

## **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;

- (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 (\$8,625)	MPS 0 (\$8,125)	-1 point (-5.8%)
2	School Certificate Grades Group I	Calligraphist, Clerical Officer, Land Inspector, Personal Secretary, Supplies Supervisor, Welfare Worker	MPS 3 (\$9,785)	MPS 2 (\$9,180)	-1 point (-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 Grades Group I	Dental Therapist, Health Inspector, Occupational Therapist, Radiographer, Registered Nurse	MPS 13 (\$18,140)	MPS 11 (\$16,095)	-2 points (-11.3%)
5	Group II	Aeronautical Communications Officer, Audiology Technician, Dispenser, Explosives Officer, Laboratory Technician, Printing Officer, Social Work Assistant, Statistical Officer	MPS 10 (\$15,160)	MPS 6 (\$11,820)	-4 points (-22.0%)
6	Group III	Computer Operator, Dental Hygienist, Enrolled Nurse, Midwife	MPS 7 (\$12,595)	MPS 3 (\$9,785)	-4 points (-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 (\$18,140)	MPS 11 (\$16,095)	-2 points (-11.3%)
8	Technician, Supervisory and Related Grades Group I	Amenities Assistant, Armourer, Butcher, Foreman, Launch Master, Mortuary Technician, Printing Technician, Sailor	MPS 6 (\$11,820)	MPS 6 (\$11,820)	- -
9	Group II	Artisan, Cook, Darkroom Technician, Domestic Servant, Leading Sewerman, Motor Driver	MPS 6 (\$11,820)	MPS 5 (\$11,115)	-1 point (-6.0%)
10	Matriculation Grades	Amenities Officer, Assistant Registrar, Court Prosecutor, Housing Manager, Judicial Clerk, Land Executive, Liaison Officer, Social Security Officer	MPS 10 (\$15,160)	MPS 4 (\$10,420)	-6 points (-31.3%)
11	Professional and Related Grades Group I	Architect, Assessor, Auditor, Building Surveyor, Dental Officer, Electrical Engineer, Insurance Officer, Medical and Health Officer, Solicitor	MPS 27 (\$35,285)	MPS 22 (\$28,075)	-5 points (-20.4%)
12	Group II	Administrative Officer, Agricultural Officer, Cartographer, Chemist, Economist, Forestry Officer, Pharmacist, Physicist	MPS 27 (\$35,285)	MPS 22 (\$28,075)	-5 points (-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 (\$21,010)	MPS 11 (\$16,095)	-5 points (-23.4%)
14	Model Scale 1 Grades	Workman II, Car Park Attendant II, Ganger, Lift Operator, Ward Attendant	MOD 1 (\$9,785)	MOD 0 (\$8,615)	-1 point (-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.

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
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)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
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 (Telecommunications) / Controller (Telecommunications)	Assistant Inspector (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 Pay Point</u></b>	<b><u>Revised Starting 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)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
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> (Pay Range for Assistant Rank)	<u>Revised Starting Pay Point</u> (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> (Pay Range for Assistant Rank)	<u>Revised Starting Pay Point</u> (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><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>
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 (Pay Range for Assistant Rank)</u></b>	<b><u>Revised Starting Pay Point (Pay Range for Assistant Rank)</u></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
<i>Airport Manager</i>	<i>Assistant Airport Manager *</i>	<i>MPS 16</i>	<i>-----</i>
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 (\$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 (\$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 (Point)</b>	<b>Revised (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 C&ED FSD	Officer Inspector of Customs & Excise 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/ Technical Diploma	GDS(O)6	24,605	GDS(O)3	20,765	3,840	15.61
CSD	Industrial Officer (Correctional 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 Services)	Apprenticeship + Experience (not less than 10 years)	GDS(O)5	23,095	GDS(O)2	19,730	3,365	14.57
FSD ImmD	Station Officer (Control) Ambulance Officer 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 licence plus 5 years' experience, or 10 years' experience in the operation, repair and servicing of 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 C&ED FSD	Assistant Officer II Customs Officer Ambulanceman 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 Apprenticeship in various trades	GDS(R)3	13,710	GDS(R)2	13,305	405	2.95
FSD	Senior Fireman (Control) Senior Fireman (Canteen 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 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 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 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

Point	\$
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 (Point)</b>	<b>Revised (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 (Point)</b>	<b>Revised (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.