

## ITEM FOR FINANCE COMMITTEE

### 2012-13 CIVIL SERVICE PAY ADJUSTMENT

Members are invited to –

- (a) approve, with effect from 1 April 2012, an increase in pay –
  - (i) by 5.26% for civil servants in the directorate and upper salary band; and
  - (ii) by 5.80% 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 subvented bodies whose funding is price-adjusted on the basis of formulae including a factor of civil service pay adjustment; and
- (e) note the financial implications of about \$8,608 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 subvented bodies whose funding is 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 2012, civil service pay be increased –
    - (i) by 5.26% for civil servants in the directorate and upper salary band; and
    - (ii) by 5.80% 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 subvented bodies whose funding is 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 Enclosure.

Encl.

**/JUSTIFICATION .....**

## JUSTIFICATION

### (A) Civil Service Pay Adjustment

#### *Civil service pay policy*

4. The Government's civil service pay policy is to offer sufficient remuneration to attract, retain and motivate staff of suitable calibre to provide the public with an effective and efficient service; and such remuneration 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 compared with market pay on a regular basis through three different types of surveys under the Improved Civil Service Pay Adjustment Mechanism, namely (a) an annual pay trend survey (PTS) to ascertain the year-on-year pay adjustment movements in the private sector; (b) a triennial starting salaries survey to compare the starting salaries of civil service civilian grades with the entry pay of jobs in the private sector requiring similar qualifications; and (c) a six-yearly pay level survey (PLS) to ascertain whether civil service pay remains 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 (the staff sides)<sup>1</sup>, representatives of the Administration as well as members from the two independent advisory bodies on civil service salaries and conditions of services<sup>2</sup>. It collects the year-on-year adjustments in both basic pay and additional pay (e.g. bonus, etc.) of employees in the surveyed companies from major sectors of the economy. Pay adjustment data from both larger (i.e. with 100 or more employees) and smaller (i.e. with 50-99 employees) companies are collected and assigned a 75% and 25% weighting respectively. The data are collated according to three salary bands: upper, middle and lower<sup>3</sup>, and aggregated

/in .....

---

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

<sup>2</sup> 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.

<sup>3</sup> The pay ranges of the three salary bands for the 2012 PTS are –

- (a) Upper: Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale 39 or equivalent, viz. \$51,671 to \$103,900;
- (b) Middle: From MPS 10 to 33 or equivalent, viz. \$16,855 to \$51,670; and
- (c) Lower: Below MPS 10 or equivalent, viz. below \$16,855.

in accordance with the assigned weighting into a basic pay indicator and an additional pay indicator for each salary band. The two indicators for a particular salary band are added up and presented as the gross pay trend indicator (PTI) for that band. The payroll cost of increments incurred for civil servants in each salary band (expressed as a percentage of total salary payment) is then deducted from the relevant gross PTI to arrive at the net PTI<sup>4</sup>.

### *The annual pay adjustment process*

6. Upon completion of the annual PTS, the staff sides submit their individual pay claims to the Administration. The CE-in-Council's advice is then sought on the pay offers to be made to the staff sides, having regard to six factors, namely (a) the net PTIs; (b) the state of Hong Kong's economy; (c) changes in the cost of living; (d) the Government's fiscal position; (e) the pay claims of the staff sides; and (f) civil service morale. If the pay offers are different from the pay claims, we consult the staff sides again before seeking the CE-in-Council's final decision.

### *Results of the 2012 PTS*

7. The gross PTIs of the 2012 PTS (covering the 12-month period from 2 April 2011 to 1 April 2012) 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><br>[A] | <u>Payroll cost of increments</u><br>[B] | <u>Net PTI</u><br>[A] minus [B] |
|--------------------|-------------------------|--|---------------------------------|
| Upper              | 6.01%                   | 0.75%                                    | <b>5.26%</b>                    |
| Middle             | 6.64%                   | 0.84%                                    | <b>5.80%</b>                    |
| Lower              | 5.71%                   | 1.15%                                    | <b>4.56%</b>                    |

*/Civil .....*

<sup>4</sup>

The deduction of payroll cost of increments from the gross PTIs to arrive at the net PTIs was recommended by the 1988 Committee of Inquiry in view of its recommendation to include private sector merit pay and increments in the annual PTS. The Committee considered that for 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.

*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 2012, that –

- (a) the pay for civil servants in the directorate and upper salary band should be increased by 5.26%, 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 5.80%, i.e. equal to the net PTI for this salary band; and
- (c) the pay for civil servants in the lower salary band should be increased by 5.80%, 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 2012-13 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, in the context of the annual civil service pay adjustment exercise, whether and how the pay for the lower salary band should be adjusted, including whether to invoke the “bring-up” arrangement. Under the existing mechanism, if the findings of a PLS reveal a differential greater than plus/minus 5% in the pay (inclusive of any embedded “bring-up” portion) between civil servants of a particular job nature and level and their comparators in the private sector, then adjustment (either upward or downward) should be made to bring the pay for the civil servants concerned back to the limit (upper or lower as appropriate) of the acceptable range. The Standing Commission on Civil Service Salaries and Conditions of Service which has accepted the Administration’s invitation to conduct the forthcoming PLS will, as an independent advisory body, decide what recommendations to make to the Administration on the general principles of application of the findings of the PLS (when available) to the non-directorate civilian grades of the civil service.

**(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 2012-13, as set out in paragraph 2(a) above, should be applied to ICAC staff.

/(C) .....

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

11. The teaching and certain non-teaching staff of aided schools are remunerated according to the relevant civil service pay scales. We therefore propose that their pay should be adjusted according to the revised relevant civil service pay scales as set out at Enclosure.

12. Other than what is stated in the above paragraph, 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. Therefore, the Government will not directly impose any pay adjustment applicable to the civil service to employees in the subvented sector. That said, it has been the established practice that following a civil service pay adjustment, the Government will adjust the provisions for subventions which are price-adjusted on the basis of formulae including a factor of civil service pay adjustment. Where the civil service pay adjustment involves a pay rise, the additional provisions for subventions 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 financial implications for the civil service, ICAC, the subvented sector and the Auxiliaries<sup>6</sup> arising from the proposed pay adjustment for 2012-13 are as follows –

/(a) .....

---

<sup>5</sup> If the proposed civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 5.64%.

<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.

|                      | <b>\$ million</b>  |
|----------------------|--------------------|
| (a) Civil Service    | 4,043 <sup>7</sup> |
| (b) ICAC             | 35                 |
| (c) Subvented Sector | 4,520 <sup>8</sup> |
| (d) Auxiliaries      | 10                 |
| <b>Total</b>         | <b>8,608</b>       |

14. We have not made provisions in the relevant Heads of Expenditure for the proposed pay adjustment in the 2012-13 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 2012-13 Estimates should 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 2012-13 civil service pay adjustment exercise at its meeting held on 18 June 2012.

-----

Civil Service Bureau  
Financial Services and the Treasury Bureau  
June 2012

<sup>7</sup> The figure includes about \$405 million additional cost arising from pay adjustment for around 19 000 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$586 million in retirement benefit payments for civil servants retiring in 2012-13 and civil servants under the Civil Service Provident Fund Scheme and the Mandatory Provident Fund schemes.

<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) in paragraph 13 above.

## Directorate Pay Scale

| Point | as at 31.3.2012 | w.e.f. 1.4.2012 |
|-------|-----------------|-----------------|
|       | \$              | \$              |
| 8     | (214,500)       | (225,800)       |
|       | 208,250         | 219,200         |
| 7     | (208,050)       | (219,000)       |
|       | 202,000         | 212,650         |
| 6     | (192,650)       | (202,800)       |
|       | 187,100         | 196,950         |
| 5     | (182,650)       | (192,250)       |
|       | 177,300         | 186,650         |
| 4     | (177,200)       | (186,500)       |
|       | (172,050)       | (181,100)       |
|       | 166,950         | 175,750         |
|       | (160,600)       | (169,050)       |
| 3     | (155,850)       | (164,050)       |
|       | (151,500)       | (159,450)       |
|       | 147,150         | 154,900         |
|       | (138,350)       | (145,650)       |
| 2     | (134,300)       | (141,350)       |
|       | (130,400)       | (137,250)       |
|       | 126,500         | 133,150         |
|       | (116,500)       | (122,650)       |
| 1     | (113,100)       | (119,050)       |
|       | (109,700)       | (115,450)       |
|       | 106,600         | 112,200         |

Note: Figures in brackets represent increments.



**Directorate (Legal) Pay Scale**

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (192,650)              | (202,800)              |
| 6            | 187,100                | 196,950                |
|              | (182,650)              | (192,250)              |
| 5            | 177,300                | 186,650                |
|              | (177,200)              | (186,500)              |
|              | (172,050)              | (181,100)              |
| 4            | 166,950                | 175,750                |
|              | (160,600)              | (169,050)              |
|              | (155,850)              | (164,050)              |
|              | (151,500)              | (159,450)              |
| 3            | 147,150                | 154,900                |
|              | (138,350)              | (145,650)              |
|              | (134,300)              | (141,350)              |
|              | (130,400)              | (137,250)              |
| 2            | 126,500                | 133,150                |
|              | (116,500)              | (122,650)              |
|              | (113,100)              | (119,050)              |
|              | (109,700)              | (115,450)              |
| 1            | 106,600                | 112,200                |

Note: Figures in brackets represent increments.

### Master Pay Scale

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 49           | 95,595                 | 100,625                |
| 48           | 92,275                 | 97,130                 |
| 47           | 89,075                 | 93,760                 |
| 46 (44B)     | 85,945                 | 90,465                 |
| 45 (44A)     | 82,975                 | 87,340                 |
| 44           | 80,080                 | 84,290                 |
| 43           | 77,295                 | 81,360                 |
| 42           | 74,110                 | 78,010                 |
| 41           | 71,050                 | 74,785                 |
| 40           | 68,110                 | 71,695                 |
| 39           | 65,300                 | 68,735                 |
| 38           | 62,410                 | 65,695                 |
| 37           | 59,670                 | 62,810                 |
| 36 (33C)     | 56,975                 | 59,970                 |
| 35 (33B)     | 54,450                 | 57,315                 |
| 34 (33A)     | 53,060                 | 55,850                 |
| 33           | 51,670                 | 54,665                 |
| 32           | 49,355                 | 52,220                 |
| 31           | 47,135                 | 49,870                 |
| 30           | 45,020                 | 47,630                 |
| 29           | 43,010                 | 45,505                 |
| 28           | 41,070                 | 43,450                 |
| 27           | 39,220                 | 41,495                 |
| 26           | 37,465                 | 39,640                 |
| 25           | 35,785                 | 37,860                 |
| 24           | 34,220                 | 36,205                 |
| 23           | 32,680                 | 34,575                 |
| 22           | 31,210                 | 33,020                 |
| 21           | 29,795                 | 31,525                 |
| 20           | 28,380                 | 30,025                 |
| 19           | 27,030                 | 28,600                 |
| 18           | 25,750                 | 27,245                 |
| 17           | 24,540                 | 25,965                 |
| 16           | 23,360                 | 24,715                 |

### Master Pay Scale

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 15           | 22,240                 | 23,530                 |
| 14           | 21,175                 | 22,405                 |
| 13           | 20,160                 | 21,330                 |
| 12           | 19,010                 | 20,115                 |
| 11           | 17,895                 | 18,935                 |
| 10           | 16,855                 | 17,835                 |
| 9            | 15,900                 | 16,825                 |
| 8            | 14,935                 | 15,805                 |
| 7            | 14,010                 | 14,825                 |
| 6            | 13,145                 | 13,910                 |
| 5            | 12,365                 | 13,085                 |
| 4            | 11,585                 | 12,260                 |
| 3            | 10,885                 | 11,520                 |
| 2            | 10,215                 | 10,810                 |
| 1            | 9,600                  | 10,160                 |
| 0            | 9,030                  | 9,555                  |

### Model Scale 1 Pay Scale

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 13           | 12,500                 | 13,225                 |
| 12           | 12,250                 | 12,965                 |
| 11           | 11,995                 | 12,695                 |
| 10           | 11,765                 | 12,450                 |
| 9            | 11,535                 | 12,205                 |
| 8            | 11,315                 | 11,975                 |
| 7            | 11,100                 | 11,745                 |
| 6            | 10,885                 | 11,520                 |
| 5            | 10,665                 | 11,285                 |
| 4            | 10,450                 | 11,060                 |
| 3            | 10,230                 | 10,825                 |
| 2            | 10,015                 | 10,600                 |
| 1            | 9,800                  | 10,370                 |
| 0            | 9,595                  | 10,155                 |

**General Disciplined Services (Commander) Pay Scale**

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (192,650)              | (202,800)              |
| 4            | 187,100                | 196,950                |
|              | (160,600)              | (169,050)              |
|              | (155,850)              | (164,050)              |
|              | (151,500)              | (159,450)              |
| 3            | 147,150                | 154,900                |
|              | (138,350)              | (145,650)              |
|              | (134,300)              | (141,350)              |
|              | (130,400)              | (137,250)              |
| 2            | 126,500                | 133,150                |
|              | (120,150)              | (126,450)              |
|              | (116,700)              | (122,850)              |
|              | (113,100)              | (119,050)              |
| 1            | 109,700                | 115,450                |

Note: Figures in brackets represent increments.

### General Disciplined Services (Officer) Pay Scale

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 39           | 103,900                | 109,365                |
| 38           | 100,565                | 105,855                |
| 37           | 96,670                 | 101,755                |
| 36           | 92,780                 | 97,660                 |
| 35           | 89,310                 | 94,010                 |
| 34           | 86,005                 | 90,530                 |
| 33           | 82,925                 | 87,285                 |
| 32           | 80,030                 | 84,240                 |
| 31           | 77,165                 | 81,225                 |
| 30           | 74,365                 | 78,275                 |
| 29           | 71,695                 | 75,465                 |
| 28           | 69,065                 | 72,700                 |
| 27           | 66,590                 | 70,095                 |
| 26           | 64,150                 | 67,525                 |
| 25           | 61,740                 | 64,990                 |
| 24           | 59,560                 | 62,695                 |
| 23           | 57,400                 | 60,420                 |
| 22           | 55,305                 | 58,215                 |
| 21           | 53,460                 | 56,270                 |
| 20           | 53,060                 | 55,850                 |
| 19           | 51,585                 | 54,575                 |
| 18           | 49,730                 | 52,615                 |
| 17           | 47,680                 | 50,445                 |
| 16           | 45,640                 | 48,285                 |
| 15           | 43,570                 | 46,095                 |
| 14           | 41,525                 | 43,935                 |
| 13           | 39,530                 | 41,825                 |
| 12           | 37,540                 | 39,715                 |
| 11           | 35,710                 | 37,780                 |
| 10           | 34,000                 | 35,970                 |
| 9            | 32,325                 | 34,200                 |
| 8            | 30,645                 | 32,420                 |
| 7            | 28,985                 | 30,665                 |
| 6            | 27,350                 | 28,935                 |
| 5            | 25,675                 | 27,165                 |

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

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 4            | 24,220                 | 25,625                 |
| 3            | 23,080                 | 24,420                 |
| 2            | 21,925                 | 23,195                 |
| 1            | 20,995                 | 22,215                 |
| 1a           | 20,090                 | 21,255                 |
| 1b           | 19,225                 | 20,340                 |
| 1c           | 18,405                 | 19,470                 |
| 1d           | 17,610                 | 18,630                 |

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

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 29           | 33,895                 | 35,860                 |
| 28           | 32,600                 | 34,490                 |
| 27           | 31,350                 | 33,170                 |
| 26           | 30,450                 | 32,215                 |
| 25           | 29,535                 | 31,250                 |
| 24           | 28,685                 | 30,350                 |
| 23           | 27,950                 | 29,570                 |
| 22           | 27,180                 | 28,755                 |
| 21           | 26,435                 | 27,970                 |
| 20           | 25,735                 | 27,230                 |
| 19           | 25,050                 | 26,505                 |
| 18           | 24,360                 | 25,775                 |
| 17           | 23,645                 | 25,015                 |
| 16           | 22,995                 | 24,330                 |
| 15           | 22,350                 | 23,645                 |
| 14           | 21,715                 | 22,975                 |
| 13           | 21,080                 | 22,305                 |
| 12           | 20,440                 | 21,625                 |
| 11           | 19,820                 | 20,970                 |
| 10           | 19,195                 | 20,310                 |
| 9            | 18,595                 | 19,675                 |
| 8            | 17,970                 | 19,010                 |
| 7            | 17,345                 | 18,350                 |
| 6            | 16,820                 | 17,800                 |
| 5            | 16,125                 | 17,065                 |
| 4            | 15,680                 | 16,590                 |
| 3            | 15,240                 | 16,125                 |
| 2            | 14,800                 | 15,660                 |
| 1            | 14,400                 | 15,240                 |
| 1a           | 13,995                 | 14,810                 |



### Police Pay Scale

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (214,500)              | (225,800)              |
| 59           | 208,250                | 219,200                |
|              | (182,650)              | (192,250)              |
|              | (177,300)              | (186,650)              |
| 58           | 172,050                | 181,100                |
|              | (160,600)              | (169,050)              |
|              | (155,850)              | (164,050)              |
|              | (151,500)              | (159,450)              |
| 57           | 147,150                | 154,900                |
|              | (138,350)              | (145,650)              |
|              | (134,300)              | (141,350)              |
|              | (130,400)              | (137,250)              |
| 56           | 126,500                | 133,150                |
|              | (120,150)              | (126,450)              |
|              | (116,700)              | (122,850)              |
|              | (113,100)              | (119,050)              |
| 55           | 109,700                | 115,450                |
| 54a          | 103,900                | 109,365                |
| 54           | 100,565                | 105,855                |
| 53           | 96,670                 | 101,755                |
| 52           | 92,780                 | 97,660                 |
| 51           | 89,310                 | 94,010                 |
| 50           | 86,005                 | 90,530                 |
| 49           | 82,925                 | 87,285                 |
| 48           | 80,030                 | 84,240                 |
| 47           | 77,165                 | 81,225                 |
| 46           | 74,365                 | 78,275                 |
| 45           | 71,695                 | 75,465                 |
| 44           | 69,065                 | 72,700                 |

**Police Pay Scale**

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 43           | 66,590                 | 70,095                 |
| 42           | 64,150                 | 67,525                 |
| 41           | 61,740                 | 64,990                 |
| 40           | 59,560                 | 62,695                 |
| 39           | 57,400                 | 60,420                 |
| 38           | 55,305                 | 58,215                 |
| 37           | 53,460                 | 56,270                 |
| 36           | 53,060                 | 55,850                 |
| 35           | 51,585                 | 54,575                 |
| 34           | 49,730                 | 52,615                 |
| 33           | 47,680                 | 50,445                 |
| 32           | 45,675                 | 48,325                 |
| 31           | 43,665                 | 46,200                 |
| 30           | 41,710                 | 44,130                 |
| 29           | 39,785                 | 42,095                 |
| 28           | 37,895                 | 40,095                 |
| 27           | 36,000                 | 38,090                 |
| 26           | 34,435                 | 36,430                 |
| 25           | 33,400                 | 35,335                 |
| 24           | 32,420                 | 34,300                 |
| 23           | 31,450                 | 33,275                 |
| 22           | 30,730                 | 32,510                 |
| 21           | 29,960                 | 31,700                 |
| 20           | 29,180                 | 30,870                 |
| 19           | 28,435                 | 30,085                 |
| 18           | 27,645                 | 29,250                 |
| 17           | 26,870                 | 28,430                 |
| 16           | 26,125                 | 27,640                 |
| 15           | 25,415                 | 26,890                 |
| 14           | 24,690                 | 26,120                 |
| 13           | 23,985                 | 25,375                 |
| 12           | 23,305                 | 24,655                 |
| 11           | 22,745                 | 24,065                 |
| 10           | 21,980                 | 23,255                 |

**Police Pay Scale**

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 9            | 21,320                 | 22,555                 |
| 8            | 20,670                 | 21,870                 |
| 7            | 20,075                 | 21,240                 |
| 6            | 19,460                 | 20,590                 |
| 5            | 18,890                 | 19,985                 |
| 4            | 18,340                 | 19,405                 |
| 3            | 17,780                 | 18,810                 |
| 2            | 17,250                 | 18,250                 |
| 1            | 16,755                 | 17,730                 |
| 1a           | 16,270                 | 17,215                 |

Note: Figures in brackets represent increments.

### Independent Commission Against Corruption Pay Scale

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (182,650)              | (192,250)              |
|              | (177,300)              | (186,650)              |
| 48           | 172,050                | 181,100                |
|              | (160,600)              | (169,050)              |
|              | (155,850)              | (164,050)              |
|              | (151,500)              | (159,450)              |
| 47           | 147,150                | 154,900                |
|              | (138,350)              | (145,650)              |
|              | (134,300)              | (141,350)              |
|              | (130,400)              | (137,250)              |
| 46           | 126,500                | 133,150                |
|              | (120,150)              | (126,450)              |
|              | (116,700)              | (122,850)              |
|              | (113,100)              | (119,050)              |
| 45           | 109,700                | 115,450                |
| 44a          | 103,900                | 109,365                |
| 44           | 100,565                | 105,855                |
| 43           | 96,670                 | 101,755                |
| 42           | 92,780                 | 97,660                 |
| 41           | 89,310                 | 94,010                 |
| 40           | 86,005                 | 90,530                 |
| 39           | 82,860                 | 87,220                 |
| 38           | 79,985                 | 84,190                 |
| 37           | 77,090                 | 81,145                 |
| 36           | 74,290                 | 78,200                 |
| 35           | 71,385                 | 75,140                 |
| 34           | 68,725                 | 72,340                 |
| 33           | 66,040                 | 69,515                 |
| 32           | 63,390                 | 66,725                 |
| 31           | 60,700                 | 63,895                 |
| 30           | 58,040                 | 61,095                 |

### Independent Commission Against Corruption Pay Scale

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 29           | 55,405                 | 58,320                 |
| 28           | 53,060                 | 55,850                 |
| 27           | 51,395                 | 54,375                 |
| 26           | 49,835                 | 52,725                 |
| 25           | 47,555                 | 50,315                 |
| 24           | 45,190                 | 47,810                 |
| 23           | 42,885                 | 45,370                 |
| 22           | 40,565                 | 42,920                 |
| 21           | 38,230                 | 40,445                 |
| 20           | 36,445                 | 38,560                 |
| 19           | 34,670                 | 36,680                 |
| 18           | 33,205                 | 35,130                 |
| 17           | 31,735                 | 33,575                 |
| 16           | 30,265                 | 32,020                 |
| 15           | 29,155                 | 30,845                 |
| 14           | 28,785                 | 30,455                 |
| 13           | 28,035                 | 29,660                 |
| 12           | 27,280                 | 28,860                 |
| 11           | 25,815                 | 27,310                 |
| 10           | 24,360                 | 25,775                 |
| 9            | 23,005                 | 24,340                 |
| 8            | 21,680                 | 22,935                 |
| 7            | 20,335                 | 21,515                 |
| 6            | 18,930                 | 20,030                 |
| 5            | 17,515                 | 18,530                 |
| 4            | 16,125                 | 17,065                 |
| 3            | 15,540                 | 16,445                 |
| 2            | 14,945                 | 15,815                 |
| 1            | 14,410                 | 15,250                 |

Note: Figures in brackets represent increments.

### Training Pay Scale

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 16           | 22,185                 | 23,470                 |
| 15           | 21,125                 | 22,350                 |
| 14           | 20,110                 | 21,275                 |
| 13           | 19,230                 | 20,345                 |
| 12           | 18,055                 | 19,100                 |
| 11           | 16,560                 | 17,525                 |
| 10           | 15,205                 | 16,090                 |
| 9            | 14,320                 | 15,155                 |
| 8            | 13,440                 | 14,220                 |
| 7            | 12,620                 | 13,355                 |
| 6            | 11,855                 | 12,545                 |
| 5            | 11,115                 | 11,760                 |
| 4            | 10,440                 | 11,050                 |
| 3            | 9,815                  | 10,385                 |
| 2            | 9,195                  | 9,730                  |
| 1            | 8,645                  | 9,150                  |

### Craft Apprentice Pay Scale

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 4            | 8,510                  | 9,005                  |
| 3            | 7,800                  | 8,255                  |
| 2            | 7,050                  | 7,460                  |
| 1            | 6,340                  | 6,710                  |
| 0            | 5,980                  | 6,330                  |

**Technician Apprentice Pay Scale**

| <b>Point</b> | <b>as at 31.3.2012</b> | <b>w.e.f. 1.4.2012</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 4            | 10,765                 | 11,390                 |
| 3            | 9,815                  | 10,385                 |
| 2            | 8,870                  | 9,385                  |
| 1            | 8,160                  | 8,635                  |
| 0            | 7,655                  | 8,100                  |

-----