

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

APPLICATION OF THE FINDINGS OF THE 2006 STARTING SALARIES SURVEY TO THE CIVIL SERVICE

Members are invited to recommend to Finance Committee to approve with effect from 1 August 2007 -

- (a) the revised benchmark pay for nine Qualification Groups (QGs) (paragraph 6);
- (b) the revised starting salaries of some civilian grades (paragraph 8);
- (c) the revised pay scales of the assistant ranks in QG 8 (paragraph 9);
- (d) the revised starting salaries of some disciplined grades (paragraph 11);
- (e) the conversion arrangement (subject to two technical measures) for affected serving civil servants appointed on or after 1 April 2000 and are still serving on the entry ranks of those grades whose starting salaries will be revised; (paragraphs 13 and 15);

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- (f) the special arrangement in respect of incremental award for qualification for affected serving teachers appointed on or after 1 April 2000 and are still serving on entry ranks (paragraph 16); and
- (g) the discontinuation of the delinking arrangement and the abolition of the reference pay scales (paragraph 19).

PROBLEM

The 2006 Starting Salaries Survey (SSS) shows that civil service starting pay has fallen below the prevailing market entry pay in nine out of the 12 QGs. This calls for adjustments to the starting pay of those civil service grades in these nine QGs, given our policy objective of offering sufficient remuneration to attract people of suitable calibre to join the civil service.

PROPOSAL

2. The Secretary for the Civil Service proposes, with effect from 1 August 2007, to –

- (a) revise the benchmark pay for nine QGs;
- (b) revise the starting salaries for:
 - (i) the civilian grades in those QGs with revised benchmark pay, as recommended by the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission), and
 - (ii) certain disciplined grades in accordance with the formulation recommended by the Standing Committee on Disciplined Services Salaries and Conditions of Service (Disciplined Services Committee);

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- (c) adopt the normal conversion arrangement (subject to two technical measures) for affected serving civil servants appointed on or after 1 April 2000 and are still serving on the entry ranks of those grades whose starting salaries are recommended for adjustment upwards;
- (d) adopt a special arrangement in respect of IAQ for serving teachers appointed on or after 1 April 2000 and are still serving on entry ranks; and
- (e) discontinue the delinking arrangement and abolish the reference pay scales.

3. The new starting salaries, if approved, will apply to civil servants recruited on or after 1 August 2007 (hereafter referred to as the implementation date) and serving civil servants on in-service transfer from one grade to another from that date.

JUSTIFICATION

(a) Civil Service Pay Policy

4. Our civil service 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 efficient service. Such remuneration should be regarded as fair both by civil servants and by the public whom they serve. For the latter, the Government accepts that comparability with the private sector should be an important factor in setting civil service pay.

(b) Revised Benchmark Pay for QGs

5. Civil service salaries at the entry level are set having regard primarily to educational qualifications and to the entry pay for comparable educational qualifications employees in the private sector. Briefly, the different civilian and disciplined grades in the civil service are currently grouped into 12 QGs. For each QG, there is one (or two) benchmark pay, which is set having regard to entry pay in the private sector for similar educational qualification as determined through a Starting Salaries Survey (SSS). Where no comparable entry pay is found in the private sector for a QG existing in the civil service, the benchmark for that QG is determined through internal relativities with other QGs.

Encl. 1 6. Based on the findings of the 2006 SSS conducted by the Government, we ***recommend*** that the benchmark pay for nine of the 12 QGs should be revised as set out in **Enclosure 1**. For completeness, we have also included in this Enclosure the benchmark pay for those three QGs that will remain unchanged.

(c) Revised Starting Salaries for Certain Civilian Grades

7. When the benchmark pay of a QG is determined, the starting salaries of the civil service grades in that particular QG are set on par with, or – where justified for reasons of special job requirements or recruitment difficulties – at one or more points higher than the said benchmark pay .

Encl. 2 8. On the basis of the proposed new benchmark pay for the nine QGs, we ***recommend*** that the starting salaries for the civilian grades in these QGs should be revised as set out in **Enclosure 2**. For completeness, we have also included in this Enclosure the starting salaries of those civilian grades in the other three QGs that will remain unchanged.

9. The recommended revised starting salaries for the entry ranks of the concerned civilian grades will not affect the maximum pay point of these ranks. The only exception is the assistant ranks under QG 8 (Professional and Related Grades). We ***recommend*** that their maximum pay point should be increased by five pay points (i.e. the same as the increase in the starting salaries for QG 8) so as to preserve the pay relativity between the assistant and the principal ranks; and maintain the length of the pay scales of these assistant ranks. The revised pay scales of the assistant ranks are also set out in **Enclosure 2**.

(d) Revised Starting Salaries for Certain Disciplined Grades

Encl. 3 10. Following the 1999 Starting Salaries Review and the downward revision of the benchmark pay for some QGs and the starting salaries of the civilian grades in these QGs, the starting salaries of the disciplined grades were also revised downwards in accordance with a formulation (set out in **Enclosure 3**) recommended by the Disciplined Services Committee. The Disciplined Services Committee has re-affirmed that this formulation should continue to be adopted to arrive at the revised starting salaries of the disciplined grades following the 2006 SSS.

Encl. 4 11. Accordingly, we *recommend* that the starting salaries for the concerned disciplined grades should be revised as set out in **Enclosure 4**. For completeness, we have also included in this Enclosure the starting salaries of those disciplined grades that will remain unchanged. The incremental jump(s) applicable to the relevant disciplined services ranks will remain unchanged¹.

(e) Conversion Arrangement for Affected Serving Civil Servants

12. The recommended revised starting salaries for the entry ranks of the concerned civilian and disciplined grades are higher than the existing starting salaries (determined having regard to the findings of the 1999 Starting Salaries Review), which have been implemented since April 2000. Accordingly, we need to adjust the pay of those civil servants who were appointed to these entry ranks since April 2000 and are continuing to serve on these ranks upon the implementation of the recommended revised starting salaries. This is necessary because a serving civil servant should not be paid less than his junior in the same rank (unless for very special reasons such as the award of additional increments for relevant previous experience). We estimate that around 12 200 serving civil servants (as at January 2007), made up of around 5 000 in civilian grades and 7 200 in disciplined grades, would be affected by the recommended revised starting salaries (hereafter referred to as “affected serving civil servants”).

13. We *recommend* that the pay of the affected serving civil servants should be adjusted in accordance with the normal conversion arrangement, *viz.* –

- (i) where the pay of an affected serving civil servant is lower than the recommended revised starting salary for his rank on the implementation date of the revised starting salary, his salary will be brought up to a level equal to the new starting salary; and
- (ii) where the pay of an affected serving civil servant is equal to or higher than the recommended revised starting salary for his rank on the implementation date of the revised starting salary, his pay will be brought up to the next higher pay point (including incremental jump and omitted points, where applicable), subject to the maximum pay point (or the revised maximum pay point in the case of assistant ranks in QG 8) of his rank.

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¹ Incremental jump is awarded in some entry ranks of the disciplined grades to staff who have completed a defined period (e.g. one year) of service. For example, a Police Inspector is awarded an incremental jump of one pay point upon completion of the first year of service, and another incremental jump of one pay point upon completion of the second year of service.

14. Since its inception in 1979, the Standing Commission has been recommending the adoption of the normal conversion arrangement. It has re-affirmed that the normal conversion arrangement should continue to be applied this time. With the periodic conduct of SSSs every three years from now on and given the fact that serving civil servants are protected against any downward adjustment to starting salaries arising from future SSSs, the Standing Commission considers that the normal conversion arrangement strikes the right balance and provides for even-handedness in treatment for both upward or downward revision in starting salaries.

Encl. 5 &
Encl. 6

15. In accordance with the advice of the Standing Commission and the Disciplined Services Committee, we **recommend** the adoption of the two technical measures as set out in **Enclosures 5 and 6**, on top of the normal conversion arrangement. These measures (one dealing with the re-alignment of incremental date under certain conditions and the other dealing with those disciplined grades whose pay scales provide for incremental jump) ensure that the pay of more junior civil servants would not overtake that of their seniors immediately upon implementation of the revised starting salaries or in subsequent years.

(f) Special Arrangement for Teachers Granted with IAQ

16. We encourage teachers to acquire the Post-graduate Certificate in Education (PGCE) or equivalent. As an incentive, newly recruited Assistant Education Officer (AEO)² in government secondary schools and Assistant Primary School Master/Mistress (APSM)² in government primary schools with PGCE are given an additional two pay points as incremental award for qualification (IAQ) upon their joining the schools³. Teachers without this qualification are barred from advancement beyond a specified pay point. The teaching grades are the only ones in the whole civil service with the general award of IAQ plus a barring arrangement for failure to acquire a specific qualification. In view of its unique nature, we **recommend** that two additional IAQ pay points, as a special arrangement, be granted to affected serving teachers in government schools on top of the normal conversion upon the implementation of the new starting salaries.

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² Including teachers appointed under the Native-speaking English Teacher Scheme and monthly-paid supply teachers whose salaries are pegged to comparable government teachers.

³ The same IAQ also applies to Graduate Master/Mistress (GM) in aided secondary schools and APSM in aided primary schools.

(g) Linkage of the Starting Salaries with Annual Civil Service Pay Adjustment

17. Upon the advice of the Standing Commission in 1999, the revised starting salaries implemented with effect from April 2000 have been delinked from the annual civil service pay adjustment. This is implemented through the creation of a set of reference pay scales with “frozen” dollar amounts (meaning these amounts will not be adjusted in accordance with the annual civil service pay adjustment). New appointees are remunerated on the reference pay scales until they receive their first annual increment (which normally occurs one year after appointment) when they are reverted to the “standard” civil service pay scales.

18. The delinking arrangement is premised on the rationale that adjustment to starting salaries in the private sector may not necessarily follow the annual salary adjustment rates for their serving staff. This is particularly relevant where a SSS is conducted on an infrequent basis. With the regular conduct of a SSS at three-yearly intervals in future and having regard to the additional work involved in the administration of a set of reference pay scales, the Standing Commission accepts that the delinking arrangement may be dispensed with.

19. Accordingly, we *recommend* that the delinking arrangement should be discontinued and the reference pay scales be abolished. This means that the 2007-08 civil service-wide pay adjustment rates, as and when decided by the Chief Executive-in-Council and approved by the Finance Committee of the Legislative Council, will apply to the starting salaries of the civil service. Upon the abolition of the reference pay scales, civil servants remunerated on these scales will automatically migrate to the same pay point on the relevant “standard” pay scales.

IMPLICATIONS FOR THE SUBVENTED SECTOR**(a) Schools in the aided sector**

20. Teachers (except daily-rated supply teachers)² and some non-teaching staff in aided schools are remunerated on the basis of the civil service pay scales, with payrolls administered by the Education and Manpower Bureau (EMB). The recommended revised starting salaries, if approved, will apply directly to new appointees automatically.

21. There are around 8 500⁴ teachers and 700 qualified non-teaching staff in the aided schools who were appointed on or after 1 April 2000 and are still
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⁴ Including teachers appointed under the Native Native-speaking English Teacher Scheme but excluding monthly-paid supply teachers as the latter are employed on a short-term basis and their number fluctuates considerably over time.

serving on entry ranks. Upon the implementation of the revised starting salaries, their pay will be adjusted in accordance with the normal conversion arrangement in the same way as their counterparts in government schools.

22. The special IAQ arrangement applicable to teachers in government schools will also apply to teachers in aided schools. In addition to the award of two pay points as IAQ to GM in aided secondary schools and to APSM in aided primary schools, aided schools have been recruiting Certificated Masters/Mistresses (CMs) who do not meet the relevant entry requirements (e.g. a local degree holder without teacher training) at one to two pay points below the starting salary. These CMs are granted one increment upon completion of PGCE (or equivalent) and are barred from moving beyond a specified pay point (MPS 17) in the absence of this qualification. The special IAQ arrangement will also be applicable to CMs in aided schools (i.e. qualified CMs will receive one additional pay point on top of the normal conversion arrangement.)

23. Since 1 April 2000, the salaries for teachers on transfer between schools in the public sector (including those transferring between government schools, and those between an aided school and a government school) have been calculated based on the “carry-forward” arrangement, under which serving teachers appointed before 1 April 2000 are allowed to keep their existing, higher salaries upon transfer to another school in the public sector (rather than receiving a lower salary on the basis of the reduced starting salaries implemented since 1 April 2000 plus incremental credits (ICEs) for relevant years of teaching experience). The “carry-forward” arrangement takes into account the Government’s policy to encourage a healthy turnover of teachers between schools in the public sector, so that teachers would not be made worse off when they move among government and aided schools.

24. Upon implementation of the recommended revised starting salaries, the “carry-forward” arrangement will apply to all serving teachers (i.e. appointed before or after 1 April 2000) upon transfer (within the same rank or between comparable ranks) between public-sector schools without a break in service. The salary calculated under this arrangement will prevail over the calculation of salary based on the new starting salaries plus ICEs. This means that the salary of an affected serving teacher will be brought up (subject to the maximum pay point of the rank in which he serves) under the normal conversion arrangement, and will be applied to this teacher even if he changes employer in the public school sector. The continued application of the “carry-forward” arrangement would ensure even-handed treatment in the event of either upward and downward revision of

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starting salaries arising from a future SSS, which will be conducted every three years from now on. It would also ensure parity of treatment with civil servants who are only entitled to a pay equivalent to the “carry-forward” arrangement upon transfer between government departments.

(b) Other subvented organisations

25. The salary structures of staff in most of non-school subvented organisations, including those in the medical (mainly Hospital Authority) and the welfare sectors, have been delinked from the pay scales of the civil service for some time. Therefore, the recommended revised starting salaries and the normal conversion arrangement for affected serving civil servants would have no direct impact on them. However, noting that the subventions to some organisations had been reduced in connection with the downward revision of starting salaries for the civil service with effect from April 2000, the Government will adjust their subventions in the context of the present exercise, having regard to factors including the terms of individual subvention agreements and the amount of reductions made in the 2000 exercise.

26. We estimate that the Government will return to relevant non-school subvented organisations a total of some \$200 million a year based on our own records on the reduction in the Government’s subventions following the 2000 exercise. Bureaux/departments concerned are ascertaining the exact amount to be returned to individual subvented organisations in consultation with the respective bodies as appropriate. In view of the fact that remuneration of subvented staff is generally a matter between the subvented organisations as employers and their staff as employees, it would be up to the individual subvented bodies to decide, taking into account their own circumstances, whether to adjust the salary structures of their staff.

FINANCIAL IMPLICATIONS

27. The financial implications for implementing the revised starting salaries, the conversion arrangement for affected serving civil servants and teachers/non-teaching staff in aided schools, and the special IAQ arrangement for teachers in both government and aided schools are estimated as follows –

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For 1st year of Implementation	<u>Civil Service</u> (in \$ million)	<u>Aided Schools</u> (in \$ million)	<u>Total</u> (in \$ million)
New recruits	60	19	79
Conversion arrangement	140	240	380
Special IAQ arrangement for teachers	14	190	204
<u>Total</u>	214	449	663 (grand total)

28. The additional annual expenditure of \$60 million on a cumulative basis for new recruits to the civil service is estimated on the assumption that around 4 000 new recruits would join the civil service every year (i.e. just enough to offset a wastage rate of 2.5% as experienced in 2005-06). On the basis of the same assumption, we estimate that the additional annual expenditure on a cumulative basis for new teacher recruits in aided schools would be \$19 million.

29. The additional annual expenditure of \$140 million for affected serving civil servants arising from the conversion arrangement is estimated on the basis of the actual appointment figures (from 1 April 2000 to January 2007). The additional expenditure of \$240 million for teachers and non-teaching staff in aided schools is estimated on the basis of the actual profile of the 8 500 affected serving teachers and 700 affected non-teaching staff appointed on or after 1 April 2000. Both amounts of estimated annual expenditure will reduce over time, as the affected serving civil servants, teachers and non-teaching staff in aided schools start to act or are promoted to their next respective higher ranks, or when they reach the maximum pay point of their respective ranks.

30. The additional expenditure of \$14 million for the special IAQ arrangement for teachers in government schools is estimated on the basis of the profile of 200 AEOs/APSMs⁴ and 300 CMs⁴ appointed on or after 1 April 2000 in government schools. The additional expenditure of \$190 million for the special IAQ arrangement for teachers in aided schools is estimated on the basis of the profile of 3 000 GMs and 5 500 CMs appointed on or after 1 April 2000.

31. For the non-school subvented sector, the estimated figure of some \$200 million represents the reduction in subvention funding as a result of the 2000 exercise in accordance with the broad approach set out in paragraph 25 above. The exact amount to be returned to relevant subvented organisations is being worked out by relevant bureaux/departments together with the subvented organisations concerned.

32. Upon the approval of the recommendations in this paper by the Finance Committee, we will approve the consequential supplementary provisions required for 2007-08 under delegated authority in accordance with past practice. Provisions required for 2008-09 and beyond will be dealt with in the annual Estimates exercise.

CONSULTATION WITH LEGISLATIVE COUNCIL PANEL

33. We briefed the Legislative Council Panel on Public Service on 21 May 2007. While Members agreed that a submission should be made to the Establishment Subcommittee, they have passed the following motion -

“That this Panel proposes that the new benchmarks for the 12 QGs should be further improved, and considering that the conversion arrangement for the civil servants and teachers of aided schools employed on or after 1 April 2000 are neither fair nor reasonable, the Panel urges the Government to review the above arrangements afresh on the basis of the principle that full regard should be given to the length of service and experience of the existing civil servants.”

34. We have carefully considered the Panel's views. Our recommendation to revise the benchmark pay of only nine of the 12 QGs is made in strict accordance with the findings of the 2006 SSS. As the existing benchmark pay of the other three QGs remains comparable with the prevailing market entry pay as revealed by the 2006 SSS, we do not consider it appropriate to recommend any change.

35. We have also carefully reviewed the recommended conversion arrangement for the affected serving civil servants and teachers/non-teaching staff in the aided schools. We consider that the recommendation has struck a good balance between protecting the concerned serving staff against the risk of downward adjustment in starting salaries arising from a future SSS on the one hand, and their expectation for a full conversion of their salaries when starting salaries are

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adjusted upwards as a result of the 2006 SSS on the other hand. Given that a SSS will be conducted every three years, we concur with the Standing Commission that ensuring even-handedness in treatment for both upward and downward revision in starting salaries is necessary.

ADVICE OF THE STANDING COMMISSION AND THE DISCIPLINED SERVICES COMMITTEE

36. Both the Standing Commission and the Disciplined Services Committee support the recommendations in this paper, including the revised starting salaries for the concerned civilian and disciplined grades and the adoption of the normal conversion arrangement for affected serving civil servants.

BACKGROUND

2006 Starting Salaries Survey

37. The last two starting salaries review were conducted by the Standing Commission in 1989 and 1999. The 1989 exercise resulted in higher benchmarks for some QGs and, based on these higher benchmarks, higher starting salaries were derived for those grades in the affected QGs and they were implemented in 1990 and 1991. The 1989 exercise did not involve the disciplined services grades as they were the subject of a separate (the Rennie's) review. The 1999 exercise resulted in lower benchmarks for some QGs. Consequently, lower starting salaries (by one to at most six pay points) were derived for the civilian grades in the affected QGs and disciplined grades and they have been implemented since April 2000. In light of the long interval since the last starting salaries review, we commissioned the Consultant engaged by us to conduct a pay level survey to also conduct a SSS, using 1 April 2006 as the reference date.

38. The qualification benchmark method (adopted by the Standing Commission in its 1989 and 1999 starting salaries review) was used by the Consultant in the 2006 SSS. Specifically, the Consultant was asked to collect entry pay data in respect of nine of the 12 existing QGs in the civil service. The other three QGs were not covered in the SSS altogether as they are no longer commonly used in the private sector or as there are practical difficulties in making a comparison on the starting salaries across ranks with different entry requirements within the same QG.

39. In line with established practice (adopted also in the 1989 and 1999 exercises), –

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- (a) the benchmark(s) of a QG is set with regard to the upper quartile (i.e. P75) of the total cash compensation of the relevant private sector entry pay for similar educational qualification;
- (b) where insufficient private sector entry pay data is obtained or where a QG is not included in a SSS altogether, the benchmarks of such QGs are derived through existing internal relativities among the QGs; and
- (c) the benchmark of each QG, in dollar terms, is linked to the nearest salary point on the relevant civil service pay scales.

40. The Consultant successfully collected entry pay data from 56 companies. All of them employed 100 or more staff. The breakdown of these companies by economic sectors is as follows –

Economic Sector	No. of Companies
Community, Social and Personal Services	8
Construction (works-related)	15
Financing, Insurance, Real Estate and Business Services	12
Hotels and Restaurants	5
Manufacturing	4
Transport, Storage, Communication and Utility	3
Wholesale, Retail and Import/Export	9

41. Of the nine QGs covered in the SSS, the Consultant successfully collected entry pay data for six. Insufficient data were collected for the remaining three QGs. The findings of the 2006 SSS are tabulated in **Enclosure 7**.

Encl. 7

Civil Service Bureau
June 2007

Existing and Revised Benchmarks for Each Qualification Groups (QGs)

<u>QGs</u>	<u>Qualification Requirements</u>	<u>Examples of Ranks</u>	<u>Existing Benchmark</u>	<u>Revised Benchmark</u>
1	Grades not requiring five passes in HKCEE	Clerical Assistant, Postman	MPS 0 (\$7,674)	MPS 1 (\$8,150)
2	School Certificate Grades Group I: Grades requiring five passes in HKCEE Group II: Grades requiring five passes in HKCEE plus considerable experience	Assistant Clerical Officer, Postal Officer Confidential Assistant, Assistant Taxation Officer	MPS 2 (\$8,675)	MPS 3 (\$9,245)
3	Higher Diploma, Diploma and Related Grades Group I: Higher Diploma Grades Group II: Diploma Grades	Dental Therapist, Physiotherapist II Technical Officer, Survey Officer	MPS 11 (\$15,215) MPS 6 (\$11,170)	MPS 13 (\$17,145) MPS 8 (\$12,690)
4	Technical Inspectorate and Related Grades: Higher Certificate plus experience	Assistant Clerk of Works, Assistant Inspector of Works	MPS 11 (\$15,215)	MPS 13 (\$17,145)

<u>QGs</u>	<u>Qualification Requirements</u>	<u>Examples of Ranks</u>	<u>Existing Benchmark</u>	<u>Revised Benchmark</u>
5	Technician, Supervisory and Related Grades Group I: certificate or apprenticeship plus experience	Amenities Assistant III, Works Supervisor II	MPS 6 (\$11,170)	no change
6	Technician, Supervisory and Related Grades Group II: craft and skill plus experience, or apprenticeship plus experience	Artisan, Motor Driver	MPS 5 (\$10,505)	no change
7	Grades requiring two passes at Advanced Level in Hong Kong Advanced Level Examination plus three credits in HKCEE (2A3O)	Court Prosecutor, Liaison Officer II	MPS 4 (\$9,845)	MPS 8 (\$12,690)
8	Professional and Related Grades Group I: Membership of a professional institution or equivalent Group II: Grades with pay structure related to grades in Group I	Treasury Accountant, Government Counsel Economist, Administrative Officer	MPS 22 (\$26,540)	MPS 27 (\$33,355)
9	Degree and Related Grades	Executive Officer II, Assistant Labour Officer II	MPS 11 (\$15,215)	MPS 16 (\$19,860)
10	Model Scale 1 Grades	Workman II, Ganger	MOD 0 (\$8,144)	no change

<u>QGs</u>	<u>Qualification Requirements</u>	<u>Examples of Ranks</u>	<u>Existing Benchmark</u>	<u>Revised Benchmark</u>
11	Education Grades	Certificated Master/Mistress, Assistant Education Officer	N/A	Starting salaries to be determined having regard to established relativity with QG 9 (for graduate posts) and QG 3 Group I (for non-graduate posts)
12	Other Grades	Air Traffic Control Officer III, Assistant Information Officer	<i>(See Note 1)</i>	

Note 1: No benchmark is set for QG 12 and the starting salary for each rank is determined by reference to (a) relativities with relevant grades in other QGs, and (b) where such relativities are not readily identifiable, the relevant educational attainment for the grades.

Revised Starting Salaries for Civilian Grades***QG1 - GRADES NOT REQUIRING FIVE PASSES IN HKCEE***

Current Benchmark: MPS 0

Revised Benchmark: MPS 1

<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 2	MPS 3
Clerical Assistant	Clerical Assistant	MPS 0	MPS 1
Communications Controller	Communications Controller	MPS 3	MPS 4
Cultural Services Assistant	Cultural Services Assistant II	MPS 0	MPS 1
Data Processor	Data Processor	MPS 1	MPS 2
Draughtsman	Draughtsman	MPS 2	MPS 3
Meter Reader	Meter Reader II	MPS 1	MPS 2
Office Assistant	Office Assistant	MPS 0	MPS 1
Photogrammetric Operator	Photogrammetric Operator	MPS 3	MPS 4
Photoprinter	Photoprinter II	MPS 1	MPS 2
Postman	Postman	MPS 3	MPS 4
Supplies Assistant	Supplies Assistant	MPS 0	MPS 1
Telephone Operator	Telephone Operator	MPS 1	MPS 2
Timekeeper / Checker	Timekeeper / Checker	MPS 1	MPS 2
Tracer	Tracer	MPS 0	MPS 1
Traffic Assistant	Traffic Assistant	MPS 1	MPS 2
Typist	Typist	MPS 1	MPS 2
Valuation Referencer	Valuation Referencer	MPS 2	MPS 3
Water Sampler	Water Sampler	MPS 1	MPS 2

QG2 - SCHOOL CERTIFICATE GRADES - GROUP I : GRADES REQUIRING FIVE PASSES IN HKCEE

Current Benchmark: MPS 2

Revised Benchmark: MPS 3

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

QG2 - SCHOOL CERTIFICATE GRADES - GROUP II : GRADES REQUIRING FIVE PASSES IN HKCEE PLUS CONSIDERABLE EXPERIENCE

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Bailiff	Bailiff	MPS 12	MPS 13
Confidential Assistant	Confidential Assistant	MPS 8	MPS 9
Hostel Manager / Manageress	Hostel Manager / Manageress	MPS 10	MPS 11
Labour Inspector	Labour Inspector II	MPS 8	MPS 9
Police Translator	Police Translator II	MPS 9	MPS 10

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Supervisor of Typing Services	Supervisor of Typing Services	MPS 16	MPS 17
Tax Inspector	Tax Inspector II	MPS 9	MPS 10
Taxation Officer	Assistant Taxation Officer	MPS 2	MPS 3
Trade Controls Officer	Assistant Trade Controls Officer	MPS 9	MPS 10
Transport Controller	Transport Controller II	MPS 11	MPS 12
Transport Inspector	Transport Inspector	MPS 8	MPS 9

***QG3 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES - GROUP I :
HIGHER DIPLOMA GRADES***

Current Benchmark: MPS 11

Revised Benchmark: MPS 13

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

***QG3 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES - GROUP II :
DIPLOMA GRADES***

Current Benchmark: MPS 6

Revised Benchmark: MPS 8

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Aeronautical Communications Officer	Aeronautical Communications Officer II	MPS 7	MPS 9
Air Traffic Flight Services Officer	Air Traffic Flight Services Officer II	MPS 7	MPS 9
Co-operative Supervisor	Co-operative Supervisor II	MPS 6	MPS 8
Dental Technician	Dental Technician II	MPS 6	MPS 8
Dispenser	Dispenser	MPS 6	MPS 8
Engineering Laboratory Technician	Engineering Laboratory Technician II	MPS 6	MPS 8
Environmental Protection Inspector	Environmental Protection Inspector	MPS 6	MPS 8
Explosives Officer	Explosives Officer II	MPS 7	MPS 9
Field Officer	Field Officer II	MPS 6	MPS 8
Fisheries Supervisor	Fisheries Supervisor II	MPS 6	MPS 8
Fisheries Technical Officer	Fisheries Technical Officer II	MPS 6	MPS 8
Laboratory Technician	Laboratory Technician II	MPS 6	MPS 8
Medical Laboratory Technician	Medical Laboratory Technician II	MPS 6	MPS 8
Pest Control Assistant	Pest Control Assistant II	MPS 7	MPS 9
Printing Officer	Printing Officer	MPS 6	MPS 8
Science Laboratory Technician	Science Laboratory Technician II	MPS 6	MPS 8
Scientific Assistant	Scientific Assistant	MPS 7	MPS 9
Social Work Assistant	Social Work Assistant	MPS 7	MPS 9
Statistical Officer	Statistical Officer II	MPS 6	MPS 8
Survey Officer	Survey Officer	MPS 7	MPS 9
Technical Officer	Technical Officer	MPS 7	MPS 9
Technical Officer (Cultural Services)	Technical Officer II (Cultural Services)	MPS 6	MPS 8
Valuation Officer	Valuation Officer	MPS 7	MPS 9
Veterinary Laboratory Technician	Veterinary Laboratory Technician II	MPS 6	MPS 8

QG4 - TECHNICAL INSPECTORATE AND RELATED GRADES – HIGHER CERTIFICATE PLUS EXPERIENCE

Current Benchmark: MPS 11

Revised Benchmark: MPS 13

<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 11	MPS 13
Building Services Inspector	Assistant Building Services Inspector	MPS 11	MPS 13
Building Supervisor	Assistant Building Supervisor	MPS 11	MPS 13
Clerk of Works	Assistant Clerk of Works	MPS 11	MPS 13
Electrical Inspector	Assistant Electrical Inspector	MPS 11	MPS 13
Electrical Technician	Electrical Technician	MPS 11	MPS 13
Electronics Inspector	Assistant Electronics Inspector	MPS 11	MPS 13
Force Armourer	Force Armourer	MPS 32	MPS 34
Inspector of Works	Assistant Inspector of Works	MPS 11	MPS 13
Inspector (Telecommunications) / Controller (Telecommunications)	Assistant Inspector (Telecommunications)	MPS 11	MPS 13
Marine Controller	Assistant Marine Controller	MPS 22	MPS 24
Mechanical Inspector	Assistant Mechanical Inspector	MPS 11	MPS 13
Motor Vehicle Examiner	Assistant Motor Vehicle Examiner	MPS 11	MPS 13
Police Telecommunications Inspector	Assistant Police Telecommunications Inspector	MPS 12	MPS 14
Quarry Manager	Assistant Quarry Manager	MPS 22	MPS 24
Radar Specialist Mechanic	Radar Specialist Mechanic	MPS 22	MPS 24

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Ship Inspector	Assistant Ship Inspector	MPS 11	MPS 13
Superintendent of Aids to Navigation	Assistant Superintendent of Aids to Navigation	MPS 22	MPS 24
Transport Services Officer	Transport Services Officer II	MPS 11	MPS 13
Waterworks Inspector	Assistant Waterworks Inspector	MPS 11	MPS 13

***QG5 - TECHNICIAN, SUPERVISORY AND RELATED GRADES - GROUP I :
CERTIFICATE OR APPRENTICESHIP PLUS EXPERIENCE***

Current Benchmark: MPS 6

Revised Benchmark: No change (i.e. MPS 6)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u> <u>(No Change)</u>
Amenities Assistant	Amenities Assistant III	MPS 7	MPS 7
Armourer	Armourer III	MPS 9	MPS 9
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	Launch Mechanic	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
Tailor	Tailor	MPS 6	MPS 6
Vehicle Tester	Vehicle Tester	MPS 9	MPS 9
Works Supervisor	Works Supervisor II	MPS 9	MPS 9

***QG6 - TECHNICIAN, SUPERVISORY AND RELATED GRADES - GROUP II :
CRAFT AND SKILL PLUS EXPERIENCE OR APPRENTICESHIP PLUS
EXPERIENCE***

Current Benchmark: MPS 5

Revised Benchmark: No change (i.e. MPS 5)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point (No Change)</u>
Artisan	Artisan	MPS 5	MPS 5
Car Park Attendant I	Car Park Attendant I	MPS 5	MPS 5
Chainman	Chainman	MPS 5	MPS 5
Cook	Cook	MPS 5	MPS 5
Darkroom Technician	Darkroom Technician	MPS 5	MPS 5
Domestic Servant	Domestic Servant	MPS 5	MPS 5
Forest Guard	Forest Guard	MPS 5	MPS 5
Head Property Attendant	Head Property Attendant	MPS 5	MPS 5
Laboratory Attendant	Laboratory Attendant	MPS 5	MPS 5
Leading Sewerman	Leading Sewerman	MPS 5	MPS 5
Motor Driver	Motor Driver	MPS 5	MPS 5
Drain Chargeman	Drain Chargeman	MPS 8	MPS 8
Mortuary Attendant	Mortuary Attendant	MPS 8	MPS 8
Senior Artisan	Senior Artisan	MPS 8	MPS 8
Special Driver	Special Driver	MPS 8	MPS 8

***QG7 - GRADES REQUIRING TWO PASSES AT ADVANCED LEVEL IN HONG
KONG ADVANCED LEVEL EXAMINATION PLUS THREE CREDITS IN
HKCEE***

Current Benchmark: MPS 4

Revised Benchmark: MPS 8

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Assistant Registrar	Assistant Registrar II	MPS 6	MPS 10
Assistant Shipping Master	Assistant Shipping Master	MPS 5	MPS 9
Companies Registration Officer	Companies Registration Officer II	MPS 6	MPS 10

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Controller of Posts	Assistant Controller of Posts II	MPS 6	MPS 10
Court Prosecutor	Court Prosecutor	MPS 9	MPS 13
Housing Manager	Housing Officer	MPS 5	MPS 9
Judicial Clerk	Judicial Clerk	MPS 4	MPS 8
Land Conveyancing Officer	Land Conveyancing Officer II	MPS 6	MPS 10
Land Executive	Land Executive	MPS 9	MPS 13
Land Registration Officer	Land Registration Officer II	MPS 6	MPS 10
Law Clerk	Law Clerk	MPS 4	MPS 8
Liaison Officer	Liaison Officer II	MPS 7	MPS 11
Rent Officer	Rent Officer II	MPS 4	MPS 8
Social Security Officer	Social Security Officer II	MPS 6	MPS 10
Statistics Supervisor	Statistics Supervisor	MPS 5	MPS 9
Supplies Officer	Assistant Supplies Officer	MPS 4	MPS 8

QG8 - PROFESSIONAL AND RELATED GRADES - GROUP I : MEMBERSHIP OF A PROFESSIONAL INSTITUTION OR EQUIVALENT

Current Benchmark: MPS 22

Revised Benchmark: MPS 27

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point*</u>	<u>Revised Starting Pay Point*</u>
Architect	Assistant Architect	MPS 14 - 22	MPS 19 - 27
	Architect	MPS 27	MPS 32
Assessor	Assistant Assessor	MPS 11 - 22	MPS 16 - 27
	Assessor	MPS 25	MPS 30
Auditor	Auditor	MPS 24	MPS 29
Bank Examiner	Assistant Bank Examiner	MPS 11 - 22	MPS 16 - 27
	Bank Examiner	MPS 24	MPS 29
Building Services Engineer	Assistant Building Services Engineer	MPS 13 - 22	MPS 18 - 27
	Building Services Engineer	MPS 27	MPS 32

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point*</u>	<u>Revised Starting Pay Point*</u>
Building Surveyor	Assistant Building Surveyor	MPS 13 - 22	MPS 18 - 27
	Building Surveyor	MPS 25	MPS 30
Dental Officer	Dental Officer	MPS 25	MPS 30
Electrical and Mechanical Engineer	Assistant Electrical and Mechanical Engineer	MPS 13 - 22	MPS 18 - 27
	Electrical and Mechanical Engineer	MPS 27	MPS 32
Electrical Engineer	Assistant Electrical Engineer	MPS 13 - 22	MPS 18 - 27
	Electrical Engineer	MPS 27	MPS 32
Electronics Engineer	Assistant Electronics Engineer	MPS 13 - 22	MPS 18 - 27
	Electronics Engineer	MPS 27	MPS 32
Engineer	Assistant Engineer	MPS 14 - 22	MPS 19 - 27
	Engineer	MPS 27	MPS 32
Estate Surveyor	Assistant Estate Surveyor	MPS 13 - 22	MPS 18 - 27
	Estate Surveyor	MPS 25	MPS 30
Geotechnical Engineer	Assistant Geotechnical Engineer	MPS 14 - 22	MPS 19 - 27
	Geotechnical Engineer	MPS 27	MPS 32
Government Counsel	Government Counsel	MPS 27	MPS 32
Insurance Officer	Assistant Insurance Officer	MPS 11 - 22	MPS 16 - 27
	Insurance Officer	MPS 24	MPS 29
Land Surveyor	Assistant Land Surveyor	MPS 13 - 22	MPS 18 - 27
	Land Surveyor	MPS 25	MPS 30
Landscape Architect	Assistant Landscape Architect	MPS 13 - 22	MPS 18 - 27
	Landscape Architect	MPS 25	MPS 30
Legal Aid Counsel	Legal Aid Counsel	MPS 27	MPS 32
Maintenance Surveyor	Assistant Maintenance Surveyor	MPS 13 - 22	MPS 18 - 27
	Maintenance Surveyor	MPS 25	MPS 30
Marine Officer	Marine Officer	MPS 24	MPS 29

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point*</u>	<u>Revised Starting Pay Point*</u>
Mechanical Engineer	Assistant Mechanical Engineer	MPS 13 - 22	MPS 18 - 27
	Mechanical Engineer	MPS 27	MPS 32
Medical and Health Officer	Medical and Health Officer	MPS 27	MPS 32
Planning Officer	Assistant Planning Officer	MPS 13 - 22	MPS 18 - 27
	Planning Officer	MPS 26	MPS 31
Quantity Surveyor	Assistant Quantity Surveyor	MPS 14 - 22	MPS 19 - 27
	Quantity Surveyor	MPS 26	MPS 31
Shift Charge Engineer	Shift Charge Engineer	MPS 27	MPS 32
Shipping Safety Officer	Shipping Safety Officer	MPS 24	MPS 29
Solicitor	Solicitor	MPS 27	MPS 32
Structural Engineer	Assistant Structural Engineer	MPS 14 - 22	MPS 19 - 27
	Structural Engineer	MPS 27	MPS 32
Surveyor of Ships	Surveyor of Ships	MPS 29	MPS 34
Telecommunications Engineer	Assistant Telecommunications Engineer	MPS 13 - 22	MPS 18 - 27
	Telecommunications Engineer	MPS 27	MPS 32
Town Planner	Assistant Town Planner	MPS 13 - 22	MPS 18 - 27
	Town Planner	MPS 26	MPS 31
Treasury Accountant	Treasury Accountant	MPS 25	MPS 30
Valuation Surveyor	Assistant Valuation Surveyor	MPS 13 - 22	MPS 18 - 27
	Valuation Surveyor	MPS 25	MPS 30
Veterinary Officer	Veterinary Officer	MPS 24	MPS 29

* For assistant ranks, the pay range is also set out as both the maximum and minimum pay points will be increased.

QG8 - PROFESSIONAL AND RELATED GRADES - GROUP II : GRADES WITH PAY STRUCTURE RELATED TO GRADES IN GROUP I

Current Benchmark: MPS 22

Revised Benchmark: MPS 27

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point*</u>	<u>Revised Starting Pay Point*</u>
Administrative Officer	Administrative Officer	MPS 22	MPS 27
Agricultural Officer	Assistant Agricultural Officer	MPS 11 - 16	MPS 16 - 21
	Agricultural Officer	MPS 22	MPS 27
Cartographer	Assistant Cartographer	MPS 11 - 16	MPS 16 - 21
	Cartographer	MPS 22	MPS 27
Chemist	Chemist	MPS 22	MPS 27
Clinical Psychologist	Clinical Psychologist	MPS 22	MPS 27
Economist	Economist	MPS 22	MPS 27
Environmental Protection Officer	Assistant Environmental Protection Officer	MPS 11 - 16	MPS 16 - 21
	Environmental Protection Officer	MPS 22	MPS 27
Fisheries Officer	Assistant Fisheries Officer	MPS 11 - 16	MPS 16 - 21
	Fisheries Officer	MPS 22	MPS 27
Forestry Officer	Assistant Forestry Officer	MPS 11 - 16	MPS 16 - 21
	Forestry Officer	MPS 22	MPS 27
Occupational Hygienist	Assistant Occupational Hygienist	MPS 11 - 16	MPS 16 - 21
	Occupational Hygienist	MPS 22	MPS 27
Operations Officer	Assistant Operations Officer	MPS 11 - 16	MPS 16 - 21
	Operations Officer	MPS 22	MPS 27
Pest Control Officer	Assistant Pest Control Officer	MPS 11 - 16	MPS 16 - 21
	Pest Control Officer	MPS 22	MPS 27
Pharmacist	Pharmacist	MPS 22	MPS 27
Physicist	Physicist	MPS 22	MPS 27
Scientific Officer	Scientific Officer	MPS 22	MPS 27
Scientific Officer (Medical)	Scientific Officer (Medical)	MPS 22	MPS 27
Statistician	Statistician	MPS 22	MPS 27
Waterworks Chemist	Waterworks Chemist	MPS 22	MPS 27

* For assistant ranks, the pay range is also set out as both the maximum and minimum pay points will be increased.

QG9 - DEGREE AND RELATED GRADES

Current Benchmark: MPS 11

Revised Benchmark: MPS 16

<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 11	MPS 16
Analyst / Programmer	Analyst / Programmer II	MPS 13	MPS 18
Archivist	Assistant Archivist	MPS 13	MPS 18
Court Interpreter	Court Interpreter II	MPS 11	MPS 16
Curator	Assistant Curator II	MPS 11	MPS 16
Dietitian	Dietitian	MPS 13	MPS 18
Examiner	Examiner	MPS 11	MPS 16
Executive Officer	Executive Officer II	MPS 12	MPS 17
Experimental Officer	Experimental Officer	MPS 11	MPS 16
Government Transport Manager	Government Transport Manager	MPS 40	MPS 45
Hospital Administrator	Hospital Administrator II	MPS 11	MPS 16
Insolvency Officer	Insolvency Officer II	MPS 11	MPS 16
Intellectual Property Examiner	Intellectual Property Examiner II	MPS 11	MPS 16
Investment Promotion Project Officer	Investment Promotion Project Officer	MPS 40	MPS 45
Labour Officer	Assistant Labour Officer II	MPS 11	MPS 16
Law Translation Officer	Law Translation Officer	MPS 29	MPS 34
Librarian	Assistant Librarian	MPS 11	MPS 16
Management Services Officer	Management Services Officer II	MPS 11	MPS 16
Manager, Cultural Services	Assistant Manager, Cultural Services	MPS 11	MPS 16
Official Languages Officer	Official Languages Officer II	MPS 11	MPS 16
Simultaneous Interpreter	Simultaneous Interpreter	MPS 29	MPS 34
Social Work Officer	Assistant Social Work Officer	MPS 13	MPS 18
Speech Therapist	Speech Therapist	MPS 13	MPS 18
Trade Officer	Assistant Trade Officer II	MPS 11	MPS 16
Training Officer	Training Officer II	MPS 11	MPS 16
Transport Officer	Transport Officer II	MPS 11	MPS 16

QG10 - MODEL SCALE I GRADE

Current Benchmark: MOD 0

Revised Benchmark: No change (i.e. MOD 0)

<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point (No Change)</u>
Workman II	MOD 0	MOD 0
Car Park Attendant II	MOD 3	MOD 3
Explosives Depot Attendant	MOD 3	MOD 3
Ganger	MOD 3	MOD 3
Gardener	MOD 3	MOD 3
Property Attendant	MOD 3	MOD 3
Supplies Attendant	MOD 3	MOD 3
Ward Attendant	MOD 3	MOD 3
Workman I	MOD 3	MOD 3
Workshop Attendant	MOD 3	MOD 3

QG11 - EDUCATION GRADES

No benchmark is set for this group, and the starting salaries for graduate posts and non-graduate posts are determined having regard to established relativity with QG 9 and QG3 Group I respectively. Hence the starting salaries for graduate posts will be increased by 5 pay points and those for non-graduate posts by 2 pay points.

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

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Lecturer (Non-Graduate)	Assistant Lecturer	MPS 17	MPS 19
Primary School Master / Mistress	Assistant Primary School Master / Mistress	MPS 12	MPS 17
Specialist (Education Services)	Specialist (Education Services) II	MPS 20	MPS 25

QG12 - OTHER GRADES

No benchmark is set for this group and the new starting pay will be determined by reference to (a) 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 (Where Applicable)</u>
Air Traffic Control Officer	Air Traffic Control Officer III	7	MPS 20	MPS 24
Chauffeur	Chauffeur	6	MPS 5	MPS 5
Chef	No. 2 Chef	5	MPS 8	MPS 8
Computer Operator	Computer Operator II	3	MPS 4	MPS 6
Court Reporter	Court Reporter	2	MPS 27	MPS 28
Dental Hygienist	Dental Hygienist	3	MPS 3	MPS 5
Domestic Staff	Domestic Staff V	5	MPS 4	MPS 4
Driving Examiner	Driving Examiner II	2	MPS 12	MPS 13
Driving Instructor	Driving Instructor	2	MPS 8	MPS 9
Enrolled Nurse	Enrolled Nurse	3	MPS 5	MPS 7
Entertainment Standards Control Officer	Entertainment Standards Control Officer	9	MPS 11	MPS 16
Estate Assistant	Estate Assistant	6	MPS 2	MPS 2
Explosives Supervisor	Explosives Supervisor	1	MPS 2	MPS 3
Force Welfare Officer	Assistant Force Welfare Officer	9	MPS 22	MPS 27
Hawker Control Officer	Assistant Hawker Control Officer	5	MPS 8	MPS 8
Head Steward	Head Steward	5	MPS 8	MPS 8

<u>Grade</u>	<u>Basic Rank</u>	<u>Linked to Other QG</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point (Where Applicable)</u>
Housekeeper	Housekeeper	5	MPS 26	MPS 26
Information Officer	Assistant Information Officer	9	MPS 11	MPS 16
Inoculator	Inoculator	3	MPS 0	MPS 2
Interviewer	Interviewer	9	MPS 30	MPS 35
Laboratory Specialist Services Officer	Laboratory Specialist Services Officer	3	MPS 29	MPS 31
Legal Aid Assistant	Legal Aid Assistant	1	MPS 14	MPS 15
Leisure Services Manager	Assistant Leisure Services Manager II	3	MPS 11	MPS 13
Master (Correctional Services)	Master (Correctional Services)	11 / 3	MPS 17	MPS 19
Midwife	Midwife	3	MPS 5	MPS 7
Operations and Training Assistant	Operations and Training Assistant	1	MPS 2	MPS 3
Operations and Training Officer	Operations and Training Officer	2	MPS 10	MPS 11
Photographer	Photographer II	1	MPS 2	MPS 3
Police Research Officer	Assistant Police Research Officer	9	MPS 30	MPS 35
Programme Officer	Programme Assistant	2	MPS 2	MPS 3
Proof Reader	Proof Reader	1	MPS 2	MPS 3
Protocol Officer	Assistant Protocol Officer	9	MPS 23	MPS 28
Social Secretary	Assistant Social Secretary	2	MPS 23	MPS 24
Special Photographer	Special Photographer II	1	MPS 7	MPS 8
Staff Officer, Auxiliary Medical Service	Staff Officer, Auxiliary Medical Service	2	MPS 33	MPS 34
Staff Officer, Civil Aid Service	Staff Officer, Civil Aid Service	2	MPS 44	MPS 45
Traffic Warden	Traffic Warden	1	MPS 5	MPS 6
Tribunal Officer	Tribunal Officer	7	MPS 21	MPS 25
Workshop Instructor	Workshop Instructor III	5	MPS 6	MPS 6

Training Grades

(These grades are linked to the benchmark for QG2. As the benchmark for this QG is to increase by one pay point, the benchmark for the basic ranks of these grades will be increased by one pay point in the TPS.)

Current benchmark : TPS 2

Revised benchmark : TPS 3

<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 4	TPS 5
Air Traffic Control Officer	Student Air Traffic Control Officer	TPS 10	TPS 11
Air Traffic Flight Services Officer	Air Traffic Flight Services Officer III	TPS 4	TPS 5
Computer Operator	Student Computer Operator	TPS 4	TPS 5
Dental Therapist	Student Dental Therapist	TPS 4	TPS 5
Dispenser	Student Dispenser	TPS 4	TPS 5
Engineering Laboratory Technician	Student Engineering Laboratory Technician	TPS 3	TPS 4
Explosives Officer	Assistant Explosives Officer	TPS 3	TPS 4
Field Officer	Assistant Field Officer	TPS 3	TPS 4
Fisheries Supervisor	Assistant Fisheries Supervisor	TPS 3	TPS 4
Fisheries Technical Officer	Student Fisheries Technical Officer	TPS 3	TPS 4
Health Inspector	Student Health Inspector	TPS 4	TPS 5
Laboratory Technician	Laboratory Technician III	TPS 3	TPS 4
Pest Control Assistant	Student Pest Control Assistant	TPS 4	TPS 5
Registered Nurse	Student Nurse	TPS 5	TPS 6
Scientific Assistant	Student Scientific Assistant	TPS 4	TPS 5
Statistical Officer	Student Statistical Officer	TPS 3	TPS 4
Survey Officer	Survey Officer Trainee	TPS 3	TPS 4
Technical Officer	Technical Officer Trainee	TPS 3	TPS 4

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Valuation Officer	Valuation Officer Trainee	TPS 3	TPS 4
Veterinary Laboratory Technician	Student Veterinary Laboratory Technician	TPS 3	TPS 4

CRAFT APPRENTICE GRADE

(This grade is linked to the benchmark for QG1. As the benchmark for this QG is to increase by one pay point, the benchmark for the basic rank of this grade will be increased by one pay point in the CAPS.)

Current benchmark : CAPS 0

Revised benchmark : CAPS 1

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Craft Apprentice	Craft Apprentice	CAPS 0	CAPS 1

TECHNICIAN APPRENTICE GRADE

(This grade is linked to the benchmark for QG2. As the benchmark for this QG is to increase by one pay point, the benchmark for the basic rank of this grade will be increased by one pay point in the TAPS.)

Current benchmark : TAPS 0

Revised benchmark : TAPS 1

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
Technician Apprentice	Technician Apprentice	TAPS 0	TAPS 1

**Formulation for Applying the Findings of the 2006 Starting Salaries Survey
to the Disciplined Grades**

- (1) Police Inspector (IP) and Police Constable (PC) were chosen as the reference point for the officer grades and the rank and file grades in the disciplined services respectively.
- (2) The basic formula used in arriving at the new starting salaries for IP and PC was -
 - *Existing salary – existing benchmark salary¹ = element of salary relating to special job factors (A)*
 - *A + new benchmark salary recommended in the SSS = new starting salary*
- (3) The new starting salaries of comparable grades/ranks (e.g. Station Officer in relation to IP and Fireman in relation to PC) were derived from the following formula to the nearest pay point –

$$\text{Existing comparable rank starting salary} \times \frac{\text{New Police starting salary}}{\text{Existing Police starting salary}}$$

- (4) The new starting salaries of “non-comparable ranks” (e.g. Aircraft Engineer in the Government Flying Service which was linked to QG8, Group 1) were derived by a direct application of the formula in (2) above.

¹ The benchmark for IP was QG 7 (Grades requiring 2A3O) and the benchmark for PC was QG 2 (School Certificate Grades).

Revised Starting Salaries for the Disciplined Services Grades**I. Officer Grades**

<u>Dept</u>	<u>Basic Rank</u>	<u>Entry Qualification</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
CSD C&ED FSD	Officer Inspector of Customs & Excise Station Officer (Operational)	Degree and Level 1 in Use of Chinese & Use of English in the Common Recruitment Exam (CRE) or equivalent	GDS(O) 7	GDS(O) 9
		<ul style="list-style-type: none"> Degree/Associate Degree/Higher Diploma Registered Nurse (Psychiatry) [<i>for Officer in CSD only</i>] 	GDS(O) 6	GDS(O) 8
		<ul style="list-style-type: none"> 2A 3O/Diploma Registered Nurse (General) [<i>for Officer in CSD only</i>] 	GDS(O) 5	GDS(O) 7
		<ul style="list-style-type: none"> 5Es in HKCEE/ Higher Certificate/ Technical Diploma 1A 3O [<i>for Officer in CSD only</i>] 	GDS(O) 3	GDS(O) 5
CSD	Industrial Officer (Correctional Services)	Degree in relevant subject and Level 1 in Use of Chinese & Use of English in the CRE or equivalent	GDS(O) 7	GDS(O) 9
		Degree/ Associate Degree/ Higher Diploma in relevant subject	GDS(O) 6	GDS(O) 8
		2A 3O plus 1 year's experience	GDS(O) 5	GDS(O) 7
		1A 3O plus 1 year's experience	GDS(O) 3	GDS(O) 5

<u>Dept</u>	<u>Basic Rank</u>	<u>Entry Qualification</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
CSD (cont'd)	Technical Instructor (Correctional Services)	Apprenticeship/ institutional training + Experience (total not less than 10 years)	GDS(O) 2	GDS(O) 4
FSD ImmD	Station Officer(Control) Ambulance Officer Immigration Officer	Degree and Level 1 in Use of Chinese & Use of English in the CRE or equivalent	GDS(O) 5	GDS(O) 7
		Degree/ Associate Degree/ Higher Diploma	GDS(O) 4	GDS(O) 6
		2A 3O	GDS(O) 3	GDS(O) 5
GFS	Air Crewman Officer III	2A 3O	GDS(O) 1d	GDS(O) 1b
		5Es in HKCEE	GDS(R) 4	GDS(R) 7
	Aircraft Engineer	An aircraft maintenance engineer's licence plus 5 years' experience	GDS(O) 17	GDS(O) 22
	Aircraft Technician	Apprenticeship	GDS(R) 3	GDS(R) 3
	Cadet Pilot	2A 3O	GDS(O) 1d	GDS(O) 1b
HKPF	Inspector of Police	Degree and Level 1 in Use of Chinese & Use of English in the Common Recruitment Exam (CRE) or equivalent	PPS 21	PPS 25
		Degree/Associate Degree/ Higher Diploma	PPS 20	PPS 24
		2A 3O	PPS 19	PPS 23
ICAC	Commission Against Corruption Officer (Lower)	Degree	ICAC 15	ICAC 18
		Higher Diploma	ICAC 13	ICAC 17
		2A 3O	ICAC 12	ICAC 16
		Lower than 2A 3O	ICAC 10	ICAC 12
	Commission Against Corruption Controller	Degree	ICAC 15	ICAC 18
		Higher Diploma	ICAC 13	ICAC 17
		2A 3O	ICAC 12	ICAC 16
		Lower than 2A 3O	ICAC 10	ICAC 12

II. Rank and File Grades

<u>Dept</u>	<u>Basic Rank</u>	<u>Entry Qualification</u>	<u>Current Starting Pay Point</u>	<u>Revised Starting Pay Point</u>
CSD C&ED FSD	Assistant Officer II	5Es in HKCEE	GDS(R) 3	GDS(R) 4
	Customs Officer	3Es in HKCEE	GDS(R) 2	GDS(R) 3
	Ambulanceman Fireman (Operational and Marine)	Up to completion of F.5	GDS(R) 1	GDS(R) 2
FSD	Fireman (Workshops)	3Es in HKCEE	GDS(R) 1	GDS(R) 2
CSD	Instructor (Correctional Services)	5 years' experience /Apprenticeship/ Institutional training in various trades	GDS(R) 2	GDS(R) 3
FSD	Senior Fireman (Control) Senior Fireman (Canteen Supervisor)	5 Es in HKCEE	GDS(R) 13	GDS(R) 14
ImmD	Immigration Assistant	5Es in HKCEE	GDS(R) 2	GDS(R) 3
HKPF	Police Constable	5Es in HKCEE	PPS 2	PPS 3
		3Es in HKCEE	PPS 1	PPS 2
ICAC	Assistant Commission Against Corruption Officer	5Es in HKCEE	ICAC 3	ICAC 4
		Lower than 5Es in HKCEE	ICAC 1	ICAC 2
	Commission Against Corruption Investigator (Main Stream)	5Es in HKCEE	ICAC 3	ICAC 4
		Lower than 5Es in HKCEE	ICAC 1	ICAC 2
	Commission Against Corruption Investigator (Attendant Stream)	5Es in HKCEE	ICAC 3	ICAC 4
		Lower than 5Es in HKCEE	ICAC 1	ICAC 2

Technical Measure 1:
Realignment of Incremental Date of Serving Civil Servants

- The incremental date of a serving civil servant will be re-aligned to the date when the new starting salaries take effect if –
 - (a) the rank on which the officer serves falls within –
 - (i) QG 3,4,7,8,9,11 or those ranks within QG 12 with adjustment pegged to one of the above-mentioned QGs; or
 - (ii) an officer rank of the disciplined grades; and
 - (b) the officer's pay point immediately before the effective date of the new starting salaries is two or more pay points¹ below the new starting salaries.
- For those officers whose incremental date will be re-aligned to the date when the new starting salaries take effect, they will earn their next annual increment one year after the implementation date if they have not yet reached the maximum pay point of the pay scales of their ranks.

¹ Where there is omitted point or incremental jump between the new starting salaries and the existing pay of an officer, such omitted points or incremental jump shall not be taken into account. Furthermore, if the incremental date for all civil servants in the entry rank of a grade is set at the same day as a matter of appointment policy, no re-alignment of incremental date is necessary even if an officer's existing pay is two or more pay points below the new, higher starting salary.

Technical Measure 2:
Special Conversion Arrangement for
Serving Civil Servants Appointed on or after 1 April 2000

- For a serving officer in an entry rank in the disciplined grades with incremental jump(s), for whom incremental jump(s) has been awarded before the implementation date of the new starting salaries -

Salary A: The pay point as determined by the normal conversion rules.

Salary B: A pay point on the new pay scale such that his salary in the subsequent years, after taking into account annual increment and any incremental jump(s), would not be worse off than the case if he joined the rank as a new recruit on the implementation date and moved up the pay scale in the subsequent years, earning annual increment and incremental jump(s) along the way.

- The new pay point for the officer on the implementation date will be the higher of Salary A or Salary B.

Findings of the 2006 Starting Salaries Survey

Qualification Groups		Existing Benchmark Pay (Monthly)	Private Sector Entry Pay at P75 Level (Monthly)
QG 1: <i>Grades not requiring five passes in HKCEE</i>		MPS 0 (\$7,674)	\$8,290
QG 2: <i>School Certificate Grades</i>		MPS 2 (\$8,675)	\$9,048
QG 3:	<i>Higher Diploma Grades</i>	MPS 11 (\$15,215)	<i>(Insufficient data)</i>
	<i>Diploma Grades</i>	MPS 6 (\$11,170)	\$12,991
QG 4: <i>Technical Inspectorate and Related Grades: Higher Certificate plus experience</i>		MPS 11 (\$15,215)	<i>(Insufficient data)</i>
QG 5: <i>Technician, Supervisory and Related Grades Group I: Relevant certificate or apprenticeship plus experience</i>		MPS 6 (\$11,170)	\$11,356
QG 6: <i>Technician, Supervisory and Related Grades Group II: craft and skill plus experience, or apprenticeship plus experience</i>		MPS 5 (\$10,505)	<i>(Insufficient data)</i>
QG 8: <i>Professional and Related Grades</i>		MPS 22 (\$26,540)	\$33,352
QG 9: <i>Degree and Related Grades</i>		MPS 11 (\$15,215)	\$19,996
QG 10: <i>Model Scale 1 Grades</i>		MOD 0 (\$8,144)	<i>(Insufficient data)</i>
