation, hours of work, unpredictable calls, shift patterns, intensity of efforts and problems related to the future.

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

<b>Existing GDS(C) Pay Scale</b>		<b>Proposed DS(C) Pay Scale</b>	
<b>Pay point</b>	<b>\$</b>	<b>Pay point</b>	<b>\$</b>
	(273,000)		(273,000)
4	265,150	4	265,150
	(227,600)		(227,600)
	(220,900)		(220,900)
	(214,650)		(214,650)
3	208,500	3	208,500
	(196,050)		(196,050)
	(190,300)		(190,300)
	(184,850)		(184,850)
2	179,350	2	179,350
	(170,200)		(170,200)
	(165,400)		(165,400)
	(160,300)		(160,300)
1	155,450	1	155,450

## Note

- (1) Based on the pay scale as at 1 April 2021.  
(2) The figures in brackets represent an increment on completion of every two years of service in the rank.

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

Existing GDS(O) Pay Scale		Proposed DS(O) Pay Scale	
Pay point	\$	Pay point	\$
		<b>40*</b>	<b>150,180</b>
39	147,235	39	147,235
38	142,510	38	142,510
37	136,985	37	136,985
36	131,475	36	131,475
35	126,565	35	126,565
34	121,880	34	121,880
33	117,510	33	117,510
32	110,110	32	110,110
31	106,165	31	106,165
30	102,310	30	102,310
29	98,635	29	98,635
28	95,030	28	95,030
27	91,615	27	91,615
26	88,250	26	88,250
25	84,940	25	84,940
24	81,945	24	81,945
23	78,970	23	78,970
22	76,095	22	76,095
21	75,135	21	75,135
20	74,390	20	74,390
19	73,650	19	73,650
18	71,010	18	71,010
17	68,065	17	68,065
16	65,165	16	65,165
15	62,200	15	62,200
14	59,290	14	59,290
13	56,445	13	56,445
12	53,590	12	53,590
11	50,990	11	50,990
10	48,540	10	48,540
9	46,150	9	46,150
8	43,745	8	43,745
7	41,380	7	41,380
6	39,045	6	39,045
5	36,655	5	36,655
4	34,590	4	34,590
3	32,950	3	32,950
2	31,305	2	31,305
1	29,980	1	29,980
1a	28,690	1a	28,690
1b	27,445	1b	27,445
1c	26,280	<b>1c<sup>#</sup></b>	<b>26,280</b>
1d	25,135	<b>1d<sup>#</sup></b>	<b>25,135</b>

## Note

- (1) Based on the pay scale as at 1 April 2021.
- (2) \* denotes new pay point proposed to be created.
- (3) # denotes pay points proposed to be removed.

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

Existing GDS(R) Pay Scale		Proposed DS(R) Pay Scale	
Pay point	\$	Pay point	\$
		<b>32*</b>	<b>56,025</b>
		<b>31a*</b>	<b>54,690</b>
		<b>31*</b>	<b>53,355</b>
		<b>30*</b>	<b>50,815</b>
29	48,395	29	48,395
28	46,550	28	46,550
27	44,760	27	44,760
26	43,470	26	43,470
25	42,170	25	42,170
24	40,955	24	40,955
23	39,900	23	39,900
22	38,795	22	38,795
21	37,740	21	37,740
20	36,745	20	36,745
19	35,760	19	35,760
18	34,785	18	34,785
17	33,760	17	33,760
16	32,830	16	32,830
15	31,910	15	31,910
14	31,005	14	31,005
13	30,100	13	30,100
12	29,185	12	29,185
11	28,295	11	28,295
10	27,405	10	27,405
9	26,555	9	26,555
8	25,650	8	25,650
7	24,775	7	24,775
6	24,045	6	24,045
5	23,045	5	23,045
		<b>4a*</b>	<b>22,725</b>
4	22,405	4	22,405
3	21,780	3	21,780
2	21,150	2	21,150
1	20,585	1	20,585
1a	20,000	<b>1a#</b>	<b>20,000</b>

## Note

- (1) Based on the pay scale as at 1 April 2021.
- (2) \* denotes new pay points proposed to be created.
- (3) # denotes pay point proposed to be removed.
- (4) New pay points Disciplined Services (Rank and File) Pay Scale 4a and 31a serve as the scale minimum and scale maximum of the Immigration Assistant and Chief Immigration Assistant ranks respectively. They are not points for progression for other ranks.

**Enclosure 2(d) to EC(2021-22)16**

**Existing Police Pay Scale (PPS)**

<b>Pay point</b>	<b>\$</b>	<b>Pay point</b>	<b>\$</b>
38	76,095		(303,950)
37	75,135	59	295,150
36	74,390		
35	73,650		(258,800)
34	71,010		(251,250)
33	68,065	58	243,800
32	65,220		
31	62,340		(227,600)
30	59,550		(220,900)
29	56,810		(214,650)
28	54,105	57	208,500
27	51,410		
26	49,160		(196,050)
25	47,690		(190,300)
24	46,295		(184,850)
23	44,910	56	179,350
22	43,870		
21	42,785		(170,200)
20	41,655		(165,400)
19	40,610		(160,300)
18	39,475	55	155,450
17	38,365		
16	37,310	54a	147,235
15	36,290	54	142,510
14	35,250	53	136,985
13	34,240	52	131,475
12	33,275	51	126,565
11	32,480	50	121,880
10	31,385	49	117,510
9	30,440	48	110,110
8	29,510	47	106,165
7	28,670	46	102,310
6	27,785	45	98,635
5	26,975	44	95,030
4	26,190	43	91,615
3	25,380	42	88,250
2	24,635	41	84,940
1	23,955	40	81,945
1a	23,250	39	78,970

Note

- (1) Based on the pay scale as at 1 April 2021.
- (2) PPS 55-59 represent pay points for officers at the directorate level. The figures in brackets represent an increment on completion of every two years of service in the rank.



**Proposed PPS**

<b>Pay point</b>	<b>\$</b>	<b>Pay Point</b>	<b>\$</b>
39	78,970		(303,950)
38	76,095	59	295,150
37	75,135		
36	74,390		(258,800)
35	73,650		(251,250)
34	71,010	58	243,800
<b>33a*</b>	<b>69,535</b>		
33	68,065		(227,600)
32	65,220		(220,900)
31	62,340		(214,650)
30	<b>60,440</b>	57	208,500
29	<b>57,835</b>		
28	<b>55,080</b>		(196,050)
27	<b>52,460</b>		(190,300)
26	<b>50,200</b>		(184,850)
25	<b>48,500</b>	56	179,350
24	<b>47,080</b>		
23	<b>45,710</b>		
22	<b>44,380</b>		(174,775)*
21	<b>43,085</b>		(170,200)
20	<b>41,830</b>		(165,400)
19	40,610		(160,300)
18	39,475	55	155,450
17	38,365		
16	37,310	<b>54b*</b>	<b>150,915</b>
15	36,290	54a	147,235
14	35,250	54	142,510
13	34,240	53	136,985
12	33,275	52	131,475
11	32,480	51	126,565
10	31,385	50	121,880
9	30,440	49	117,510
8	29,510	48	110,110
7	28,670	47	106,165
6	27,785	46	102,310
5	26,975	45	98,635
4	26,190	44	95,030
3	25,380	43	91,615
2	24,635	42	88,250
1	23,955	41	84,940
<b>1a#</b>	<b>23,250</b>	40	81,945

Note

- (1) Based on pay scale as at 1 April 2021.
- (2) \* denotes new increment/pay points proposed to be created.
- (3) # denotes pay point proposed to be removed.
- (4) PPS 20 to 30 proposed to be recalibrated.
- (5) PPS 33a serves as the scale maximum of the Police Station Sergeant rank. It is not a point for progression for the Inspector of Police rank.
- (6) PPS 55 to 59 are pay points for officers at the directorate level. The figures in brackets represent an increment on completion of every two years of service in the rank.

**Pay Scales of All Disciplined Services Grades  
Before and After Implementation of the Standing Committee on Disciplined Services Salaries  
and Conditions of Service's Recommendations**

**Correctional Services Department (CSD)**

<b>Grade/Rank</b>	<b>Existing</b>	<b>Proposed</b>
<b><i>Commissioner of Correctional Services Grade</i></b>		
Commissioner of Correctional Services	GDS(C)4 (\$265,150 – \$273,000)	DS(C)4 (\$265,150 – \$273,000)
Deputy Commissioner of Correctional Services	GDS(C)3 (\$208,500 – \$227,600)	DS(C)3 (\$208,500 – \$227,600)
Assistant Commissioner of Correctional Services	GDS(C)2 (\$179,350 – \$196,050)	DS(C)2 (\$179,350 – \$196,050)
<b><i>General Manager (Correctional Services Industries) Grade</i></b>		
General Manager (Correctional Services Industries)	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
<b><i>Officer/Superintendent of Correctional Services Grade</i></b>		
Chief Superintendent of Correctional Services	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Senior Superintendent of Correctional Services	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 <sup>1</sup> (\$142,510 – \$150,180)
Superintendent of Correctional Services	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Chief Officer	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Principal Officer	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
Officer	GDS(O)5 – 21 <sup>2</sup> (\$36,655 – \$75,135)	DS(O)6 – 22 (\$39,045 – \$76,095)

<sup>1</sup> DS(O) 40 is a new pay point.

<sup>2</sup> The Officer rank at present has three incremental jumps (IJs), the first one upon completion of one year of satisfactory in-rank service, the second and the third upon completion of five and eight years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale.

<b>Grade/Rank</b>	<b>Existing</b>	<b>Proposed</b>
<b><i>Industrial Officer (Correctional Services) Grade</i></b>		
Superintendent of Correctional Services Industries	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Chief Industrial Officer (Correctional Services)	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Principal Industrial Officer (Correctional Services)	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
Industrial Officer (Correctional Services)(IO(CS))	GDS(O)5 – 21 <sup>3</sup> (\$36,655 – \$75,135)	DS(O)6 – 22 (\$39,045 – \$76,095)
<b><i>Technical Instructor (Correctional Services) Grade</i></b>		
Technical Instructor (Correctional Services)	GDS(O)4 – 14 (\$34,590 – \$59,290)	DS(O)5 – 15 (\$36,655 – \$62,200)
<b><i>Assistant Officer Grade</i></b>		
Assistant Officer I	GDS(R)15 – 29 (\$31,910 – \$48,395)	DS(R)17 – 32 <sup>4</sup> (\$33,760 – \$56,025)
Assistant Officer II (AOII)	GDS(R)2 – 14 <sup>5</sup> (\$21,150 – \$31,005) (plus four Long Service Increments (LSIs), one each upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service at GDS(R)15, 16, 17 and 18 (\$34,785) respectively)	DS(R)3 – 16 <sup>6</sup> (\$21,780 – \$32,830) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of satisfactory in-rank service at DS(R)17, 18, 19, 20 and 21 (\$37,740) respectively)
<b><i>Instructor (Correctional Services) Grade</i></b>		
Instructor (Correctional Services)	GDS(R)3 – 20 (\$21,780 – \$36,745)	DS(R)4 – 22 (\$22,405 – \$38,795)

<sup>3</sup> The IO(CS) rank at present has three IJs, the first one upon completion of one year of satisfactory in-rank service, the second and the third upon completion of five and eight years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale. Since there is at present no examination for the IO(CS) rank, the second and third IJs will only be granted after CSD has put in place an examination to the satisfaction of the Civil Service Bureau.

<sup>4</sup> DS(R)30, DS(R)31 and DS(R)32 are new pay points for the top tier of the Rank and File grades, except for the Chief Immigration Assistant (CIA) rank of the Immigration Department (ImmD).

<sup>5</sup> The AOII rank at present has two IJs, one upon completion of one year of satisfactory in-rank service, and the other upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion.

<sup>6</sup> In addition to (5) above, one more IJ will be granted to AOII rank upon completion of two years of satisfactory in-rank service.

**Pay Scales of All Disciplined Services Grades  
Before and After Implementation of the Standing Committee on Disciplined Services Salaries  
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**Customs and Excise Department**

<b>Grade/Rank</b>	<b>Existing</b>	<b>Proposed</b>
<b><i>Commissioner of Customs and Excise Grade</i></b>		
Commissioner of Customs and Excise	GDS(C)4 (\$265,150 – \$273,000)	DS(C)4 (\$265,150 – \$273,000)
Deputy Commissioner of Customs and Excise	GDS(C)3 (\$208,500 – \$227,600)	DS(C)3 (\$208,500 – \$227,600)
Assistant Commissioner of Customs and Excise	GDS(C)2 (\$179,350 – \$196,050)	DS(C)2 (\$179,350 – \$196,050)
<b><i>Inspector/Superintendent of Customs and Excise Grade</i></b>		
Chief Superintendent of Customs and Excise	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Senior Superintendent of Customs and Excise	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 <sup>1</sup> (\$142,510 – \$150,180)
Superintendent of Customs and Excise	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Assistant Superintendent of Customs and Excise	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Senior Inspector of Customs and Excise	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
Inspector of Customs and Excise	GDS(O)7 – 21 <sup>7</sup> (\$41,380 – \$75,135)	DS(O)8 – 22 (\$43,745 – \$76,095)
<b><i>Customs Officer Grade</i></b>		
Chief Customs Officer	GDS(R)24 – 29 (\$40,955 – \$48,395)	DS(R)26 – 32 <sup>4</sup> (\$43,470 – \$56,025)
Senior Customs Officer	GDS(R)15 – 24 (\$31,910 – \$40,955)	DS(R)17 – 26 (\$33,760 – \$43,470)

<sup>7</sup> The Inspector of Customs and Excise rank at present has three IJs, the first one upon completion of one year of satisfactory in-rank service, the second and the third upon completion of five and eight years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale.

<b>Grade/Rank</b>	<b>Existing</b>	<b>Proposed</b>
Customs Officer (CO)	GDS(R)4 – 14 <sup>8</sup> (\$22,405 – \$31,005) (plus four LSIs, one each upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service at GDS(R)15, 16, 17 and 18 (\$34,785) respectively)	DS(R)5 – 16 <sup>9</sup> (\$23,045 – \$32,830) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of satisfactory in-rank service at DS(R)17, 18, 19, 20 and 21 (\$37,740) respectively)

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<sup>8</sup> The CO rank at present has two IJs, one upon completion of one year of satisfactory in-rank service, and the other upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion.

<sup>9</sup> In addition to (8) above, one more IJ will be granted to CO rank upon completion of two years of satisfactory in-rank service.

**Pay Scales of All Disciplined Services Grades  
Before and After Implementation of the Standing Committee on Disciplined Services Salaries  
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**Fire Services Department**

Grade/Rank	Existing	Proposed
<b><i>Director of Fire Services Grade</i></b>		
Director of Fire Services	GDS(C)4 (\$265,150 – \$273,000)	DS(C)4 (\$265,150 – \$273,000)
Deputy Director of Fire Services	GDS(C)3 (\$208,500 – \$227,600)	DS(C)3 (\$208,500 – \$227,600)
<b><i>Chief Fire Officer Grade</i></b>		
Chief Fire Officer	GDS(C)2 (\$179,350 – \$196,050)	DS(C)2 (\$179,350 – \$196,050)
Deputy Chief Fire Officer	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
<b><i>Station Officer (StnO)/Divisional Officer Grade</i></b>		
<b><i>Fire Stream</i></b>		
Senior Divisional Officer	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 <sup>1</sup> (\$142,510 – \$150,180)
Divisional Officer	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Assistant Divisional Officer (ADO)	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Senior Station Officer (SStnO) <sup>10</sup>	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
StnO <sup>10</sup>	GDS(O)7 – 26 <sup>11</sup> (\$41,380 – \$88,250)	DS(O)8 – 27 <sup>12</sup> (\$43,745 – \$91,615)

<sup>10</sup> The StnO and SStnO ranks are on the 'through scale arrangement'. New recruits joining the StnO rank from 1 January 2010 and onwards will only advance to GDS(O)22 (DS(O)23 after the implementation of the proposed pay scale) and beyond after passing the qualifying examination for promotion.

<sup>11</sup> The StnO rank at present has one IJ upon completion of one year of satisfactory in-rank service.

<sup>12</sup> In addition to (11) above, one more IJ will be granted to StnO rank upon completion of two years of satisfactory in-rank service.

<b>Grade/Rank</b>	<b>Existing</b>	<b>Proposed</b>
<b><i>Mobilising and Communications Stream</i></b>		
ADO (Control)	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
SStnO (Control) <sup>13</sup>	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
StnO (Control) <sup>13</sup>	GDS(O)5 – 26 <sup>14</sup> (\$36,655 – \$88,250)	DS(O)7 – 27 <sup>15</sup> (\$41,380 – \$91,615)
<b><i>Firemen Grade</i></b>		
<b><i>Fire Stream</i></b>		
Principal Fireman (PFn)	GDS(R)24 – 29 (\$40,955 – \$48,395)	DS(R)26 – 32 <sup>4</sup> (\$43,470 – \$56,025)
Senior Fireman (SFn)	GDS(R)15 – 24 (\$31,910 – \$40,955)	DS(R)17 – 26 (\$33,760 – \$43,470)
Fireman (Fn) <sup>16</sup>	GDS(R)4 – 14 <sup>17</sup> (\$22,405 – \$31,005) (plus four LSIs, one each upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service at GDS(R)15, 16, 17 and 18 (\$34,785) respectively)	DS(R)5 – 16 <sup>18</sup> (\$23,045 – \$32,830) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of satisfactory in-rank service at GDS(R)17, 18, 19, 20 and 21 (\$37,740) respectively)

<sup>13</sup> The StnO (Control) and SStnO (Control) ranks are on the ‘through scale arrangement’. New recruits joining the StnO (Control) rank from 1 January 2010 and onwards will only advance to GDS(O)22 (DS(O)23 after the implementation of the proposed pay scale) and beyond after passing the qualifying examination for promotion.

<sup>14</sup> The StnO (Control) rank at present has one IJ upon completion of one year of satisfactory in-rank service.

<sup>15</sup> In addition to (14) above, one more IJ will be granted to StnO (Control) rank upon completion of two years of satisfactory in-rank service.

<sup>16</sup> For Fn (Workshops) rank, the entry pay is GDS(R)2 (DS(R)3 after implementation of the proposed pay scale).

<sup>17</sup> The Fn rank at present has two IJs, one upon completion of one year of satisfactory in-rank service, and the other upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion.

<sup>18</sup> In addition to (17) above, one more IJ will be granted to Fn rank upon completion of two years of satisfactory in-rank service.

<b>Grade/Rank</b>	<b>Existing</b>	<b>Proposed</b>
<b><i>Mobilising and Communications Stream</i></b>		
PFn (Control)	GDS(R)24 – 29 (\$40,955 – \$48,395)	DS(R)26 – 32 <sup>4</sup> (\$43,470 – \$56,025)
SFn (Control)	GDS(R)15 – 24 <sup>19</sup> (\$31,910 – \$40,955)	DS(R)17 – 26 (\$33,760 – \$43,470)
<b><i>Ambulance Officer (AmbO) Grade</i></b>		
Chief Ambulance Officer	GDS(C)2 (\$179,350 – \$196,050)	DS(C)2 (\$179,350 – \$196,050)
Deputy Chief Ambulance Officer	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Senior Assistant Chief Ambulance Officer	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 <sup>1</sup> (\$142,510 – \$150,180)
Assistant Chief Ambulance Officer	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Superintendent (Ambulance)	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Senior Ambulance Officer	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
AmbO	GDS(O)5 – 21 <sup>20</sup> (\$36,655 – \$75,135)	DS(O)7 – 22 (\$41,380 – \$76,095)
<b><i>Ambulanceman (Ambm) Grade</i></b>		
Principal Ambulanceman	GDS(R)24 – 29 (\$40,955 – \$48,395)	DS(R)26 – 32 <sup>4</sup> (\$43,470 – \$56,025)
Senior Ambulanceman	GDS(R)15 – 24 (\$31,910 – \$40,955)	DS(R)17 – 26 (\$33,760 – \$43,470)

<sup>19</sup> The SFn (Control) rank at present has one IJ upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale.

<sup>20</sup> The AmbO rank at present has three IJs, the first one upon completion of one year of satisfactory in-rank service, the second and third upon completion of five and eight years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale.



<b>Grade/Rank</b>	<b>Existing</b>	<b>Proposed</b>
Ambm	GDS(R)4 – 14 <sup>21</sup> (\$22,405 – \$31,005) (plus four LSIs, one each upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service at GDS(R)15, 16, 17 and 18 (\$34,785) respectively)	DS(R)5 – 16 <sup>22</sup> (\$23,045 – \$32,830) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of satisfactory in-rank service at DS(R)17, 18, 19, 20 and 21 (\$37,740) respectively)

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<sup>21</sup> The Ambm rank at present has two IJs, one upon completion of one year of satisfactory in-rank service, and the other upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion.

<sup>22</sup> In addition to (21) above, one more IJ will be granted to Ambm rank upon completion of two years of satisfactory in-rank service.

**Pay Scales of All Disciplined Services Grades  
Before and After Implementation of the Standing Committee on Disciplined Services Salaries  
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**Government Flying Service**

<b>Grade/Rank</b>	<b>Existing</b>	<b>Proposed</b>
<b><i>Controller, Government Flying Service Grade</i></b>		
Controller, Government Flying Service	GDS(C)3 (\$208,500 – \$227,600)	DS(C)3 <sup>23</sup> (\$208,500 – \$227,600)
<b><i>Pilot Grade</i></b>		
Chief Pilot	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Senior Pilot	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 <sup>1</sup> (\$142,510 – \$150,180)
Pilot I	GDS(O)27 – 36 (\$91,615 – \$131,475)	DS(O)28 – 37 <sup>24</sup> (\$95,030 – \$136,985)
Pilot II	GDS(O)14 – 26 <sup>25</sup> (\$59,290 – \$88,250)	DS(O)15 – 27 <sup>26</sup> (\$62,200 – \$91,615)
Cadet Pilot	GDS(O)1b – 2 (\$27,445 – \$31,305)	DS(O)1b – 2 (\$27,445 – \$31,305)
<b><i>Air Crewman Officer (ACMO) Grade</i></b>		
Senior Air Crewman Officer	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 <sup>1</sup> (\$142,510 – \$150,180)
ACMO I	GDS(O)27 – 36 (\$91,615 – \$131,475)	DS(O)28 – 37 (\$95,030 – \$136,985)

<sup>23</sup> The new pay point DS(C)3a (\$236,650 - \$251,100) will be created upon the upgrading of the post of Controller, Government Flying Service to be implemented at a later stage.

<sup>24</sup> Two IJs will be granted to Pilot I rank upon completion of two years and five years of satisfactory in-rank service.

<sup>25</sup> The Pilot II rank at present has four IJs, two to be granted to those who have obtained dual licences for both helicopter and fixed-wing aircraft and are required to perform Pilot I flying duties frequently, the other two to those who have obtained an Instrument Rating and become qualified to operate as Captain in coastal and day offshore search and rescue in accordance with the GFS Operations Manual approved by the Civil Aviation Department and are required to perform Pilot I flying duties frequently.

<sup>26</sup> The existing IJs arrangement of the Pilot II rank stated in (25) will be replaced by granting two IJs to the Pilot II rank upon completion of three years of satisfactory in-rank service and two IJs to the Pilot I rank as mentioned in (24).

<b>Grade/Rank</b>	<b>Existing</b>	<b>Proposed</b>
ACMO II	GDS(O)18 – 26 (\$71,010 – \$88,250)	DS(O)19 – 27 (\$73,650 – \$91,615)
ACMO III	GDS(R)7, 9, GDS(O)1b – 17 <sup>27</sup> (\$24,775 – \$68,065)	DS(R)8, 10, DS(O)1a – 18 (\$25,650 – \$71,010)
<b><i>Aircraft Engineer (AE) Grade</i></b>		
Chief Aircraft Engineer	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Senior Aircraft Engineer	GDS(O)37 – 38 (\$136,985 – \$142,510)	DS(O)38 – 40 <sup>1</sup> (\$142,510 – \$150,180)
AE	GDS(O)22 – 36 (\$76,095 – \$131,475)	DS(O)23 – 37 <sup>28</sup> (\$78,970 – \$136,985)
<b><i>Aircraft Technician (AT) Grade</i></b>		
Chief Aircraft Technician	GDS(O)13 – 25 (\$56,445 – \$84,940)	DS(O)14 – 26 (\$59,290 – \$88,250)
Senior Aircraft Technician	GDS(O)7 – 12 (\$41,380 – \$53,590)	DS(O)8 – 13 (\$43,745 – \$56,445)
AT	GDS(R) 3, 5, 7, 9, 11, GDS(O) 1 – 6 (\$21,780 – \$39,045)	DS(R) 4, 6, 8, 10, 12 DS(O) 2 – 7 <sup>29</sup> (\$22,405 – \$41,380)

<sup>27</sup> The ACMO III rank at present has seven IJs, one each upon passing the qualifying examination at Levels 1, 2 and 4 of the ACMO's training respectively, and two each upon passing the qualifying examination at Levels 3 and 5 of the ACMO's training respectively. The same IJ arrangement will apply in the proposed pay scale.

<sup>28</sup> A maximum of two IJs will be granted to the AE rank who have obtained specified professional qualifications.

<sup>29</sup> A maximum of two IJs will be granted to the AT rank who have obtained specified approval/authorisation.

Enclosure 3(e) to EC(2021-22)16

**Pay Scales of All Disciplined Services Grades  
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**Hong Kong Police Force**

<b>Grade/Rank</b>	<b>Existing</b>	<b>Proposed *</b>
<b><i>Commissioner of Police Grade</i></b>		
Commissioner of Police	PPS 59 (\$295,150 – \$303,950)	PPS 59 (\$295,150 – \$303,950)
Deputy Commissioner of Police	PPS 58 (\$243,800 – \$258,800)	PPS 58 (\$243,800 – \$258,800)
Senior Assistant Commissioner of Police	PPS 57 (\$208,500 – \$227,600)	PPS 57 (\$208,500 – \$227,600)
Assistant Commissioner of Police	PPS 56 (\$179,350 – \$196,050)	PPS 56 (\$179,350 – \$196,050)
<b><i>Police Inspector/Superintendent Grade</i></b>		
Chief Superintendent of Police	PPS 55 (\$155,450 – \$170,200)	PPS 55 <sup>30</sup> (\$155,450 – \$174,775)
Senior Superintendent of Police	PPS 53 – 54a (\$136,985 – \$147,235)	PPS 54 – 54b <sup>31</sup> (\$142,510 – \$150,915)
Superintendent of Police	PPS 49 – 52 (\$117,510 – \$131,475)	PPS 50 – 53 (\$121,880 – \$136,985)
Chief Inspector of Police	PPS 43 – 48 (\$91,615 – \$110,110)	PPS 44 – 49 (\$95,030 – \$117,510)
Senior Inspector of Police (SIP) <sup>32</sup>	PPS 38 – 42 (\$76,095 – \$88,250)	PPS 39 – 43 (\$78,970 – \$91,615)

\* PPS 20 to 30 are recalibrated.

<sup>30</sup> One additional increment will be added to PPS 55 (i.e. PPS 55 (5)).

<sup>31</sup> PPS 54b is a new pay point.

<sup>32</sup> The IP and SIP ranks are on the “through scale arrangement”. New recruits joining the IP rank from 1 January 2010 and onwards will only advance to PPS 38 (PPS 39 after the implementation of the proposed pay scale) and beyond after passing the qualifying examination for promotion.

<b>Grade/Rank</b>	<b>Existing</b>	<b>Proposed *</b>
Inspector of Police (IP) <sup>32</sup>	PPS 23 – 42 <sup>33</sup> (\$44,910 – \$88,250)	PPS 24 – 43 <sup>34</sup> (\$47,080 – \$91,615)
<b><i>Junior Police Officer Grade</i></b>		
Police Station Sergeant (SSGT)	PPS 22 – 31 (\$43,870 – \$62,340)	PPS 24 – 33a <sup>35</sup> (\$47,080 – \$69,535)
Police Sergeant	PPS 15 – 24 (\$36,290 – \$46,295)	PPS 17 – 28 (\$38,365 – \$55,080)
Police Constable (PC)	PPS 3 – 15 <sup>36</sup> (\$25,380 – \$36,290) (plus four LSIs, one each upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service at PPS 16, 17, 18 and 19 (\$40,610) respectively)	PPS 4 – 17 <sup>37</sup> (\$26,190 – \$38,365) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of satisfactory in-rank service at PPS 18, 19, 20, 21 and 22 (\$44,380) respectively)

<sup>33</sup> The IP rank at present has three IJs, first two upon completion of one year of satisfactory in-rank service, and the third upon completion of two years of satisfactory in-rank service.

<sup>34</sup> In addition to (33) above, two more IJs will be granted to IP rank upon completion of three years of satisfactory in-rank service.

<sup>35</sup> PPS 33a is a new pay point for the SSGT rank. It is not a point for progression for IP grade.

<sup>36</sup> The PC rank at present has four IJs, the first one upon passing out; the second and third upon completion of one year and two years of satisfactory in-rank service respectively, and the fourth one upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion.

<sup>37</sup> In addition to (36) above, one more IJ will be granted to PC rank upon completion of three years of satisfactory in-rank service.

**Pay Scales of All Disciplined Services Grades  
Before and After Implementation of the Standing Committee on Disciplined Services Salaries  
and Conditions of Service's Recommendations**

**Immigration Department**

Grade/Rank	Existing	Proposed
<b><i>Director of Immigration Grade</i></b>		
Director of Immigration	GDS(C)4 (\$265,150 – \$273,000)	DS(C)4 (\$265,150 – \$273,000)
Deputy Director of Immigration	GDS(C)3 (\$208,500 – \$227,600)	DS(C)3 (\$208,500 – \$227,600)
Assistant Director of Immigration	GDS(C)2 (\$179,350 – \$196,050)	DS(C)2 (\$179,350 – \$196,050)
<b><i>Immigration Officer (IO) Grade</i></b>		
Senior Principal Immigration Officer	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Principal Immigration Officer	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 <sup>1</sup> (\$142,510 – \$150,180)
Assistant Principal Immigration Officer	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Chief Immigration Officer	GDS(O)27 – 32 (\$91,615 - \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Senior Immigration Officer	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
IO	GDS(O)5 – 21 <sup>38</sup> (\$36,655 – \$75,135)	DS(O)7 – 22 (\$41,380 – \$76,095)
<b><i>Immigration Assistant (IA) Grade</i></b>		
Chief Immigration Assistant	GDS(R)23 – 28 (\$39,900 – \$46,550)	DS(R)25 – 31a <sup>39</sup> (\$42,170 – \$54,690)

<sup>38</sup> The IO rank at present has three IJs, the first one upon completion of one year of satisfactory in-rank service, the second and third upon completion of five and eight years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale.

<sup>39</sup> DS(R)31a is a new pay point for the CIA rank. It is not a point for progression for other R&F ranks.

Senior Immigration Assistant	GDS(R)14 – 23 (\$31,005 – \$39,900)	DS(R)16 – 25 (\$32,830 – \$42,170)
IA	GDS(R)3 – 13 <sup>40</sup> (\$21,780 – \$30,100) (plus four LSIs, one each upon completion of 12, 18, 24 and 30 years of service at GDS(R)14, 15, 16 and 17 (\$33,760) respectively)	DS(R)4a – 15 <sup>41</sup> (\$22,725 – \$31,910) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of service at DS(R)16, 17, 18, 19 and 20 (\$36,745) respectively)

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<sup>40</sup> The IA rank at present has one IJ upon completion of one year of satisfactory in-rank service.

<sup>41</sup> In addition to (40) above, two more IJs will be granted to the IA rank, one each upon completion of two years and five years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. DS(R)4a is a new pay point for the IA rank. It is not a point for progression for other R&F ranks.

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

The normal rules of conversion recommended by the Standing Committee on Disciplined Services Salaries and Conditions of Service for adoption in the Report in implementing salary and increment-related recommendations on the effective date (i.e. the first day of the month of approval by Finance Committee) for serving staff in the affected ranks are as follows –

- (a) where a civil servant's pay is less than the minimum of the revised scale he should receive the new minimum;
- (b) where a civil servant's pay is equivalent to or above the new minimum he should advance to the next point on the pay scale; and
- (c) where the revised pay scale has a maximum which is two or more points higher than the old maximum, a civil servant who has served for one or more years on the old maximum should convert to two points above his existing pay point.

2. When new increments/incremental jumps are introduced for the disciplined services directorate ranks and for disciplined services staff below the directorate level from the effective date, serving staff should be converted to the relevant increment point applicable to the rank on which they serve as if the new incremental arrangement had been in force from the first day of their appointment to the present rank. In other words, all years of in-rank satisfactory service should be taken into account for the purpose of determining the increment/incremental jump entitlement.

3. For the avoidance of doubt, where the pay scale of a rank is revised and new incremental jumps are introduced at the same time, the conversion arrangement set out above should take place concurrently, subject to the new maximum pay point of the rank concerned.

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