

## **ITEM FOR FINANCE COMMITTEE**

### **2010-11 CIVIL SERVICE PAY ADJUSTMENT**

Members are invited to –

- (a) approve, with effect from 1 April 2010, an increase in pay –
  - (i) by 1.60% for civil servants in the directorate and upper salary band; and
  - (ii) by 0.56% for civil servants in the middle and lower salary bands;
- (b) approve the same pay adjustment to Independent Commission Against Corruption staff;
- (c) approve the same pay adjustment to teaching and non-teaching staff of aided schools who are remunerated according to the civil service pay scales, and to those subvented sector staff who are remunerated according to the civil service pay scales;
- (d) approve corresponding adjustment to the provisions for those subvented bodies whose funding are price-adjusted on the basis of formulae including a factor of civil service pay adjustment; and
- (e) note the financial implications of about \$1,153 million arising from items (a) to (d) above.

**/PROBLEM .....**

**PROBLEM**

We need to adjust civil service pay in accordance with the decision of the Chief Executive (CE)-in-Council. We also need to make corresponding adjustments to the pay of Independent Commission Against Corruption (ICAC) staff; to the pay of staff in aided schools and the subvented sector who are remunerated according to the civil service pay scales; and to the provisions for those subvented bodies whose funding are price-adjusted on the basis of formulae including a factor of civil service pay adjustment.

**PROPOSAL**

2. We propose that –

- (a) with effect from 1 April 2010, civil service pay be increased –
  - (i) by 1.60% for civil servants in the directorate and upper salary band;
  - (ii) by 0.56% for civil servants in the middle and lower salary bands;
- (b) the same pay adjustment be applied to ICAC staff;
- (c) the same pay adjustment be applied to teaching and non-teaching staff of aided schools who are remunerated according to the civil service pay scales, and to those subvented sector staff who are remunerated according to the civil service pay scales; and
- (d) corresponding adjustment be made to the provisions for those subvented bodies whose funding are price-adjusted on the basis of formulae including a factor of civil service pay adjustment.

3. Upon approval of the proposals at paragraph 2(a) and (b) above, the revised civil service pay scales and the revised ICAC pay scale will be as set out at

Encl. Enclosure.

**/JUSTIFICATION .....**

## JUSTIFICATION

### (A) Civil Service Pay Adjustment

#### *Civil service pay policy*

4. The Government's civil service pay policy is to offer remuneration sufficient to attract, retain and motivate staff of a suitable calibre to provide the public with an effective and efficient service; and such remuneration is to be regarded as fair by both civil servants and the public they serve by maintaining broad comparability between civil service and private sector pay. Civil service pay is checked against market pay on a regular basis through three different types of surveys, namely (a) a pay trend survey (PTS) every year to ascertain the year-on-year pay adjustment movements in the private sector; (b) a starting salaries survey every three years to compare the starting salaries of civil service civilian grades with the entry pay of jobs in the private sector requiring similar academic qualifications and/or experiences for appointment; and (c) a pay level survey (PLS) every six years to ascertain whether civil service pay is broadly comparable with private sector pay.

#### *The PTS mechanism*

5. The annual PTS is commissioned by the tripartite PTS Committee, comprising representatives of the staff sides of the four central consultative councils<sup>1</sup>, management representatives, and private-sector members from two independent advisory bodies on civil service salaries and conditions of service<sup>2</sup>. It collects pay adjustment data from both larger (i.e. with 100 or more employees) and smaller (i.e. with 50 to 99 employees) companies, which are assigned a 75% and 25% weighting respectively. The data collected from the two groups of companies are collated, in accordance with the assigned weighting, into three gross pay trend indicators (PTIs), one each for the upper, middle and lower salary bands<sup>3</sup>. The

/payroll .....

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1

The four central consultative councils are the Senior Civil Service Council, the Police Force Council, the Disciplined Services Consultative Council and the Model Scale 1 Staff Consultative Council.

2

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

3

The pay ranges of the three salary bands as at 31 March 2010 are –

- (a) Upper: Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale 39 or equivalent, i.e. \$48,401 to \$95,360;
- (b) Middle: From MPS 10 to 33 or equivalent, i.e. \$15,785 to \$48,400; and
- (c) Lower: Below MPS 10 or equivalent, i.e. below \$15,785.

payroll cost of increments incurred for civil servants in each salary band (expressed as a percentage of the total salary payment) is deducted from the relevant gross PTI to arrive at the net PTI<sup>4</sup>.

### *The annual pay adjustment process*

6. Upon the completion of a PTS, we seek the CE-in-Council's advice on the pay offers to be made to the staff sides of the four central consultative councils, having regard to six factors, namely (a) the net PTIs; (b) the state of the economy; (c) changes in the cost of living; (d) the Government's fiscal position; (e) the pay claims of the staff sides; and (f) the state of civil service morale. If the pay offers advised by the CE-in-Council are different from the staff sides' pay claims, we consult the staff sides again and then the CE-in-Council will make a final decision.

### *The results of the 2010 PTS*

7. The gross PTIs of the 2010 PTS (covering the 12-month period from 2 April 2009 to 1 April 2010) and the consequential net PTIs in respect of the three salary bands in the civil service are set out below –

<u>Salary Band</u>	<u>Gross PTI</u> [A]	<u>Payroll cost of increments</u> [B]	<u>Net PTI</u> [A] minus [B]
Upper	2.20%	0.60%	<b>1.60%</b>
Middle	1.29%	0.73%	<b>0.56%</b>
Lower	0.90%	0.74%	<b>0.16%</b>

### *Civil service pay adjustment rates*

8. After taking into account the various factors set out in paragraph 6 above, the CE-in-Council has decided, with effect from 1 April 2010, –

/(a) .....

<sup>4</sup>

The deduction of payroll cost of increments from the gross PTIs to arrive at the net PTIs was recommended by the Committee of Inquiry in 1989 in view of its other recommendation to include private sector merit pay and increments in the annual PTS. The Committee considered that for the sake of fairness, if all take-home pay in the private sector was taken into account in the PTS, the increment payment made to civil servants who had not yet reached the maximum pay point of their rank should also be taken into account.

- (a) the pay for civil servants in the directorate and upper salary band should be increased by 1.60%, i.e. equal to the net PTI for the upper salary band;
- (b) the pay for civil servants in the middle salary band should be increased by 0.56%, i.e. equal to the net PTI for the middle salary band; and
- (c) the pay for civil servants in the lower salary band should be increased by 0.56%, by invoking the “bring-up” arrangement (i.e. to align the pay adjustment for the lower salary band to the net PTI for the middle salary band if the net PTI for the lower salary band is less than that for the middle salary band).

9. On item (c) above, the application of the “bring-up” arrangement for the lower salary band in 2010-11 does not imply that it will necessarily be applied in future years when the net PTI for the lower salary band is lower than that for the middle salary band. The CE-in-Council will continue to decide each year, having regard to all the relevant factors set out in paragraph 6 above, what pay adjustment, if any, should be made to different groups of civil servants. In addition, should the next (or subsequent) PLS reveal a differential of more than plus/minus 5% in the pay (inclusive of any embedded “bring-up” portion) between civil servants of a particular job level and their counterparts in the private sector, then adjustment (either upward or downward) will be made to bring the pay of the concerned civil servants back to the limit (upper or lower as appropriate) of the plus/minus 5% acceptable range, in accordance with the agreed framework.

#### **(B) Adjustment to the Pay for ICAC Staff**

10. Although ICAC staff are not civil servants, the Government’s policy is to extend the civil service pay adjustment to them. We accordingly propose that the civil service pay adjustment for 2010-11 should be applied to ICAC staff.

#### **(C) Adjustments for the Subvented Sector**

11. The teaching and certain non-teaching staff of aided schools are remunerated according to the civil service pay scales. We therefore propose that their pay should be adjusted in the same manner as their civil service counterparts.

12. Other than what is stated in paragraph 11 above, the Government, as a general rule, is not involved in the determination of pay or pay adjustment of staff working in subvented bodies (e.g. the Hospital Authority, social welfare non-governmental organisations, institutions funded by the University Grants Committee, etc.). These are matters between the concerned bodies as employers and their employees. That said, it has been the established practice that following a civil service annual pay adjustment, the Government will adjust the provisions for subvented bodies whose funding are price-adjusted on the basis of formulae including a factor of civil service pay adjustment. The additional provisions will in general be calculated in accordance with the weighted average of the pay rise decided for the civil service<sup>5</sup>. It would be up to individual subvented bodies, as employers, to decide whether to increase the salaries of their own employees and, if so, the rate of increase. We will, through the relevant Controlling Officers, remind the subvented bodies concerned that the additional subventions from the Government are meant to allow room for pay adjustment for their staff.

## FINANCIAL IMPLICATIONS

13. The annual financial implications for the civil service, ICAC, the subvented sector and the Auxiliaries<sup>6</sup> arising from the proposed pay adjustment are as follows –

	<b>\$ million</b>
(a) Civil Service	516 <sup>7</sup>
(b) ICAC	7
(c) Subvented Sector	628 <sup>8</sup>
(d) Auxiliaries	2
<b>Total</b>	<b>1,153</b>

/14. ....

<sup>5</sup> If the proposed civil service pay adjustment is approved, the weighted average of civil service pay rise will be 0.86%.

<sup>6</sup> With reference to the civil service pay adjustment, we will make adjustment to the pay of members of the Auxiliaries in accordance with the established adjustment mechanism. Such adjustment will be approved by the Secretary for Financial Services and the Treasury under delegated authority.

<sup>7</sup> The figure includes about \$57 million additional cost arising from pay adjustment for around 20 000 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$32 million in pension payments for those retiring in 2010-11.

<sup>8</sup> This figure has excluded the financial implications arising from pay adjustment for civil servants seconded to/working in subvented bodies, which have been incorporated under item (a) above.

14. We have not made provisions in the relevant Heads of Expenditure for the proposed pay adjustment in the 2010-11 Estimates. While it is not possible to quantify at this stage the exact amount of supplementary provision needed under each Head of Expenditure, we expect that the savings, if any, and the general reserve set aside in the 2010-11 Estimates would be sufficient to cover the additional expenditure arising from the proposed pay adjustment for the year. Subject to Members' approval of the proposal, we shall approve under delegated authority the supplementary provision required under individual Heads of Expenditure.

### **PUBLIC CONSULTATION**

15. We briefed the Legislative Council Panel on Public Service on the 2010-11 civil service pay adjustment exercise at its meeting held on 21 June 2010.

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Civil Service Bureau  
Financial Services and the Treasury Bureau  
June 2010

**Directorate Pay Scale**

<b>Point</b>	<b>(as at 31.3.2010)</b> \$	<b>(w.e.f. 1.4.2010)</b> \$
<b>8</b>	(196,860)	(200,000)
	191,135	194,200
<b>7</b>	(190,945)	(194,000)
	185,365	188,350
<b>6</b>	(176,845)	(179,650)
	171,690	174,450
<b>5</b>	(167,620)	(170,300)
	162,750	165,350
<b>4</b>	(162,655)	(165,250)
	(157,925)	(160,450)
	153,240	155,700
	(147,375)	(149,750)
<b>3</b>	(143,070)	(145,350)
	(139,045)	(141,250)
	135,025	137,200
	(126,985)	(129,000)
<b>2</b>	(123,290)	(125,250)
	(119,695)	(121,600)
	116,100	117,950
	(106,925)	(108,650)
<b>1</b>	(103,800)	(105,450)
	(100,680)	(102,300)
	97,840	99,400

Note: Figures in brackets represent increments.

### Directorate (Legal) Pay Scale

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
	(176,845)	(179,650)
<b>6</b>	171,690	174,450
	(167,620)	(170,300)
<b>5</b>	162,750	165,350
	(162,655)	(165,250)
	(157,925)	(160,450)
<b>4</b>	153,240	155,700
	(147,375)	(149,750)
	(143,070)	(145,350)
	(139,045)	(141,250)
<b>3</b>	135,025	137,200
	(126,985)	(129,000)
	(123,290)	(125,250)
	(119,695)	(121,600)
<b>2</b>	116,100	117,950
	(106,925)	(108,650)
	(103,800)	(105,450)
	(100,680)	(102,300)
<b>1</b>	97,840	99,400

Note: Figures in brackets represent increments.

### Master Pay Scale

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
49	87,735	89,140
48	84,690	86,045
47	81,750	83,060
46 (44B)	78,885	80,145
45 (44A)	76,155	77,375
44	73,500	74,675
43	70,940	72,075
42	68,015	69,105
41	65,210	66,255
40	62,510	63,510
39	59,930	60,890
38	57,280	58,195
37	54,765	55,640
36 (33C)	52,295	53,130
35 (33B)	49,975	50,775
34 (33A)	48,700	49,480
33	48,400	48,670
32	46,230	46,490
31	44,155	44,400
30	42,175	42,410
29	40,290	40,515
28	38,470	38,685
27	36,740	36,945
26	35,095	35,290
25	33,520	33,710
24	32,055	32,235
23	30,615	30,785
22	29,235	29,400
21	27,910	28,065
20	26,585	26,735
19	25,320	25,460
18	24,120	24,255
17	22,985	23,115
16	21,880	22,005
15	20,835	20,950
14	19,835	19,945
13	18,885	18,990
12	17,805	17,905

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
<b>11</b>	16,760	16,855
<b>10</b>	15,785	15,875
<b>9</b>	14,890	14,975
<b>8</b>	13,985	14,065
<b>7</b>	13,120	13,195
<b>6</b>	12,310	12,380
<b>5</b>	11,580	11,645
<b>4</b>	10,845	10,910
<b>3</b>	10,190	10,250
<b>2</b>	9,565	9,620
<b>1</b>	8,985	9,040
<b>0</b>	8,455	8,505

### Model Scale 1 Pay Scale

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
<b>13</b>	11,700	11,770
<b>12</b>	11,470	11,535
<b>11</b>	11,230	11,295
<b>10</b>	11,015	11,080
<b>9</b>	10,800	10,865
<b>8</b>	10,595	10,655
<b>7</b>	10,395	10,455
<b>6</b>	10,190	10,250
<b>5</b>	9,985	10,045
<b>4</b>	9,785	9,840
<b>3</b>	9,580	9,635
<b>2</b>	9,375	9,430
<b>1</b>	9,175	9,230
<b>0</b>	8,980	9,035

### General Disciplined Services (Commander) Pay Scale

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
<b>4</b>	(176,845)	(179,650)
	171,690	174,450
<b>3</b>	(147,375)	(149,750)
	(143,070)	(145,350)
	(139,045)	(141,250)
	135,025	137,200
	(126,985)	(129,000)
<b>2</b>	(123,290)	(125,250)
	(119,695)	(121,600)
	116,100	117,950
<b>1</b>	(110,280)	(112,050)
	(107,065)	(108,800)
	(103,800)	(105,450)
	100,680	102,300

Note: Figures in brackets represent increments.

### General Disciplined Services (Officer) Pay Scale

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
<b>39</b>	95,360	96,885
<b>38</b>	92,300	93,775
<b>37</b>	88,725	90,145
<b>36</b>	85,155	86,515
<b>35</b>	81,970	83,280
<b>34</b>	78,935	80,200
<b>33</b>	76,105	77,325
<b>32</b>	73,450	74,625
<b>31</b>	70,820	71,955
<b>30</b>	68,255	69,345
<b>29</b>	65,800	66,855
<b>28</b>	63,385	64,400
<b>27</b>	61,115	62,095
<b>26</b>	58,880	59,820
<b>25</b>	56,665	57,570
<b>24</b>	54,665	55,540
<b>23</b>	52,680	53,525
<b>22</b>	50,760	51,570
<b>21</b>	49,065	49,850
<b>20</b>	48,700	49,480
<b>19</b>	48,320	48,590
<b>18</b>	46,585	46,845
<b>17</b>	44,665	44,915
<b>16</b>	42,750	42,990
<b>15</b>	40,810	41,040
<b>14</b>	38,895	39,115
<b>13</b>	37,030	37,235
<b>12</b>	35,165	35,360
<b>11</b>	33,455	33,640
<b>10</b>	31,845	32,025
<b>9</b>	30,280	30,450
<b>8</b>	28,705	28,865
<b>7</b>	27,155	27,305
<b>6</b>	25,620	25,765
<b>5</b>	24,050	24,185
<b>4</b>	22,690	22,815
<b>3</b>	21,620	21,740
<b>2</b>	20,540	20,655

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
<b>1</b>	19,665	19,775
<b>1a</b>	18,820	18,925
<b>1b</b>	18,010	18,110
<b>1c</b>	17,240	17,335
<b>1d</b>	16,500	16,590

### General Disciplined Services (Rank and File) Pay Scale

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
<b>29</b>	31,750	31,930
<b>28</b>	30,540	30,710
<b>27</b>	29,365	29,530
<b>26</b>	28,525	28,685
<b>25</b>	27,665	27,820
<b>24</b>	26,870	27,020
<b>23</b>	26,185	26,330
<b>22</b>	25,460	25,605
<b>21</b>	24,760	24,900
<b>20</b>	24,105	24,240
<b>19</b>	23,465	23,595
<b>18</b>	22,815	22,945
<b>17</b>	22,150	22,275
<b>16</b>	21,540	21,660
<b>15</b>	20,940	21,055
<b>14</b>	20,340	20,455
<b>13</b>	19,745	19,855
<b>12</b>	19,150	19,255
<b>11</b>	18,565	18,670
<b>10</b>	17,980	18,080
<b>9</b>	17,415	17,515
<b>8</b>	16,830	16,925
<b>7</b>	16,250	16,340
<b>6</b>	15,750	15,840
<b>5</b>	15,100	15,185
<b>4</b>	14,685	14,770
<b>3</b>	14,275	14,355
<b>2</b>	13,860	13,940
<b>1</b>	13,480	13,560
<b>1a</b>	13,105	13,180

**Police Pay Scale**

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
	(196,860)	(200,000)
<b>59</b>	191,135	194,200
	(167,620)	(170,300)
	(162,750)	(165,350)
<b>58</b>	157,925	160,450
	(147,375)	(149,750)
	(143,070)	(145,350)
	(139,045)	(141,250)
<b>57</b>	135,025	137,200
	(126,985)	(129,000)
	(123,290)	(125,250)
	(119,695)	(121,600)
<b>56</b>	116,100	117,950
	(110,280)	(112,050)
	(107,065)	(108,800)
	(103,800)	(105,450)
<b>55</b>	100,680	102,300
<b>54a</b>	95,360	96,885
<b>54</b>	92,300	93,775
<b>53</b>	88,725	90,145
<b>52</b>	85,155	86,515
<b>51</b>	81,970	83,280
<b>50</b>	78,935	80,200
<b>49</b>	76,105	77,325
<b>48</b>	73,450	74,625
<b>47</b>	70,820	71,955
<b>46</b>	68,255	69,345
<b>45</b>	65,800	66,855
<b>44</b>	63,385	64,400
<b>43</b>	61,115	62,095
<b>42</b>	58,880	59,820
<b>41</b>	56,665	57,570
<b>40</b>	54,665	55,540

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
<b>39</b>	52,680	53,525
<b>38</b>	50,760	51,570
<b>37</b>	49,065	49,850
<b>36</b>	48,700	49,480
<b>35</b>	48,320	48,590
<b>34</b>	46,585	46,845
<b>33</b>	44,665	44,915
<b>32</b>	42,785	43,025
<b>31</b>	40,900	41,130
<b>30</b>	39,070	39,290
<b>29</b>	37,265	37,475
<b>28</b>	35,495	35,695
<b>27</b>	33,720	33,910
<b>26</b>	32,255	32,435
<b>25</b>	31,285	31,460
<b>24</b>	30,370	30,540
<b>23</b>	29,460	29,625
<b>22</b>	28,785	28,945
<b>21</b>	28,065	28,220
<b>20</b>	27,330	27,485
<b>19</b>	26,635	26,785
<b>18</b>	25,895	26,040
<b>17</b>	25,170	25,310
<b>16</b>	24,475	24,610
<b>15</b>	23,805	23,940
<b>14</b>	23,125	23,255
<b>13</b>	22,470	22,595
<b>12</b>	21,835	21,955
<b>11</b>	21,305	21,425
<b>10</b>	20,590	20,705
<b>9</b>	19,975	20,085
<b>8</b>	19,360	19,470
<b>7</b>	18,805	18,910
<b>6</b>	18,230	18,330
<b>5</b>	17,695	17,795
<b>4</b>	17,180	17,275
<b>3</b>	16,655	16,750
<b>2</b>	16,160	16,250
<b>1</b>	15,690	15,780
<b>1a</b>	15,235	15,325

Note: Figures in brackets represent increments.

**Independent Commission Against Corruption Pay Scale**

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
	(167,620)	(170,300)
	(162,750)	(165,350)
<b>48</b>	157,925	160,450
	(147,375)	(149,750)
	(143,070)	(145,350)
	(139,045)	(141,250)
<b>47</b>	135,025	137,200
	(126,985)	(129,000)
	(123,290)	(125,250)
	(119,695)	(121,600)
<b>46</b>	116,100	117,950
	(110,280)	(112,050)
	(107,065)	(108,800)
	(103,800)	(105,450)
<b>45</b>	100,680	102,300
<b>44a</b>	95,360	96,885
<b>44</b>	92,300	93,775
<b>43</b>	88,725	90,145
<b>42</b>	85,155	86,515
<b>41</b>	81,970	83,280
<b>40</b>	78,935	80,200
<b>39</b>	76,050	77,265
<b>38</b>	73,410	74,585
<b>37</b>	70,755	71,885
<b>36</b>	68,185	69,275
<b>35</b>	65,515	66,565
<b>34</b>	63,075	64,085
<b>33</b>	60,610	61,580
<b>32</b>	58,180	59,110
<b>31</b>	55,710	56,600
<b>30</b>	53,270	54,120
<b>29</b>	50,850	51,665
<b>28</b>	48,700	49,480
<b>27</b>	48,145	48,415

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
<b>26</b>	46,685	46,945
<b>25</b>	44,545	44,795
<b>24</b>	42,335	42,570
<b>23</b>	40,170	40,395
<b>22</b>	37,995	38,210
<b>21</b>	35,810	36,010
<b>20</b>	34,140	34,330
<b>19</b>	32,480	32,660
<b>18</b>	31,105	31,280
<b>17</b>	29,730	29,895
<b>16</b>	28,350	28,510
<b>15</b>	27,310	27,465
<b>14</b>	26,965	27,115
<b>13</b>	26,265	26,410
<b>12</b>	25,550	25,695
<b>11</b>	24,180	24,315
<b>10</b>	22,815	22,945
<b>9</b>	21,550	21,670
<b>8</b>	20,305	20,420
<b>7</b>	19,050	19,155
<b>6</b>	17,730	17,830
<b>5</b>	16,410	16,500
<b>4</b>	15,100	15,185
<b>3</b>	14,550	14,635
<b>2</b>	13,995	14,075
<b>1</b>	13,490	13,570

Note: Figures in brackets represent increments.

### Training Pay Scale

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
<b>16</b>	20,785	20,900
<b>15</b>	19,790	19,900
<b>14</b>	18,840	18,945
<b>13</b>	18,015	18,115
<b>12</b>	16,910	17,005
<b>11</b>	15,505	15,595
<b>10</b>	14,240	14,320
<b>9</b>	13,405	13,485
<b>8</b>	12,585	12,660
<b>7</b>	11,815	11,885
<b>6</b>	11,100	11,165
<b>5</b>	10,410	10,470
<b>4</b>	9,775	9,830
<b>3</b>	9,190	9,245
<b>2</b>	8,610	8,660
<b>1</b>	8,090	8,140

### Craft Apprentice Pay Scale

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
<b>4</b>	7,970	8,015
<b>3</b>	7,300	7,345
<b>2</b>	6,600	6,640
<b>1</b>	5,935	5,970
<b>0</b>	5,595	5,630

### Technician Apprentice Pay Scale

<b>Point</b>	<b>(as at 31.3.2010)</b>	<b>(w.e.f. 1.4.2010)</b>
	<b>\$</b>	<b>\$</b>
<b>4</b>	10,080	10,140
<b>3</b>	9,190	9,245
<b>2</b>	8,305	8,355
<b>1</b>	7,640	7,685
<b>0</b>	7,165	7,210