

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

### **1999 CIVIL SERVICE STARTING SALARIES REVIEW**

Members are invited to recommend to Finance Committee to approve with effect from 1 April 2000 -

- (a) the revised benchmarks and starting salaries of the civilian grades referred to in paragraphs 4 and 7;
- (b) the revised pay scale of the assistant ranks referred to in paragraphs 6 and 7;
- (c) modification of the Master Pay Scale, the Craft Apprentice Pay Scale and the Technician Apprentice Pay Scale referred to in paragraph 8;
- (d) modification of the Model Scale 1 Pay Scale referred to in paragraph 8;
- (e) the revised starting salaries of the disciplined grades referred to in paragraph 9;
- (f) modification of the pay structure for the Police Inspector rank referred to in paragraph 10;
- (g) modification of the pay structure for the Air Crewman rank and the Aircraft Technician rank referred to in paragraph 11;

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- (h) modification of the General Disciplined Services (Officer) Pay Scale, the General Disciplined Services (Rank and File) Pay Scale, the Police Pay Scale and the Independent Commission Against Corruption Pay Scale referred to in paragraph 12; and
- (i) delinking of the starting salaries for both the civilian and disciplined grades from the annual pay trend exercise.

## **PROBLEM**

The results of the 1999 Civil Service Starting Salaries Review show that the pay offered for recruits by employers in the private sector are generally lower than those offered in the civil service. This is not consistent with our pay policy.

## **PROPOSAL**

2. The Secretary for Civil Service proposes to revise the starting salaries for the civilian and disciplined grades on the basis of the recommendations of 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 (Standing Committee) to bring civil service starting salary levels more in line with private sector entry pay. The new starting salaries will apply to civil service recruits appointed on or after 1 April 2000 and serving staff on in-service transfer from that date.

## **JUSTIFICATION**

### **Pay Policy**

3. Our pay policy is to offer sufficient remuneration to attract, retain, and motivate staff of a suitable calibre to provide the public with an effective and

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efficient service. Such remuneration should be regarded as fair both by civil servants and by the public which they serve and should be broadly comparable with private sector practices.

### Starting Salaries for the Civilian Grades

4. According to the pay comparison survey conducted by the Standing Commission, starting salaries in the civil service have outstripped those in the private sector. The revised benchmarks for the 13 civil service Qualification Groups<sup>1</sup> (QG) as recommended by the Standing Commission are set out in **Enclosure 1**.

Encl. 1

5. The starting salaries of some civil service civilian grades are pitched variously at one to six points above their respective benchmarks. The additional pay points were awarded in recognition of special job factors pertaining to some grades. Under this exercise, these factors are taken as given assumptions. The new starting salaries for individual grades, under the respective QGs, are set out in **Enclosure 2**.

Encl. 2

6. The Standing Commission's recommendations are confined to starting salaries except for the assistant ranks under QG 11/12 (Professional and Related Grades). The Standing Commission's recommendation to reduce the maximum pay point of these assistant ranks by the same magnitude of the reduction in entry pay is intended to preserve the pay relativity between the assistant and the benchmark ranks. Retaining the current maximum point for the assistant rank will not only upset the established pay relativity but also result in overlapping of pay scales between the two ranks. A lengthened pay scale for the assistant rank will also be against the grades' objective to encourage these officers to obtain the professional qualification required for promotion to the benchmark rank within a reasonable period of time. The revised pay scales of the assistant ranks are set out in **Enclosure 2**.

7. We *recommend* to accept the Standing Commission's recommendations on the new benchmarks, new starting salaries, and the new pay scales for the assistant ranks.

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<sup>1</sup> No benchmark are set for QG 3 (School Certificate Group II), QG 15 (Education Grades) and QG 16 (Other Grades). The starting salaries for grades under these QGs are set having regard to (a) internal relativity with other QGs or (b) education requirements of the grades.

Encl. 3 8. The Standing Commission's recommendation will necessitate the creation of one pay point (MPS 0) at the bottom of the Master Pay Scale (MPS), the Craft Apprentice Pay Scale (CAPS) and the Technician Apprentice Pay Scale (TAPS). As for the Model Scale 1 Pay Scale (MOD Scale), the Standing Commission has recommended to re-number the entire scale with six new pay points added to the bottom of the existing MOD Scale. The revised MPS, CAPS, TAPS and MOD Scale are at **Enclosure 3**. We *recommend* to accept the revised pay scales.

### Starting Salaries for the Disciplined Grades

Encl. 4 9. Having regard to the revised starting salaries for the civilian grades  
Encl. 5 and the views of the disciplined services management and staff, the Standing Committee considered that some adjustment to the starting salaries of the disciplined services would be justified in order to maintain a broad comparability with the rest of the civil service. However, the pay advantage which the disciplined services now enjoy in recognition of "special factors" and "job factors" should not be reduced. The approach adopted by the Standing Committee to arrive at the starting salaries for individual grades is set out in **Enclosure 4**. The revised starting salaries of the disciplined services are set out in **Enclosure 5**.

10. The Standing Committee's recommendations on starting salaries will cause the pay relativity between Police Inspectors and the other disciplined services (namely Correctional Services Officers/Customs Inspectors/Fire Services Station Officers) to reverse over the first few years of service. To prevent this problem, the Standing Committee has identified a solution consisting of minor consequential amendments to the pay scale of the Police Inspectors (vide addition of two increments, one at the end of the first year and another at the end of the second year). We *recommend* to accept this solution. However, the solution should apply merely to recruits between now until the next adjustment arising from future Benchmark reviews. We will reconsider this arrangement in the light of the outcome of the next review.

11. Arising from the revised starting salaries for the disciplined services, there is the need to re-consider the pay progression for two ranks in the Government Flying Service. The entry point for the Air Crewman rank for HKCEE entrants and the Aircraft Technician rank will be reduced from General Disciplined Services (Rank and File) Pay Scale (GDS(R)) 9 to GDS(R)4 and from GDS(R)5 to GDS(R)3 respectively. Both the Air Crewman and Aircraft Technician are officer ranks.

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Their starting points are set at GDS(R) because there are insufficient points on the General Disciplined Services (Officer) Pay Scale (GDS(O)). Now that the entry pay for the two ranks are lowered, we *recommend* that an officer (HKCEE entrants) in the Air Crewman rank should move to the new minimum point of GDS(O), i.e. GDS(O)1d, in his third year of service. As for the Aircraft Technician rank, we *recommend* that the officer should move to the old minimum point of GDS(O), i.e. GDS(O)1, in his sixth year of service. The revised pay progression for the two ranks

Encl. 6 are set out in **Enclosure 6**.

12. The reduction in starting salaries for the disciplined services will necessitate the addition of one to at most four pay points to GDS(O), GDS(R), the Police Pay Scale (PPS) and the Independent Commission Against Corruption (ICAC) Pay Scale (**Enclosure 7**). As additional pay points<sup>2</sup> are inserted in the middle of the ICAC Pay Scale, there is a need to re-number the entire ICAC scale. It is not necessary to renumber other disciplined pay scales as the additional pay point(s) are all inserted below the existing minimum point. We *recommend* to accept the new GDS(O), GDS(R), PPS and the ICAC Pay Scale.

Encl. 7

### **Delinking of Starting Salaries from Annual Pay Trend Mechanism**

13. To ensure the continuing broad comparability between civil service entry pay and pay in the private sector for similar qualifications, we have accepted the Standing Commission's recommendation to delink the benchmarks from the annual pay trend adjustment. We *recommend* to implement the delinking of the starting salaries, i.e. the entry point, to the civilians and disciplined services at the same time as we implement the new benchmarks and starting salaries. Recruits will be remunerated at the next higher pay point in their respective Pay Scales (which is adjusted annually in accordance with the pay trend) in their second year and will then move along the relevant increment scale in subsequent years.

14. We have also accepted the Standing Commission's recommendation to conduct benchmark reviews every three to four years to ensure the benchmarks are kept in line with private sector pay in future, with an annual updating in the interim to ascertain the continuing broad comparability of civil service entry salaries with the private sector pay and to provide a trigger for the formal review at three or four year intervals. We envisage that adjustments would most probably be made only following the formal benchmark review.

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<sup>2</sup> The two additional pay points inserted in the middle of the ICAC Pay Scale, i.e. ICAC 2a and ICAC 12a, are only points for entry and not points for normal progression.

15. As we will delink the benchmark/starting pay points from the annual pay trend exercise, the dollar value of all the pay points on the various Pay Scales can continue to change on the basis of the annual pay trend survey for serving staff. However, the dollar value of the benchmark/starting pay points will remain the same between reviews unless there is clear survey evidence that pay in the private sector for recruits possessing similar qualifications has changed significantly. In effect, the benchmarks/starting pay points will become a separate scale.

## **FINANCIAL IMPLICATIONS**

16. Based on an average of about 5 500 and 2 400 recruits to the civilian and disciplined grades respectively annually (as experienced in the three years 1996-97 to 1998-99 prior to the freeze from 1 April 1999), we estimate that we will achieve \$185 million in savings per annum on a cumulative basis when staff remunerated at lower starting salaries are recruited to fill vacancies arising from wastage and growth. In practice, we expect savings to be considerably smaller in the next few years as we are anticipating lower wastage rates and much smaller or even negative growth in the civil service establishment with the implementation of the Enhanced Productivity Programme and other initiatives. The reduction in starting salaries will bring about similar financial benefits in the subvented sector, estimated at less than 0.3% of total payroll or about \$150 million each year on a cumulative basis until all serving staff at the entry rank are replaced through natural wastage. We have already advised subvented organisations of the impact of the Starting Salaries Review on them and will put in place appropriate arrangements, through negotiations with the organisations where appropriate, to reflect the lower level of subvention. In so doing, we will assure the organisations concerned that while appointments in the subvented sector are matters between the respective subvented bodies as employers and their employees, we will provide sufficient funding for them to meet their obligations to existing staff who, like their civil service counterparts, will not be affected by the review.

## **BACKGROUND INFORMATION**

17. In view of public concern that the starting salaries for certain civil service jobs might be out of line with that of the private sector, the Standing Commission was invited to undertake an independent review of the existing civil service starting salaries -

- (a) to ascertain if entry pay remains comparable with pay in the private sector for similar qualifications; and

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- (b) in the light of the findings, to recommend -
  - (i) whether adjustments to the qualification benchmarks or entry pay levels are called for; and
  - (ii) ways and means to ensure the continuing broad comparability between civil service entry pay and pay in the private sector for similar qualifications.

18. The Standing Commission's recommendations were released on 20 July 1999 for staff consultation. As the Standing Commission's recommendations are confined to the civilian grades, the report was passed to the Standing Committee to consider how the results of the Starting Salaries Review should be applied to the disciplined services. The Standing Committee's recommendations were released on 7 October 1999 for staff consultation. Over 150 written submissions have been received from civil service unions and department/grade management during the consultation period. The Chief Executive in Council has, at its meeting on 14 December 1999, accepted the new benchmarks and the new starting salaries for the civilian and disciplined grades.

19. Given the independence of the Judiciary, the Standing Commission's report was also passed to the Judiciary Administrator to consider inviting the Standing Committee on Judicial Salaries and Conditions of Service (SCJS) to advise on the appropriateness of adjusting the salaries of Judges and Judicial Officers in line with civil service starting salaries. The Chief Executive in Council has also accepted SCJS's recommendation that the pay level including the entry pay for all grades of Judges and Judicial Officers should remain unchanged.

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Civil Service Bureau  
January 2000

## **1999 CIVIL SERVICE STARTING SALARIES REVIEW**

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|-------------|--|
| Enclosure 1 | Existing and Revised Benchmarks under the Starting Salaries Review (Civilian Grades)   |
| Enclosure 2 | Revised Starting Salaries for Individual Civilian Grades   |
| Enclosure 3 | Revised Master Pay Scale, Craft Apprentice Pay Scale, Technician Apprentice Pay Scale and Model Scale 1 Pay Scale  |
| Enclosure 4 | <i>The approach adopted by Standing Committee on Disciplined Services Salaries and Conditions of Service in arriving at the starting salaries for individual disciplined services grades</i> |
| Enclosure 5 | <u>Revised Starting Salaries for Disciplined Services</u>  |
| Enclosure 6 | Revised Pay Scale of Air Crewman rank and Aircraft Technician rank   |
| Enclosure 7 | Revised General Disciplined Services (Officer) Pay Scale, General Disciplined Services (Rank and File) Pay Scale, Police Pay Scale and Independent Commission Against Corruption Pay Scale   |



**Existing and Revised Benchmarks under the Starting Salaries Review**

| <b>QG</b> | <b>Qualification Groups</b>                              | <b>Examples of Grades</b>   | <b>Existing Benchmark</b> | <b>Revised Benchmark</b>  | <b>Reduction</b>      |
|-----------|--|---|---------------------------|---|-----------------------|
| 1         | Grades not requiring a full School Certificate           | Bailiff's Assistant, Clerical Assistant, Data Processor, Postman, Telephone Operator, Typist, Water Sampler   | MPS 1<br>(\$8,625)        | MPS 0<br>(\$8,125)  | -1 point<br>(-5.8%)   |
| 2         | School Certificate<br>Grades<br>Group I                  | Calligraphist, Clerical Officer, Land Inspector, Personal Secretary, Supplies Supervisor, Welfare Worker  | MPS 3<br>(\$9,785)        | MPS 2<br>(\$9,180)  | -1 point<br>(-6.2%)   |
| 3         | Group II   | Confidential Assistant, Labour Inspector, Tax Inspector, Trade Controls Officer   | N/A                       | Starting salaries to be determined having regard to internal relativity with QG2 ( <i>School Certificate Grades Group I</i> ) |                       |
| 4         | Higher Diploma, Diploma and Related<br>Grades<br>Group I | Dental Therapist, Health Inspector, Occupational Therapist, Radiographer, Registered Nurse  | MPS 13<br>(\$18,140)      | MPS 11<br>(\$16,095)  | -2 points<br>(-11.3%) |
| 5         | Group II   | Aeronautical Communications Officer, Audiology Technician, Dispenser, Explosives Officer, Laboratory Technician, Printing Officer, Social Work Assistant, Statistical Officer | MPS 10<br>(\$15,160)      | MPS 6<br>(\$11,820)   | -4 points<br>(-22.0%) |
| 6         | Group III  | Computer Operator, Dental Hygienist, Enrolled Nurse, Midwife  | MPS 7<br>(\$12,595)       | MPS 3<br>(\$9,785)  | -4 points<br>(-22.3%) |

| <b>QG</b> | <b>Qualification Groups</b>                           | <b>Examples of Grades</b>   | <b>Existing Benchmark</b> | <b>Revised Benchmark</b> | <b>Reduction</b>      |
|-----------|---|---|---------------------------|--------------------------|-----------------------|
| 7         | Technical Inspectorate and Related Grades             | Air-Conditioning Inspector, Building Supervisor, Clerk of Works, Electronics Inspector, Force Armourer, Marine Controller, Motor Vehicle Examiner   | MPS 13<br>(\$18,140)      | MPS 11<br>(\$16,095)     | -2 points<br>(-11.3%) |
| 8         | Technician, Supervisory and Related Grades<br>Group I | Amenities Assistant, Armourer, Butcher, Foreman, Launch Master, Mortuary Technician, Printing Technician, Sailor                                    | MPS 6<br>(\$11,820)       | MPS 6<br>(\$11,820)      | -<br>-                |
| 9         | Group II  | Artisan, Cook, Darkroom Technician, Domestic Servant, Leading Sewerman, Motor Driver  | MPS 6<br>(\$11,820)       | MPS 5<br>(\$11,115)      | -1 point<br>(-6.0%)   |
| 10        | Matriculation Grades                                  | Amenities Officer, Assistant Registrar, Court Prosecutor, Housing Manager, Judicial Clerk, Land Executive, Liaison Officer, Social Security Officer | MPS 10<br>(\$15,160)      | MPS 4<br>(\$10,420)      | -6 points<br>(-31.3%) |
| 11        | Professional and Related Grades<br>Group I            | Architect, Assessor, Auditor, Building Surveyor, Dental Officer, Electrical Engineer, Insurance Officer, Medical and Health Officer, Solicitor      | MPS 27<br>(\$35,285)      | MPS 22<br>(\$28,075)     | -5 points<br>(-20.4%) |
| 12        | Group II  | Administrative Officer, Agricultural Officer, Cartographer, Chemist, Economist, Forestry Officer, Pharmacist, Physicist                             | MPS 27<br>(\$35,285)      | MPS 22<br>(\$28,075)     | -5 points<br>(-20.4%) |

| QG | Qualification Groups      | Examples of Grades  | Existing Benchmark   | Revised Benchmark  | Reduction             |
|----|---------------------------|---|----------------------|--|-----------------------|
| 13 | Degree and Related Grades | Accounting Officer, Chinese Language Officer, Executive Officer, Hospital Administrator, Labour Officer, Librarian, Social Work Officer, Trade Officer            | MPS 16<br>(\$21,010) | MPS 11<br>(\$16,095)   | -5 points<br>(-23.4%) |
| 14 | Model Scale 1 Grades      | Workman II, Car Park Attendant II, Ganger, Lift Operator, Ward Attendant  | MOD 1<br>(\$9,785)   | MOD 0<br>(\$8,615)   | -1 point<br>(-12.0%)  |
| 15 | Education Grades          | Certificated Master/Mistress, Education Officer, Inspector (Graduate), Primary School Master/Mistress   | N/A                  | Starting salaries to be determined having regard to established relativity with QG 4 and QG 13   | N/A                   |
| 16 | Other Grades              | Air Traffic Control Officer, Chauffeur, Chef, Driving Examiner, Domestic Staff, Legal Aid Assistant, Photographer, Proof Reader, Protocol Officer, Traffic Warden | N/A                  | Starting salaries to be determined by reference to (a) traditional relativities with other QGs and (b) where such relativities are not available, the relevant educational attainment stipulated in the appointment requirements | N/A                   |

***QGI - GRADES NOT REQUIRING A FULL SCHOOL CERTIFICATE***

Existing Benchmark : MPS 1 (\$8,625)

Revised Benchmark : MPS 0 (\$8,125)

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

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting held on 12 January 2000 and the Finance Committee meeting scheduled for 18 February 2000.

***QG2 - SCHOOL CERTIFICATE GRADES GROUP I***

Existing Benchmark : MPS 3 (\$9,785)

Revised Benchmark : MPS 2 (\$9,180)

| <u>Grade</u>                                     | <u>Basic Rank</u>                                      | <u>Current Starting Pay Point</u> | <u>Revised Starting Pay Point</u> |
|--|--|-----------------------------------|-----------------------------------|
| <i>Airfield Supervisor</i>                       | <i>Airfield Supervisor *</i>                           | MPS 9                             | -----                             |
| <i>Airport Reception and Information Officer</i> | <i>Airport Reception and Information Officer III *</i> | MPS 6                             | -----                             |
| Calligraphist                                    | Calligraphist  | MPS 3                             | MPS 2                             |
| Census and Survey Officer                        | Assistant Census and Survey Officer                    | MPS 7                             | MPS 6                             |
| Clerical Officer                                 | Assistant Clerical Officer                             | MPS 3                             | MPS 2                             |
| Dental Inspector                                 | Dental Inspector                                       | MPS 7                             | MPS 6                             |
| Dental Surgery Assistant                         | Dental Surgery Assistant                               | MPS 5                             | MPS 4                             |
| Land Inspector                                   | Land Inspector II                                      | MPS 4                             | MPS 3                             |
| Marine Inspector                                 | Marine Inspector II                                    | MPS 5                             | MPS 4                             |
| Mortuary Officer                                 | Mortuary Officer                                       | MPS 8                             | MPS 7                             |
| Personal Secretary                               | Personal Secretary II                                  | MPS 4                             | MPS 3                             |
| Police Communications Officer                    | Police Communications Officer                          | MPS 6                             | MPS 5                             |
| Postal Officer                                   | Postal Officer   | MPS 5                             | MPS 4                             |
| Social Security Assistant                        | Social Security Assistant                              | MPS 7                             | MPS 6                             |
| Supplies Supervisor                              | Supplies Supervisor II                                 | MPS 3                             | MPS 2                             |
| Welfare Worker                                   | Welfare Worker   | MPS 7                             | MPS 6                             |

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting held on 12 January 2000 and the Finance Committee meeting scheduled for 18 February 2000.

***QG3 - SCHOOL CERTIFICATE GRADES GROUP II***

No benchmark is set for this group and the starting pay will be adjusted based on internal relativity with QG2, hence the starting pay is lowered by one point.

| <b><u>Grade</u></b>           | <b><u>Basic Rank</u></b>         | <b><u>Current Starting Pay Point</u></b> | <b><u>Revised Starting Pay Point</u></b> |
|-------------------------------|----------------------------------|--|--|
| Bailiff                       | Bailiff                          | MPS 13                                   | MPS 12                                   |
| Bank Examination Assistant    | Bank Examination Assistant       | MPS 10                                   | MPS 9                                    |
| Confidential Assistant        | Confidential Assistant           | MPS 9                                    | MPS 8                                    |
| Hostel Manager / Manageress   | Hostel Manager / Manageress      | MPS 11                                   | MPS 10                                   |
| Labour Inspector              | Labour Inspector II              | MPS 9                                    | MPS 8                                    |
| Police Translator             | Police Translator II             | MPS 10                                   | MPS 9                                    |
| Supervisor of Typing Services | Supervisor of Typing Services    | MPS 17                                   | MPS 16                                   |
| Tax Inspector                 | Tax Inspector II                 | MPS 10                                   | MPS 9                                    |
| Taxation Officer              | Assistant Taxation Officer       | MPS 3                                    | MPS 2                                    |
| Trade Controls Officer        | Assistant Trade Controls Officer | MPS 10                                   | MPS 9                                    |
| Transport Controller          | Transport Controller II          | MPS 12                                   | MPS 11                                   |
| Transport Inspector           | Transport Inspector              | MPS 9                                    | MPS 8                                    |

***QG4 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES GROUP I***

Existing Benchmark : MPS 13 (\$18,140)

Revised Benchmark : MPS 11 (\$16,095)

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

***QG5 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES GROUP II***

Existing Benchmark : MPS 10 (\$15,160)

Revised Benchmark : MPS 6 (\$11,820)

| <b><u>Grade</u></b>                       | <b><u>Basic Rank</u></b>                       | <b><u>Current Starting Pay Point</u></b> | <b><u>Revised Starting Pay Point</u></b> |
|---|--|--|--|
| Aeronautical Communications Officer       | Aeronautical Communications Officer II         | MPS 11                                   | MPS 7                                    |
| <i>Agricultural Laboratory Technician</i> | <i>Agricultural Laboratory Technician II *</i> | <i>MPS 10</i>                            | <i>-----</i>                             |
| Air Traffic Flight Services Officer       | Air Traffic Flight Services Officer II         | MPS 11                                   | MPS 7                                    |
| Audiology Technician                      | Audiology Technician II                        | MPS 10                                   | MPS 6                                    |
| Co-operative Supervisor                   | Co-operative Supervisor II                     | MPS 10                                   | MPS 6                                    |
| Dental Technician                         | Dental Technician II                           | MPS 10                                   | MPS 6                                    |
| Dispenser                                 | Dispenser                                      | MPS 10                                   | MPS 6                                    |
| Engineering Laboratory Technician         | Engineering Laboratory Technician II           | MPS 10                                   | MPS 6                                    |
| Environmental Protection Inspector        | Environmental Protection Inspector             | MPS 10                                   | MPS 6                                    |
| Explosives Officer                        | Explosives Officer II                          | MPS 11                                   | MPS 7                                    |
| Field Officer                             | Field Officer II                               | MPS 10                                   | MPS 6                                    |
| Fisheries Technical Officer               | Fisheries Technical Officer II                 | MPS 10                                   | MPS 6                                    |
| Fisheries Supervisor                      | Fisheries Supervisor II                        | MPS 10                                   | MPS 6                                    |
| Laboratory Technician                     | Laboratory Technician II                       | MPS 10                                   | MPS 6                                    |
| Medical Laboratory Technician             | Medical Laboratory Technician II               | MPS 10                                   | MPS 6                                    |
| Pest Control Assistant                    | Pest Control Assistant II                      | MPS 11                                   | MPS 7                                    |
| Printing Officer                          | Printing Officer                               | MPS 10                                   | MPS 6                                    |
| Science Laboratory Technician             | Science Laboratory Technician II               | MPS 10                                   | MPS 6                                    |
| Scientific Assistant                      | Scientific Assistant                           | MPS 11                                   | MPS 7                                    |
| Social Work Assistant                     | Social Work Assistant                          | MPS 11                                   | MPS 7                                    |
| Statistical Officer                       | Statistical Officer II                         | MPS 10                                   | MPS 6                                    |
| Survey Officer                            | Survey Officer                                 | MPS 11                                   | MPS 7                                    |
| Technical Officer                         | Technical Officer                              | MPS 11                                   | MPS 7                                    |
| Technical Officer (Cultural Services)     | Technical Officer II (Cultural Services)       | MPS 10                                   | MPS 6                                    |
| Valuation Officer                         | Valuation Officer                              | MPS 11                                   | MPS 7                                    |
| Veterinary Laboratory Technician          | Veterinary Laboratory Technician II            | MPS 10                                   | MPS 6                                    |

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting held on 12 January 2000 and the Finance Committee meeting scheduled for 18 February 2000.

***QG6 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES GROUP III***

Existing Benchmark : MPS 7 (\$12,595)

Revised Benchmark : MPS 3 (\$9,785)

| <u>Grade</u>      | <u>Basic Rank</u>    | <u>Current Starting Pay Point</u> | <u>Revised Starting Pay Point</u> |
|-------------------|----------------------|-----------------------------------|-----------------------------------|
| Computer Operator | Computer Operator II | MPS 8                             | MPS 4                             |
| Dental Hygienist  | Dental Hygienist     | MPS 7                             | MPS 3                             |
| Enrolled Nurse    | Enrolled Nurse       | MPS 9                             | MPS 5                             |
| Midwife           | Midwife              | MPS 9                             | MPS 5                             |

***QG7 - TECHNICAL INSPECTORATE AND RELATED GRADES***

Existing Benchmark : MPS 13 (\$18,140)

Revised Benchmark : MPS 11 (\$16,095)

| <u>Grade</u>  | <u>Basic Rank</u>                           | <u>Current Starting Pay Point</u> | <u>Revised Starting Pay Point</u> |
|---|---|-----------------------------------|-----------------------------------|
| Air-Conditioning Inspector  | Assistant Air-Conditioning Inspector        | MPS 13                            | MPS 11                            |
| Building Services Inspector   | Assistant Building Services Inspector       | MPS 13                            | MPS 11                            |
| Building Supervisor   | Assistant Building Supervisor               | MPS 13                            | MPS 11                            |
| Clerk of Works  | Assistant Clerk of Works                    | MPS 13                            | MPS 11                            |
| Electrical Inspector  | Assistant Electrical Inspector              | MPS 13                            | MPS 11                            |
| Electrical Technician   | Electrical Technician                       | MPS 13                            | MPS 11                            |
| Electronics Inspector   | Assistant Electronics Inspector             | MPS 13                            | MPS 11                            |
| <i>Fire Services Ventilation Officer</i>                                  | <i>Fire Services Ventilation Officer *</i>  | <i>MPS 34</i>                     | -----                             |
| <i>Fisheries Craft Technician</i>   | <i>Fisheries Craft Technician II*</i>       | <i>MPS 13</i>                     | -----                             |
| Force Armourer  | Force Armourer                              | MPS 34                            | MPS 32                            |
| Inspector of Apprentices  | Inspector of Apprentices                    | <b><i>MPS 13</i></b>              | MPS 11                            |
| Inspector of Works  | Assistant Inspector of Works                | MPS 13                            | MPS 11                            |
| Inspector<br>(Telecommunications) /<br>Controller<br>(Telecommunications) | Assistant Inspector<br>(Telecommunications) | MPS 13                            | MPS 11                            |

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting held on 12 January 2000 and the Finance Committee meeting scheduled for 18 February 2000.



*QG7 (cont'd)*

| <u>Grade</u>                         | <u>Basic Rank</u>                              | <u>Current Starting Pay Point</u> | <u>Revised Starting Pay Point</u> |
|--------------------------------------|--|-----------------------------------|-----------------------------------|
| Marine Controller                    | Assistant Marine Controller                    | MPS 24                            | MPS 22                            |
| Mechanical Inspector                 | Assistant Mechanical Inspector                 | MPS 13                            | MPS 11                            |
| Motor Vehicle Examiner               | Assistant Motor Vehicle Examiner               | MPS 13                            | MPS 11                            |
| Police Telecommunications Inspector  | Assistant Police Telecommunications Inspector  | MPS 14                            | MPS 12                            |
| Quarry Manager                       | Assistant Quarry Manager                       | MPS 24                            | MPS 22                            |
| Radar Specialist Mechanic            | Radar Specialist Mechanic                      | MPS 24                            | MPS 22                            |
| <i>Regimental Armourer</i>           | <i>Regimental Armourer *</i>                   | <i>MPS 34</i>                     | -----                             |
| Ship Inspector                       | Assistant Ship Inspector                       | MPS 13                            | MPS 11                            |
| Superintendent of Aids to Navigation | Assistant Superintendent of Aids to Navigation | MPS 24                            | MPS 22                            |
| <i>Training Officer (Marine)</i>     | <i>Training Officer (Marine) *</i>             | <i>MPS 34</i>                     | -----                             |
| Transport Services Officer           | Transport Services Officer II                  | MPS 13                            | MPS 11                            |
| Waterworks Inspector                 | Assistant Waterworks Inspector                 | MPS 13                            | MPS 11                            |

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting held on 12 January 2000 and the Finance Committee meeting scheduled for 18 February 2000.

**QG8 - TECHNICIAN, SUPERVISORY AND RELATED GRADES GROUP I**

Existing Benchmark : MPS 6 (\$11,820)

Revised Benchmark : MPS 6 (\$11,820)

There are 5 grades with Assistant ranks, the pay scale of these ranks also remain unchanged.

| <u>Grade</u>                       | <u>Basic Rank</u>                  | <u>Current Starting Pay Point</u> | <u>Revised Starting Pay Point</u> |
|------------------------------------|------------------------------------|-----------------------------------|-----------------------------------|
| Amenities Assistant                | Amenities Assistant III            | MPS 7                             | MPS 7                             |
| Armourer                           | Armourer III                       | MPS 9                             | MPS 9                             |
| Butcher                            | Assistant Butcher                  | MPS 3                             | MPS 3                             |
|                                    | Butcher                            | MPS 6                             | MPS 6                             |
| Consumer Services Inspector        | Consumer Services Inspector        | MPS 9                             | MPS 9                             |
| Field Assistant                    | Field Assistant                    | MPS 7                             | MPS 7                             |
| Foreman                            | Foreman                            | MPS 7                             | MPS 7                             |
| Hospital Foreman                   | Hospital Foreman                   | MPS 7                             | MPS 7                             |
| Launch Master                      | Launch Assistant                   | MPS 4                             | MPS 4                             |
|                                    | Launch Master                      | MPS 8                             | MPS 8                             |
| Launch Mechanic                    | <i>Oiler *</i>                     | <i>MPS 3</i>                      | -----                             |
|                                    | Launch Mechanic                    | MPS 6                             | MPS 6                             |
| Machinist / Tailor                 | <i>Machinist *</i>                 | <i>MPS 3</i>                      | -----                             |
|                                    | Tailor                             | MPS 6                             | MPS 6                             |
| Marine Industrial Safety Inspector | Marine Industrial Safety Inspector | MPS 13                            | MPS 13                            |
| Mortuary Technician                | Mortuary Technician                | MPS 11                            | MPS 11                            |
| Occupational Therapy Assistant     | Occupational Therapy Assistant     | MPS 7                             | MPS 7                             |
| Printing Technician                | Printing Technician II             | MPS 6                             | MPS 6                             |
| Projectionist                      | Projectionist                      | MPS 6                             | MPS 6                             |
| Radio Mechanic                     | Radio Mechanic                     | MPS 6                             | MPS 6                             |
| Radiographic Technician            | Radiographic Technician            | MPS 7                             | MPS 7                             |
| Sailor                             | Sailor                             | MPS 3                             | MPS 3                             |
|                                    | Coxswain                           | MPS 6                             | MPS 6                             |
| Vehicle Tester                     | Vehicle Tester                     | MPS 9                             | MPS 9                             |
| Works Supervisor                   | Works Supervisor II                | MPS 9                             | MPS 9                             |

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting held on 12 January 2000 and the Finance Committee meeting scheduled for 18 February 2000.

***QG9 - TECHNICIAN, SUPERVISORY AND RELATED GRADES GROUP II***

Existing Benchmark : MPS 6 (\$11,820)

Revised Benchmark : MPS 5 (\$11,115)

| <b><u>Grade</u></b>     | <b><u>Basic Rank</u></b> | <b><u>Current Starting<br/>Pay Point</u></b> | <b><u>Revised Starting<br/>Pay Point</u></b> |
|-------------------------|--------------------------|--|--|
| Artisan                 | Artisan                  | MPS 6  | MPS 5  |
| Car Park Attendant I    | Car Park Attendant I     | MPS 6  | MPS 5  |
| Chainman                | Chainman                 | MPS 6  | MPS 5  |
| Cook                    | Cook                     | MPS 6  | MPS 5  |
| Darkroom Technician     | Darkroom Technician      | MPS 6  | MPS 5  |
| Domestic Servant        | Domestic Servant         | MPS 6  | MPS 5  |
| Forest Guard            | Forest Guard             | MPS 6  | MPS 5  |
| Head Property Attendant | Head Property Attendant  | MPS 6  | MPS 5  |
| Laboratory Attendant    | Laboratory Attendant     | MPS 6  | MPS 5  |
| Leading Sewerman        | Leading Sewerman         | MPS 6  | MPS 5  |
| Motor Driver            | Motor Driver             | MPS 6  | MPS 5  |
| Drain Chargeman         | Drain Chargeman          | MPS 9  | MPS 8  |
| Mortuary Attendant      | Mortuary Attendant       | MPS 9  | MPS 8  |
| Senior Artisan          | Senior Artisan           | MPS 9  | MPS 8  |
| Special Driver          | Special Driver           | MPS 9  | MPS 8  |

***QG10 - MATRICULATION GRADES***

Existing Benchmark : MPS 10 (\$15,160)

Revised Benchmark : MPS 4 (\$10,420)

| <b><u>Grade</u></b>            | <b><u>Basic Rank</u></b>          | <b><u>Current Starting Pay Point</u></b> | <b><u>Revised Starting Pay Point</u></b> |
|--------------------------------|-----------------------------------|--|--|
| Amenities Officer              | Amenities Officer II              | MPS 10                                   | MPS 4                                    |
| Assistant Registrar            | Assistant Registrar II            | MPS 12                                   | MPS 6                                    |
| Assistant Shipping Master      | Assistant Shipping Master         | MPS 11                                   | MPS 5                                    |
| Companies Registration Officer | Companies Registration Officer II | MPS 12                                   | MPS 6                                    |
| Controller of Posts            | Assistant Controller of Posts II  | MPS 12                                   | MPS 6                                    |
| Court Prosecutor               | Court Prosecutor                  | MPS 15                                   | MPS 9                                    |
| Housing Manager                | Housing Officer                   | MPS 11                                   | MPS 5                                    |
| Judicial Clerk                 | Judicial Clerk                    | MPS 10                                   | MPS 4                                    |
| Land Conveyancing Officer      | Land Conveyancing Officer II      | MPS 12                                   | MPS 6                                    |
| Land Executive                 | Land Executive                    | MPS 15                                   | MPS 9                                    |
| Land Registration Officer      | Land Registration Officer II      | MPS 12                                   | MPS 6                                    |
| Law Clerk                      | Law Clerk                         | MPS 10                                   | MPS 4                                    |
| Liaison Officer                | Liaison Officer II                | MPS 13                                   | MPS 7                                    |
| Rent Officer                   | Rent Officer II                   | MPS 10                                   | MPS 4                                    |
| Social Security Officer        | Social Security Officer II        | MPS 12                                   | MPS 6                                    |
| Statistics Supervisor          | Statistics Supervisor             | MPS 11                                   | MPS 5                                    |
| Supplies Officer               | Assistant Supplies Officer        | MPS 10                                   | MPS 4                                    |

***QG11 - PROFESSIONAL AND RELATED GRADES GROUP I***

Existing Benchmark : MPS 27 (\$35,285)

Revised Benchmark : MPS 22 (\$28,075)

There are 24 grades with Assistant ranks, the pay of which will be correspondingly lowered by 5 points on account of the lowering of the Benchmark for QG11 from MPS 27 to MPS 22. Both the starting point and maximum point of the ranks will be lowered by 5 points accordingly.

| <b><u>Grade</u></b>                | <b><u>Basic Rank</u></b>                     | <b><u>Current Starting Pay Point (Pay Range for Assistant Rank)</u></b> | <b><u>Revised Starting Pay Point (Pay Range for Assistant Rank)</u></b> |
|------------------------------------|--|---|---|
| Architect                          | Assistant Architect                          | MPS 19 - 27   | MPS 14 - 22   |
|                                    | Architect                                    | MPS 32  | MPS 27  |
| Assessor                           | Assistant Assessor                           | MPS 16 - 27   | MPS 11 - 22   |
|                                    | Assessor                                     | MPS 30  | MPS 25  |
| Auditor                            | Auditor                                      | MPS 29  | MPS 24  |
| Bank Examiner                      | Assistant Bank Examiner                      | MPS 16 - 27   | MPS 11 - 22   |
|                                    | Bank Examiner                                | MPS 29  | MPS 24  |
| Building Services Engineer         | Assistant Building Services Engineer         | MPS 18 - 27   | MPS 13 - 22   |
|                                    | Building Services Engineer                   | MPS 32  | MPS 27  |
| Building Surveyor                  | Assistant Building Surveyor                  | MPS 18 - 27   | MPS 13 - 22   |
|                                    | Building Surveyor                            | MPS 30  | MPS 25  |
| Dental Officer                     | Dental Officer                               | MPS 30  | MPS 25  |
| Electrical and Mechanical Engineer | Assistant Electrical and Mechanical Engineer | MPS 18 - 27   | MPS 13 - 22   |
|                                    | Electrical and Mechanical Engineer           | MPS 32  | MPS 27  |
| Electrical Engineer                | Assistant Electrical Engineer                | MPS 18 - 27   | MPS 13 - 22   |
|                                    | Electrical Engineer                          | MPS 32  | MPS 27  |
| Electronics Engineer               | Assistant Electronics Engineer               | MPS 18 - 27   | MPS 13 - 22   |
|                                    | Electronics Engineer                         | MPS 32  | MPS 27  |
| Engineer                           | Assistant Engineer                           | MPS 19 - 27   | MPS 14 - 22   |
|                                    | Engineer                                     | MPS 32  | MPS 27  |
| Estate Surveyor                    | Assistant Estate Surveyor                    | MPS 18 - 27   | MPS 13 - 22   |
|                                    | Estate Surveyor                              | MPS 30  | MPS 25  |

*QG11 (cont'd)*

| <u>Grade</u>               | <u>Basic Rank</u>                        | <u>Current Starting Pay Point</u><br>(Pay Range for Assistant Rank) | <u>Revised Starting Pay Point</u><br>(Pay Range for Assistant Rank) |
|----------------------------|--|---|---|
| Geotechnical Engineer      | Assistant Geotechnical Engineer          | MPS 19 - 27   | MPS 14 - 22   |
|                            | Geotechnical Engineer                    | MPS 32  | MPS 27  |
| Government Counsel         | <i>Assistant Government Counsel *</i>    | <b>MPS 27 - 29</b>  | -----   |
|                            | Government Counsel                       | MPS 32  | MPS 27  |
| Insurance Officer          | Assistant Insurance Officer              | MPS 16 - 27   | MPS 11 - 22   |
|                            | Insurance Officer                        | MPS 29  | MPS 24  |
| Land Surveyor              | Assistant Land Surveyor                  | MPS 18 - 27   | MPS 13 - 22   |
|                            | Land Surveyor                            | MPS 30  | MPS 25  |
| Landscape Architect        | Assistant Landscape Architect            | MPS 16 - 27   | MPS 11 - 22   |
|                            | Landscape Architect                      | MPS 30  | MPS 25  |
| Legal Aid Counsel          | Legal Aid Counsel                        | MPS 32  | MPS 27  |
| Maintenance Surveyor       | Assistant Maintenance Surveyor           | MPS 18 - 27   | MPS 13 - 22   |
|                            | Maintenance Surveyor                     | MPS 30  | MPS 25  |
| Marine Officer             | Marine Officer                           | MPS 29  | MPS 24  |
| Mechanical Engineer        | Assistant Mechanical Engineer            | MPS 18 - 27   | MPS 13 - 22   |
|                            | Mechanical Engineer                      | MPS 32  | MPS 27  |
| Medical and Health Officer | Medical and Health Officer               | MPS 32  | MPS 27  |
| Planning Officer           | Assistant Planning Officer               | MPS 18 - 27   | MPS 13 - 22   |
|                            | Planning Officer                         | MPS 31  | MPS 26  |
| Quantity Surveyor          | Assistant Quantity Surveyor              | MPS 19 - 27   | MPS 14 - 22   |
|                            | Quantity Surveyor                        | MPS 31  | MPS 26  |
| Shift Charge Engineer      | <i>Assistant Shift Charge Engineer *</i> | <b>MPS 18 - 31</b>  | -----   |
|                            | Shift Charge Engineer                    | MPS 32  | MPS 27  |
| Shipping Safety Officer    | Shipping Safety Officer                  | MPS 29  | MPS 24  |
| Solicitor                  | Solicitor                                | MPS 32  | MPS 27  |
| Structural Engineer        | Assistant Structural Engineer            | MPS 19 - 27   | MPS 14 - 22   |
|                            | Structural Engineer                      | MPS 32  | MPS 27  |
| Surveyor of Ships          | Surveyor of Ships                        | MPS 34  | MPS 29  |

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting held on 12 January 2000 and the Finance Committee meeting scheduled for 18 February 2000.

*QG11 (cont'd)*

| <u>Grade</u>                | <u>Basic Rank</u>                     | <u>Current Starting Pay Point</u><br>(Pay Range for Assistant Rank) | <u>Revised Starting Pay Point</u><br>(Pay Range for Assistant Rank) |
|-----------------------------|---------------------------------------|---|---|
| Telecommunications Engineer | Assistant Telecommunications Engineer | MPS 18 - 27   | MPS 13 - 22   |
|                             | Telecommunications Engineer           | MPS 32  | MPS 27  |
| Town Planner                | Assistant Town Planner                | MPS 18 - 27   | MPS 13 - 22   |
|                             | Town Planner                          | MPS 31  | MPS 26  |
| Treasury Accountant         | Treasury Accountant                   | MPS 30  | MPS 25  |
| Valuation Surveyor          | Assistant Valuation Surveyor          | MPS 18 - 27   | MPS 13 - 22   |
|                             | Valuation Surveyor                    | MPS 30  | MPS 25  |
| Veterinary Officer          | Veterinary Officer                    | MPS 29  | MPS 24  |

**QG12 - PROFESSIONAL AND RELATED GRADES GROUP II**

Existing Benchmark : MPS 27 (\$35,285)

Revised Benchmark : MPS 22 (\$28,075)

There are 9 grades with Assistant ranks, the pay of which will be correspondingly lowered by 5 points on account of the lowering of the Benchmark for QG12 from MPS 27 to MPS 22. Both the starting point and maximum point of the ranks will be lowered by 5 points accordingly.

| <b>Grade</b>                     | <b>Basic Rank</b>                              | <b>Current Starting Pay Point<br/>(Pay Range for Assistant Rank)</b> | <b>Revised Starting Pay Point<br/>(Pay Range for Assistant Rank)</b> |
|----------------------------------|--|--|--|
| Administrative Officer           | Administrative Officer                         | MPS 27   | MPS 22   |
| Agricultural Officer             | Assistant Agricultural Officer                 | MPS 16 - 21  | MPS 11 - 16  |
|                                  | Agricultural Officer                           | MPS 27   | MPS 22   |
| Cartographer                     | Assistant Cartographer                         | MPS 16 - 21  | MPS 11 - 16  |
|                                  | Cartographer                                   | MPS 27   | MPS 22   |
| Chemist                          | Chemist  | MPS 27   | MPS 22   |
| Clinical Psychologist            | Clinical Psychologist                          | MPS 27   | MPS 22   |
| Economist                        | Economist                                      | MPS 27   | MPS 22   |
| Environmental Protection Officer | Assistant Environmental Protection Officer     | MPS 16 - 21  | MPS 11 - 16  |
|                                  | Environmental Protection Officer               | MPS 27   | MPS 22   |
| Fisheries Officer                | Assistant Fisheries Officer                    | MPS 16 - 21  | MPS 11 - 16  |
|                                  | Fisheries Officer                              | MPS 27   | MPS 22   |
| Forestry Officer                 | Assistant Forestry Officer                     | MPS 16 - 21  | MPS 11 - 16  |
|                                  | Forestry Officer                               | MPS 27   | MPS 22   |
| Industrial Training Officer      | <i>Assistant Industrial Training Officer *</i> | <i>MPS 18 - 22</i>   | -----  |
|                                  | Industrial Training Officer                    | MPS 27   | MPS 22   |
| Occupational Hygienist           | Assistant Occupational Hygienist               | MPS 16 - 21  | MPS 11 - 16  |
|                                  | Occupational Hygienist                         | MPS 27   | MPS 22   |
| Operations Officer               | Assistant Operations Officer                   | MPS 16 - 21  | MPS 11 - 16  |
|                                  | Operations Officer                             | MPS 27   | MPS 22   |
| Pest Control Officer             | Assistant Pest Control Officer                 | MPS 16 - 21  | MPS 11 - 16  |
|                                  | Pest Control Officer                           | MPS 27   | MPS 22   |

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting held on 12 January 2000 and the Finance Committee meeting scheduled for 18 February 2000.



***QG12 (cont'd)***

| <b><u>Grade</u></b>          | <b><u>Basic Rank</u></b>     | <b><u>Current Starting Pay Point</u><br/><b>(Pay Range for Assistant Rank)</b></b> | <b><u>Revised Starting Pay Point</u><br/><b>(Pay Range for Assistant Rank)</b></b> |
|------------------------------|------------------------------|--|--|
| Pharmacist                   | Pharmacist                   | MPS 27   | MPS 22   |
| Physicist                    | Physicist                    | MPS 27   | MPS 22   |
| Scientific Officer           | Scientific Officer           | MPS 27   | MPS 22   |
| Scientific Officer (Medical) | Scientific Officer (Medical) | MPS 27   | MPS 22   |
| Statistician                 | Statistician                 | MPS 27   | MPS 22   |
| Waterworks Chemist           | Waterworks Chemist           | MPS 27   | MPS 22   |

**QG13 - DEGREE AND RELATED GRADES**

Existing Benchmark : MPS 16 (\$21,010)

Revised Benchmark : MPS 11 (\$16,095)

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

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting held on 12 January 2000 and the Finance Committee meeting scheduled for 18 February 2000.

***QG14 - MODEL SCALE I GRADE***

Existing Benchmark : MOD 1 (\$9,785)

Revised Benchmark : MOD 0 (\$8,615)

| <b><i>Basic Rank</i></b>   | <b><u>Current Starting Pay Point</u></b> | <b><u>Revised Starting Pay Point</u></b> |
|----------------------------|--|--|
| Workman II                 | MOD 1                                    | MOD 0 (\$8,615)                          |
| Car Park Attendant II      | MOD 4                                    | MOD 3 (\$9,200)                          |
| Explosives Depot Attendant | MOD 4                                    | MOD 3 (\$9,200)                          |
| Ganger                     | MOD 4                                    | MOD 3 (\$9,200)                          |
| Gardener                   | MOD 4                                    | MOD 3 (\$9,200)                          |
| Lift Operator              | MOD 4                                    | MOD 3 (\$9,200)                          |
| Property Attendant         | MOD 4                                    | MOD 3 (\$9,200)                          |
| Supplies Attendant         | MOD 4                                    | MOD 3 (\$9,200)                          |
| Ward Attendant             | MOD 4                                    | MOD 3 (\$9,200)                          |
| Workman I                  | MOD 4                                    | MOD 3 (\$9,200)                          |
| Workshop Attendant         | MOD 4                                    | MOD 3 (\$9,200)                          |

***QG15 - EDUCATION GRADES***

No benchmark is set for this group and the starting pay for the non-graduate and graduate grades will be determined having regard to their established relativities with QG4 and QG 13 respectively. Hence, 2 points will be lowered for non-graduate grades and 5 points will be lowered for graduate grades.

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

**QG15 (cont'd)**

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

**QG16 - OTHER GRADES**

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

| <u>Grade</u>                            | <u>Basic Rank</u>                       | <u>Linked to Other QG</u> | <u>Current Starting Pay Point</u> | <u>Revised Starting Pay Point</u> |
|---|---|---------------------------|-----------------------------------|-----------------------------------|
| Air Traffic Control Officer             | Air Traffic Control Officer III         | 10                        | MPS 26                            | MPS 20                            |
| Chauffeur                               | Chauffeur                               | 9                         | MPS 6                             | MPS 5                             |
| Chef                                    | No. 2 Chef                              | 8                         | MPS 8                             | MPS 8                             |
| Court Reporter                          | Court Reporter                          | 2                         | MPS 28                            | MPS 27                            |
| Domestic Staff                          | Domestic Staff V                        | 8                         | MPS 4                             | MPS 4                             |
| Driving Examiner                        | Driving Examiner II                     | 2                         | MPS 13                            | MPS 12                            |
| Driving Instructor                      | Driving Instructor                      | 2                         | MPS 9                             | MPS 8                             |
| Entertainment Standards Control Officer | Entertainment Standards Control Officer | 13                        | MPS 16                            | MPS 11                            |
| Estate Assistant                        | Estate Assistant                        | 9                         | MPS 3                             | MPS 2                             |
| Executive Assistant                     | Executive Assistant @                   | -                         | MPS 14                            | -----                             |
| Explosives Supervisor                   | Explosives Supervisor                   | 1                         | MPS 3                             | MPS 2                             |
| Force Welfare Officer                   | Assistant Force Welfare Officer         | 13                        | MPS 27                            | MPS 22                            |
| Hawker Control Officer                  | Assistant Hawker Control Officer        | 8                         | MPS 8                             | MPS 8                             |
| Head Steward                            | Head Steward                            | 8                         | MPS 8                             | MPS 8                             |
| Housekeeper                             | Housekeeper                             | 8                         | MPS 26                            | MPS 26                            |
| Information Officer                     | Assistant Information Officer           | 13                        | MPS 16                            | MPS 11                            |
| Inoculator                              | Inoculator                              | 6                         | MPS 4                             | MPS 0                             |
| Interviewer                             | Interviewer                             | 13                        | MPS 35                            | MPS 30                            |

@ denotes the rank which no recruitment will be conducted in future. The Standing Commission has not recommended a new starting salary for such rank.

QG16 - (cont'd)

| <u>Grade</u>                             | <u>Basic Rank</u>                         | <u>Linked to Other QG</u> | <u>Current Starting Pay Point</u> | <u>Revised Starting Pay Point</u> |
|--|---|---------------------------|-----------------------------------|-----------------------------------|
| Laboratory Specialist Services Officer   | Laboratory Specialist Services Officer    | 5                         | MPS 33                            | MPS 29                            |
| Legal Aid Assistant                      | Legal Aid Assistant                       | 1                         | MPS 15                            | MPS 14                            |
| Master (Correctional Services)           | Master (Correctional Services)            | 15 / 4                    | MPS 19                            | MPS 17                            |
| Music Officer                            | Assistant Music Officer II @              | -                         | MPS 13                            | -----                             |
| Operations and Training Assistant        | Operations and Training Assistant         | 1                         | MPS 3                             | MPS 2                             |
| Operations and Training Officer          | Operations and Training Officer           | 2                         | MPS 11                            | MPS 10                            |
| Photographer                             | Photographer II                           | 1                         | MPS 3                             | MPS 2                             |
| Physical Training Instructor             | Assistant Physical Training Instructor *  | -                         | MPS 20                            | -----                             |
| Police Research Officer                  | Assistant Police Research Officer         | 13                        | MPS 35                            | MPS 30                            |
| Programme Officer                        | Programme Assistant                       | 2                         | MPS 3                             | MPS 2                             |
| Proof Reader                             | Proof Reader                              | 1                         | MPS 3                             | MPS 2                             |
| Protocol Officer                         | Assistant Protocol Officer                | 13                        | MPS 28                            | MPS 23                            |
| Recreation and Sport Officer             | Assistant Recreation and Sport Officer II | 15 / 4                    | MPS 13                            | MPS 11                            |
| Security Assistant (LegCo Building)      | Security Assistant (LegCo Building) *     | -                         | MPS 15                            | -----                             |
| Security Officer (LegCo Building)        | Security Officer (LegCo Building) *       | -                         | MPS 29                            | -----                             |
| Social Secretary                         | Assistant Social Secretary                | 2                         | MPS 24                            | MPS 23                            |
| Special Photographer                     | Special Photographer II                   | 1                         | MPS 8                             | MPS 7                             |
| Staff Officer, Auxiliary Medical Service | Staff Officer, Auxiliary Medical Service  | 2                         | MPS 34                            | MPS 33                            |
| Staff Officer, Civil Aid Service         | Staff Officer, Civil Aid Service          | 2                         | MPS 45                            | MPS 44                            |
| Surveyor Attendant                       | Surveyor Attendant @                      | -                         | MPS 2                             | -----                             |
| Traffic Warden                           | Traffic Warden                            | 1                         | MPS 6                             | MPS 5                             |
| Tribunal Officer                         | Tribunal Officer                          | 10                        | MPS 27                            | MPS 21                            |
| Workshop Instructor                      | Workshop Instructor III                   | 8                         | MPS 6                             | MPS 6                             |

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting held on 12 January 2000 and the Finance Committee meeting scheduled for 18 February 2000.

@ denotes the rank which no recruitment will be conducted in future. The Standing Commission has not recommended a new starting salary for such rank.

**TRAINING GRADES**

The new benchmark for student ranks will be set having regard to the findings on the benchmark pay for holders of a school certificate (QG2), hence the new starting pay is lowered by one point.

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

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting held on 12 January 2000 and the Finance Committee meeting scheduled for 18 February 2000.

***CRAFT APPRENTICE GRADE***

The new benchmark for craft apprentice (enrollment does not require a school certificate) will be set by reference to the revised benchmark for QG1, hence the new starting pay is lowered by one point.

| <b><u>Grade</u></b> | <b><u>Basic Rank</u></b> | <b><u>Current Starting Pay Point</u></b> | <b><u>Revised Starting Pay Point</u></b> |
|---------------------|--------------------------|--|--|
| Craft Apprentice    | Craft Apprentice         | CAPS 1                                   | CAPS 0<br>(\$5,370)                      |

***TECHNICIAN APPRENTICE GRADE***

The new benchmark for technician apprentice (enrollment requires a school certificate) will be set by reference to the revised benchmark for QG2, hence the new starting pay is lowered by one point.

| <b><u>Grade</u></b>   | <b><u>Basic Rank</u></b> | <b><u>Current Starting Pay Point</u></b> | <b><u>Revised Starting Pay Point</u></b> |
|-----------------------|--------------------------|--|--|
| Technician Apprentice | Technician Apprentice    | TAPS 1                                   | TAPS 0<br>(\$6,880)                      |

**Revised Master Pay Scale (MPS)**

| <b>Point</b> | <b>\$</b> |
|--------------|-----------|
| 49           | 88,115    |
| 48           | 85,055    |
| 47           | 82,105    |
| 46 (44B)     | 79,230    |
| 45 (44A)     | 76,485    |
| 44           | 73,815    |
| 43           | 71,240    |
| 42           | 68,310    |
| 41           | 65,490    |
| 40           | 62,780    |
| 39           | 60,190    |
| 38           | 57,525    |
| 37           | 55,000    |
| 36 (33C)     | 52,520    |
| 35 (33B)     | 50,190    |
| 34 (33A)     | 47,970    |
| 33           | 46,485    |
| 32           | 44,395    |
| 31           | 42,405    |
| 30           | 40,500    |
| 29           | 38,695    |
| 28           | 36,940    |
| 27           | 35,285    |
| 26           | 33,705    |
| 25           | 32,190    |
| 24           | 30,785    |
| 23           | 29,400    |
| 22           | 28,075    |
| 21           | 26,805    |
| 20           | 25,530    |
| 19           | 24,320    |
| 18           | 23,170    |
| 17           | 22,075    |
| 16           | 21,010    |
| 15           | 20,010    |
| 14           | 19,055    |
| 13           | 18,140    |
| 12           | 17,100    |
| 11           | 16,095    |



| <b>Point</b> | <b>\$</b> |
|--------------|-----------|
| 10           | 15,160    |
| 9            | 14,300    |
| 8            | 13,425    |
| 7            | 12,595    |
| 6            | 11,820    |
| 5            | 11,115    |
| 4            | 10,420    |
| 3            | 9,785     |
| 2            | 9,180     |
| 1            | 8,625     |
| 0*           | 8,125     |

\* New point added

**Revised Craft Apprentice Pay Scale (CAPS)**

| <b>Point</b> | <b>\$</b> |
|--------------|-----------|
| 4            | 7,650     |
| 3            | 7,005     |
| 2            | 6,335     |
| 1            | 5,700     |
| 0*           | 5,370     |

\* New point added

**Revised Technician Apprentice Pay Scale (TAPS)**

| <b>Point</b> | <b>\$</b> |
|--------------|-----------|
| 4            | 9,675     |
| 3            | 8,820     |
| 2            | 7,975     |
| 1            | 7,335     |
| 0*           | 6,880     |

\* New point added

**Revised Model Scale 1 Pay Scale (MOD 1 Scale)**

| <b>Existing<br/>(Point)</b> | <b>Revised<br/>(Point)</b> | <b>\$</b> |
|-----------------------------|----------------------------|-----------|
| 8                           | 13                         | 11,230    |
| 7                           | 12                         | 11,010    |
| 6                           | 11                         | 10,785    |
| 5                           | 10                         | 10,575    |
| 4                           | 9                          | 10,370    |
| 3                           | 8                          | 10,175    |
| 2                           | 7                          | 9,980     |
| 1                           | 6                          | 9,785     |
|                             | 5                          | 9,590     |
|                             | 4                          | 9,395     |
|                             | 3                          | 9,200     |
|                             | 2                          | 9,005     |
|                             | 1                          | 8,810     |
|                             | 0                          | 8,615     |

**Standing Committee on  
Disciplined Services Salaries and Conditions of Service  
Implications for the Disciplined Services**

Having regard to the views of the disciplined services management and staff, the Standing Committee on Disciplined Services Salaries and Conditions of Service (Standing Committee) has made the following recommendations -

- (a) some adjustment to the starting salaries of recruits entering the disciplined services would be justified in order to maintain a broad comparability with the rest of the civil service; and
- (b) the pay advantage which the disciplined services now enjoy in recognition of "special factors" and "job factors" should not be reduced.

2. *In arriving at the new starting salaries, the Standing Committee has -*

- (a) confined adjustment to that element of disciplined services pay based on academic qualification benchmarks;
- (b) concentrated on the two usual reference pay points, i.e. Matriculation for officers and School Certificate for the rank and file, and adjusted other entry points for recruits in step;
- (c) used the Inspector of Police and Police Constable as the reference point for the officers and rank and file respectively in adjusting the entry pay of the other six disciplined services; and
- (d) brought the salary adjustments as closely in line with existing relativities between the seven disciplined services as possible.

**Enclosure 5 to EC(1999-2000)28**

**Revised Starting Salaries for Disciplined Services**

**I. Officer Grades**

| Dept               | Basic Rank  | Entry Qualification   | Existing Starting Salary |        | Revised Starting Salary |        | Actual Decrease |       |
|--------------------|---|---|--------------------------|--------|-------------------------|--------|-----------------|-------|
|                    |   |   | Pay Point                | \$     | Pay Point               | \$     | \$              | %     |
| CSD<br>C&ED<br>FSD | Officer<br>Inspector of Customs & Excise<br>Station Officer (Operational) | Degree  | GDS(O)10                 | 30,585 | GDS(O)7                 | 26,075 | 4,510           | 14.75 |
|                    |   | Higher Diploma  | GDS(O)9                  | 29,080 | GDS(O)6                 | 24,605 | 4,475           | 15.39 |
|                    |   | 2A 3O/Diploma   | GDS(O)8                  | 27,570 | GDS(O)5                 | 23,095 | 4,475           | 16.23 |
|                    |   | 5Es in HKCEE/ Higher Certificate/<br>Technical Diploma  | GDS(O)6                  | 24,605 | GDS(O)3                 | 20,765 | 3,840           | 15.61 |
| CSD                | Industrial Officer (Correctional<br>Services)                             | Degree  | GDS(O)10                 | 30,585 | GDS(O)7                 | 26,075 | 4,510           | 14.75 |
|                    |   | Higher Diploma  | GDS(O)9                  | 29,080 | GDS(O)6                 | 24,605 | 4,475           | 15.39 |
|                    |   | 2A 3O   | GDS(O)8                  | 27,570 | GDS(O)5                 | 23,095 | 4,475           | 16.23 |
|                    |   | 1A 3O   | GDS(O)6                  | 24,605 | GDS(O)3                 | 20,765 | 3,840           | 15.61 |
|                    | Technical Instructor (Correctional<br>Services)                           | Apprenticeship + Experience (not<br>less than 10 years)   | GDS(O)5                  | 23,095 | GDS(O)2                 | 19,730 | 3,365           | 14.57 |
| FSD<br>ImmD        | Station Officer (Control)<br>Ambulance Officer<br>Immigration Officer     | Degree  | GDS(O)8                  | 27,570 | GDS(O)5                 | 23,095 | 4,475           | 16.23 |
|                    |   | Higher Diploma  | GDS(O)7                  | 26,075 | GDS(O)4                 | 21,795 | 4,280           | 16.41 |
|                    |   | 2A 3O   | GDS(O)6                  | 24,605 | GDS(O)3                 | 20,765 | 3,840           | 15.61 |
|                    |   | 5Es in HKCEE  | GDS(O)4                  | 21,795 | GDS(O)1                 | 18,885 | 2,910           | 13.35 |
| GFS                | Air Crewman   | 2A 3O   | GDS(O)1                  | 18,885 | GDS(O)1d                | 15,850 | 3,035           | 16.07 |
|                    |   | 5Es in HKCEE  | GDS(R)9                  | 16,725 | GDS(R)4                 | 14,100 | 2,625           | 15.70 |
|                    | Aircraft Engineer   | An aircraft maintenance engineer's<br>licence plus 5 years' experience, or<br>10 years' experience in the<br>operation, repair and servicing of<br>aircraft | GDS(O)22                 | 50,980 | GDS(O)17                | 42,895 | 8,085           | 15.86 |
|                    | Aircraft Technician   | Apprenticeship  | GDS(R)5                  | 14,500 | GDS(R)3                 | 13,710 | 790             | 5.45  |
|                    | Cadet Pilot   | 2A 3O   | GDS(O)1                  | 18,885 | GDS(O)1d                | 15,850 | 3,035           | 16.07 |

| Dept | Basic Rank                                    | Entry Qualification | Existing Starting Salary |        | Revised Starting Salary |        | Actual Decrease |       |
|------|---|---------------------|--------------------------|--------|-------------------------|--------|-----------------|-------|
|      |   |                     | Pay Point                | \$     | Pay Point               | \$     | \$              | %     |
| HKPF | Inspector of Police <sup>3</sup>              | Degree              | PPS27                    | 32,380 | PPS21                   | 26,955 | 5,425           | 16.75 |
|      |   | Higher Diploma      | PPS26                    | 30,975 | PPS20                   | 26,245 | 4,730           | 15.27 |
|      |   | 2A 3O               | PPS25                    | 30,050 | PPS19                   | 25,580 | 4,470           | 14.88 |
|      |   | 5Es in HKCEE        | PPS23                    | 28,295 | PPS17                   | 24,175 | 4,120           | 14.56 |
| ICAC | Commission Against Corruption Officer (Lower) | Degree              | ICAC15                   | 31,195 | ICAC12a                 | 26,230 | 4,965           | 15.91 |
|      |   | Higher Diploma      | ICAC14                   | 29,870 | ICAC11a                 | 25,220 | 4,650           | 15.57 |
|      |   | 2A 3O               | ICAC13                   | 28,555 | ICAC10                  | 24,540 | 4,015           | 14.06 |
|      |   | Lower than 2A 3O    | ICAC11                   | 25,895 | ICAC8                   | 21,915 | 3,980           | 15.37 |
| ICAC | Commission Against Corruption Controller      | Degree              | ICAC11                   | 25,895 | ICAC12a                 | 26,230 | -               | -     |
|      |   | Higher Diploma      |                          |        | ICAC11a                 | 25,220 | -               | -     |
|      |   | 2A 3O               |                          |        | ICAC10                  | 24,540 | -               | -     |
|      |   | Lower than 2A 3O    |                          |        | ICAC8                   | 21,915 | -               | -     |

<sup>3</sup> An additional increment at the end of the first year (i.e. a jump over two pay points) and a further jump of increment (again a jump of two pay points) at the end of the second year.

## II. Rank and File Grades

| Dept               | Basic Rank   | Entry Qualification  | Existing Starting Salary |        | Revised Starting Salary |        | Actual Decrease |      |
|--------------------|--|--|--------------------------|--------|-------------------------|--------|-----------------|------|
|                    |  |  | Pay Point                | \$     | Pay Point               | \$     | \$              | %    |
| CSD<br>C&ED<br>FSD | Assistant Officer II<br>Customs Officer<br>Ambulanceman<br>Fireman | 5Es in HKCEE including English                               | GDS(R)4                  | 14,100 | GDS(R)3                 | 13,710 | 390             | 2.77 |
|                    |  | 3Es in HKCEE   | GDS(R)3                  | 13,710 | GDS(R)2                 | 13,305 | 405             | 2.95 |
|                    |  | Up to completion of F.5                                      | GDS(R)2                  | 13,305 | GDS(R)1                 | 12,940 | 365             | 2.74 |
| CSD                | Instructor (Correctional Services)                                 | 5 years of experience or<br>Apprenticeship in various trades | GDS(R)3                  | 13,710 | GDS(R)2                 | 13,305 | 405             | 2.95 |
| FSD                | Senior Fireman (Control)<br>Senior Fireman (Canteen<br>Supervisor) | 5 Es in HKCEE including English                              | GDS(R)14                 | 19,535 | GDS(R)13                | 18,965 | 570             | 2.92 |
| ImmD               | Immigration Assistant  | 5 Es in HKCEE including English                              | GDS(R)3                  | 13,710 | GDS(R)2                 | 13,305 | 405             | 2.95 |
|                    |  | 3Es in HKCEE   | GDS(R)2                  | 13,305 | GDS(R)1                 | 12,940 | 365             | 2.74 |
|                    |  | Up to completion of F.5                                      | GDS(R)1                  | 12,940 | GDS(R)1a                | 12,585 | 355             | 2.74 |
| HKPF               | Police Constable   | 5Es in HKCEE including English                               | PPS3                     | 15,995 | PPS2                    | 15,520 | 475             | 2.97 |
|                    |  | 3Es in HKCEE   | PPS2                     | 15,520 | PPS1                    | 15,065 | 455             | 2.93 |
|                    |  | Up to completion of F.5                                      | PPS1                     | 15,065 | PPS1a                   | 14,625 | 440             | 2.92 |
| ICAC               | Assistant Commission Against<br>Corruption Officer                 | 5Es in HKCEE   | ICAC2                    | 14,500 | ICAC2a                  | 13,970 | 530             | 3.66 |
|                    |  | Lower than 5Es in HKCEE                                      | ICAC1                    | 13,440 | ICAC1a                  | 12,950 | 490             | 3.65 |
|                    | Commission Against Corruption<br>Investigator (Main Stream)        | 5Es in HKCEE   | ICAC2                    | 14,500 | ICAC2a                  | 13,970 | 530             | 3.66 |
|                    |  | Lower than 5Es in HKCEE                                      | ICAC1                    | 13,440 | ICAC1a                  | 12,950 | 490             | 3.65 |
|                    | Commission Against Corruption<br>Investigator (Attendant Stream)   | 5Es in HKCEE   | ICAC2                    | 14,500 | ICAC2a                  | 13,970 | 530             | 3.66 |
|                    |  | Lower than 5Es in HKCEE                                      | ICAC1                    | 13,440 | ICAC1a                  | 12,950 | 490             | 3.65 |



**Revised Pay Scale of Air Crewman Rank**

| <b>Pay Point</b> | <b>\$</b> |
|------------------|-----------|
| GDS(O)16         | 41,050    |
| GDS(O)15         | 39,195    |
| GDS(O)14         | 37,355    |
| GDS(O)13         | 35,560    |
| GDS(O)12         | 33,775    |
| GDS(O)11         | 32,130    |
| GDS(O)10         | 30,585    |
| GDS(O)9          | 29,080    |
| GDS(O)8          | 27,570    |
| GDS(O)7          | 26,075    |
| GDS(O)6          | 24,605    |
| GDS(O)5          | 23,095    |
| GDS(O)4          | 21,795    |
| GDS(O)3          | 20,765    |
| GDS(O)2          | 19,730    |
| GDS(O)1          | 18,885    |
| GDS(O)1a         | 18,075    |
| GDS(O)1b         | 17,300    |
| GDS(O)1c         | 16,560    |
| GDS(O)1d         | 15,850    |
| GDS(R)6          | 15,115    |
| GDS(R)4          | 14,100    |

GDS(O) - General Disciplined Services (Officer) Pay Scale

GDS(R) - General Disciplined Services (Rank and File) Pay Scale

Air Crewman (5Es in HKCEE) : GDS(R)4, GDS(R)6, GDS(O)1d - GDS(O)16

Air Crewman (Matriculation) : GDS(O)1d - GDS(O)16

**Revised Pay Scale of Aircraft Technician Rank**

| <b>Pay Point</b> | <b>\$</b> |
|------------------|-----------|
| GDS(O)5          | 23,095    |
| GDS(O)4          | 21,795    |
| GDS(O)3          | 20,765    |
| GDS(O)2          | 19,730    |
| GDS(O)1          | 18,885    |
| GDS(R)11         | 17,825    |
| GDS(R)9          | 16,725    |
| GDS(R)7          | 15,610    |
| GDS(R)5          | 14,500    |
| GDS(R)3          | 13,710    |

GDS(O) - General Disciplined Services (Officer) Pay Scale

GDS(R) - General Disciplined Services (Rank and File) Pay Scale

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

| <b>Point</b> | <b>\$</b> |
|--------------|-----------|
| 38           | 92,700    |
| 37           | 89,110    |
| 36           | 85,525    |
| 35           | 82,325    |
| 34           | 79,275    |
| 33           | 76,435    |
| 32           | 73,770    |
| 31           | 71,130    |
| 30           | 68,555    |
| 29           | 66,090    |
| 28           | 63,655    |
| 27           | 61,375    |
| 26           | 59,135    |
| 25           | 56,910    |
| 24           | 54,895    |
| 23           | 52,910    |
| 22           | 50,980    |
| 21           | 49,270    |
| 20           | 47,675    |
| 19           | 46,405    |
| 18           | 44,740    |
| 17           | 42,895    |
| 16           | 41,050    |
| 15           | 39,195    |
| 14           | 37,355    |
| 13           | 35,560    |
| 12           | 33,775    |
| 11           | 32,130    |
| 10           | 30,585    |
| 9            | 29,080    |
| 8            | 27,570    |
| 7            | 26,075    |
| 6            | 24,605    |
| 5            | 23,095    |
| 4            | 21,795    |
| 3            | 20,765    |
| 2            | 19,730    |
| 1            | 18,885    |
| 1a*          | 18,075    |
| 1b*          | 17,300    |
| 1c*          | 16,560    |
| 1d*          | 15,850    |

\* New points added

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

| <b>Point</b> | <b>\$</b> |
|--------------|-----------|
| 27           | 28,205    |
| 26           | 27,395    |
| 25           | 26,570    |
| 24           | 25,805    |
| 23           | 25,145    |
| 22           | 24,450    |
| 21           | 23,775    |
| 20           | 23,150    |
| 19           | 22,535    |
| 18           | 21,915    |
| 17           | 21,270    |
| 16           | 20,685    |
| 15           | 20,110    |
| 14           | 19,535    |
| 13           | 18,965    |
| 12           | 18,390    |
| 11           | 17,825    |
| 10           | 17,265    |
| 9            | 16,725    |
| 8            | 16,165    |
| 7            | 15,610    |
| 6            | 15,115    |
| 5            | 14,500    |
| 4            | 14,100    |
| 3            | 13,710    |
| 2            | 13,305    |
| 1            | 12,940    |
| 1a*          | 12,585    |

\* New point added

**Revised Police Pay Scale (PPS)**

| <b>Point</b> | <b>\$</b> |
|--------------|-----------|
| 59           | 181,050   |
|              | (154,150) |
| 58           | 149,600   |
|              | (135,550) |
|              | (131,700) |
| 57           | 127,900   |
|              | (123,850) |
|              | (120,250) |
| 56           | 116,650   |
|              | (107,500) |
|              | (104,250) |
| 55           | 101,100   |
| 54           | 92,700    |
| 53           | 89,110    |
| 52           | 85,525    |
| 51           | 82,325    |
| 50           | 79,275    |
| 49           | 76,435    |
| 48           | 73,770    |
| 47           | 71,130    |
| 46           | 68,555    |
| 45           | 66,090    |
| 44           | 63,655    |
| 43           | 61,375    |
| 42           | 59,135    |
| 41           | 56,910    |
| 40           | 54,895    |
| 39           | 52,910    |
| 38           | 50,980    |
| 37           | 49,270    |
| 36           | 47,675    |
| 35           | 46,405    |
| 34           | 44,740    |
| 33           | 42,895    |
| 32           | 41,090    |
| 31           | 39,280    |
| 30           | 37,520    |

| <b>Point</b> | <b>\$</b> |
|--------------|-----------|
| 29           | 35,790    |
| 28           | 34,085    |
| 27           | 32,380    |
| 26           | 30,975    |
| 25           | 30,050    |
| 24           | 29,165    |
| 23           | 28,295    |
| 22           | 27,650    |
| 21           | 26,955    |
| 20           | 26,245    |
| 19           | 25,580    |
| 18           | 24,870    |
| 17           | 24,175    |
| 16           | 23,505    |
| 15           | 22,860    |
| 14           | 22,210    |
| 13           | 21,580    |
| 12           | 20,975    |
| 11           | 20,460    |
| 10           | 19,770    |
| 9            | 19,180    |
| 8            | 18,595    |
| 7            | 18,060    |
| 6            | 17,510    |
| 5            | 16,995    |
| 4            | 16,500    |
| 3            | 15,995    |
| 2            | 15,520    |
| 1            | 15,065    |
| 1a*          | 14,625    |

\* New point added

**Revised Independent Commission Against Corruption Pay Scale  
(ICAC Pay Scale)**

| <b>Existing<br/>(Point)</b> | <b>Revised<br/>(Point)</b> | <b>\$</b> |
|-----------------------------|----------------------------|-----------|
|                             |                            | (154,150) |
| 44                          | 48                         | 149,600   |
|                             |                            | (135,550) |
|                             |                            | (131,700) |
| 43                          | 47                         | 127,900   |
|                             |                            | (123,850) |
|                             |                            | (120,250) |
| 42                          | 46                         | 116,650   |
|                             |                            | (107,500) |
|                             |                            | (104,250) |
| 41                          | 45                         | 101,100   |
| 40                          | 44                         | 92,700    |
| 39                          | 43                         | 89,110    |
| 38                          | 42                         | 85,525    |
| 37                          | 41                         | 82,325    |
| 36                          | 40                         | 79,275    |
| 35                          | 39                         | 76,375    |
| 34                          | 38                         | 73,725    |
| 33                          | 37                         | 71,060    |
| 32                          | 36                         | 68,480    |
| 31                          | 35                         | 65,795    |
| 30                          | 34                         | 63,350    |
| 29                          | 33                         | 60,870    |
| 28                          | 32                         | 58,430    |
| 27                          | 31                         | 55,950    |
| 26                          | 30                         | 53,495    |
| 25                          | 29                         | 51,070    |
| 24                          | 28                         | 48,620    |
| 23                          | 27                         | 46,235    |
| 22                          | 26                         | 44,835    |
| 21                          | 25                         | 42,775    |
| 20                          | 24                         | 40,660    |
| 19                          | 23                         | 38,575    |
| 18                          | 22                         | 36,485    |
| 17                          | 21                         | 34,390    |

| <b>Existing<br/>(Point)</b> | <b>Revised<br/>(Point)</b> | <b>\$</b> |
|-----------------------------|----------------------------|-----------|
| 16                          | 20                         | 32,790    |
| 15                          | 19                         | 31,195    |
| 14                          | 18                         | 29,870    |
| 13                          | 17                         | 28,555    |
| 12                          | 16                         | 27,225    |
| 12a*#                       | 15                         | 26,230    |
| 11                          | 14                         | 25,895    |
| 11a*                        | 13                         | 25,220    |
| 10                          | 12                         | 24,540    |
| 9                           | 11                         | 23,220    |
| 8                           | 10                         | 21,915    |
| 7                           | 9                          | 20,695    |
| 6                           | 8                          | 19,500    |
| 5                           | 7                          | 18,295    |
| 4                           | 6                          | 17,025    |
| 3                           | 5                          | 15,755    |
| 2                           | 4                          | 14,500    |
| 2a*#                        | 3                          | 13,970    |
| 1                           | 2                          | 13,440    |
| 1a*                         | 1                          | 12,950    |

\* New points added

# New points 12a and 2a are not the points for progression. They serve as the new starting pay points only.