

ITEM FOR FINANCE COMMITTEE

2019-20 CIVIL SERVICE PAY ADJUSTMENT

Members are invited to approve –

- (A) with effect from 1 April 2019, the following adjustments to the civil service pay scales arising from the 2019-20 civil service pay adjustment –
 - (a) an increase of 4.75% in the dollar value of the pay points in the directorate and upper salary band subject to the pay points referred to in (i) and (ii) below the dollar values of which should be as specified –
 - (i) Master Pay Scale (MPS) 34 at \$74,515 and MPS 35 at \$75,265; and
 - (ii) General Disciplined Services (Officer) Pay Scale (GDS(O)) 20 and Police Pay Scale (PPS) 36 at \$74,390, and GDS(O) 21 and PPS 37 at \$75,135; and
 - (b) an increase of 5.26% in the dollar value of the pay points in the middle and lower salary bands;
- (B) corresponding adjustments to the provisions for aided schools;

- (C) corresponding adjustments to the provisions for the Independent Commission Against Corruption (ICAC); and
- (D) corresponding adjustments to subventions which are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

PROBLEM

We need to adjust the civil service pay scales in accordance with the decision of the Chief Executive-in-Council (CE-in-Council) on 19 June 2019. We also need to adjust the provisions for aided schools, ICAC and subvented bodies where the subventions are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

PROPOSAL

2. We propose that –
 - (A) with effect from 1 April 2019 –
 - (a) the dollar value of the pay points in the directorate and upper salary band of civil service pay scales be increased by 4.75% subject to the pay points referred to in (i) and (ii) below the dollar values of which should be as specified –
 - (i) MPS 34 at \$74,515 and MPS 35 at \$75,265; and
 - (ii) GDS(O) 20 and PPS 36 at \$74,390, and GDS(O) 21 and PPS 37 at \$75,135; and
 - (b) the dollar value of the pay points in the middle and lower salary bands of civil service pay scales be increased by 5.26%;
 - (B) corresponding adjustments be made to the provisions for aided schools;
 - (C) corresponding adjustments be made to the provisions for ICAC; and

/(D)

- (D) corresponding adjustments be made to subventions which are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

Encl. 3. Upon approval of the proposals at paragraph 2 above, the civil service pay scales will be revised as set out at Enclosure and corresponding adjustments will be made to the provisions for aided schools, ICAC and subvented bodies where the subventions are price-adjusted on the basis of formulae that include a factor on civil service pay adjustment.

JUSTIFICATION

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 to maintain broad comparability between civil service and private sector pay. To implement this policy, civil service pay is compared with market pay through three different types of surveys under the Improved Civil Service Pay Adjustment Mechanism endorsed by the Executive Council in 2007, namely (a) the annual Pay Trend Survey (PTS) to ascertain the year-on-year pay adjustment movements in the private sector; (b) the six-yearly Pay Level Survey (PLS) to ascertain whether civil service pay is broadly comparable with private sector pay; and (c) the Starting Salaries Survey (SSS) to compare the starting salaries of civil service civilian grades with the entry pay of jobs in the private sector requiring similar qualifications¹.

2019-20 civil service pay adjustment

The Annual Pay Adjustment Process

5. Upon completion of the annual PTS, the staff side of the four central consultative councils² (staff side) submit individual pay claims to the Government. The CE-in-Council's advice is then sought on the pay offers to be

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¹ Previously, SSS was conducted once every three years. In December 2018, the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) completed a review on the PLS and SSS and recommended, among other things, that in future, SSS should be conducted "as and when necessary in response to specific circumstances". On 9 April 2019, the Acting CE-in-Council decided that the recommendations of the Standing Commission as contained in its Report No. 59, including those relating to the future conduct of SSS, should be accepted in full.

² The four central consultative councils are the Senior Civil Service Council (SCSC), the Police Force Council (PFC), the Disciplined Services Consultative Council (DSCC) and the Model Scale 1 Staff Consultative Council (MOD 1 Council).

made to the staff side, having regard to the relevant factors under the established annual civil service pay adjustment mechanism (the established mechanism), including –

- (a) the net pay trend indicators (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 side, and
- (f) civil service morale.

If the pay offers made to the staff side are different from their pay claims, they will be consulted again before the CE-in-Council's decision on annual civil service pay adjustment is sought.

The Net PTIs derived from the 2019 PTS

6. The annual PTS is commissioned by the tripartite PTS Committee comprising representatives of the staff side, the two independent advisory bodies on civil service salaries and conditions of services³ as well as government officials. It collects the year-on-year adjustment in both basic pay and additional pay (e.g. bonus) of employees in the surveyed companies from major economic sectors. 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, namely upper, middle and lower⁴, and aggregated according to the assigned weighting into a basic pay indicator and an additional pay indicator for each salary band. The sum of the two indicators for a particular salary band is the gross PTI for that band. The payroll cost of increments (PCIs) 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 derive the net PTI.

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³ The two independent advisory bodies are the Standing Commission and the Standing Committee on Disciplined Services Salaries and Conditions of Service.

⁴ The pay ranges of the three salary bands for the 2019 PTS are –

- (a) Upper: Above MPS 33 to GDS(O) 39 or equivalent, viz. \$70,091 to \$140,560;
- (b) Middle: From MPS 10 to 33 or equivalent, viz. \$22,865 to \$70,090; and
- (c) Lower: Below MPS 10 or equivalent, viz. below \$22,865.

7. The 2019 PTS⁵ collected the basic pay and additional pay adjustment data of 146 116 employees in 108 companies, consisting of 144 221 employees in 80 larger companies and 1 895 employees in 28 smaller companies. The gross PTIs of the 2019 PTS (covering the 12-month period from 2 April 2018 to 1 April 2019) 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>2018-19 PCIs</u> [B]	<u>Net PTI</u> [A] minus [B]
Upper	5.79%	1.21%	4.58%
Middle	6.29%	1.21%	5.08%
Lower	5.32%	2.19%	3.13%

8. The PTS Committee met and considered the 2019 PTS findings on 23 May 2019. The findings were validated by all members attending the meeting⁶.

The State of Hong Kong's Economy

9. Following another year of above-trend growth of 3.0% in 2018, the Hong Kong economy expanded modestly by 0.6% in the first quarter of 2019 over a year earlier, weighed down by the weaker performance of the global economy, US-China trade tensions and various external headwinds. Also relevant was the high base of comparison in the first quarter of last year. For 2019 as a whole, the Hong Kong economy is projected to grow by 2% to 3%. The labour market remained tight in the past year or so, with the seasonally adjusted unemployment rate staying low at 2.8% in February to April 2019. The nominal wage index, which covers regular payment to employees up to the supervisory level, increased by 4.0% for 2018 as a whole.

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⁵ Following the established arrangement, the PTS Committee reviewed and agreed on the survey methodology and the survey field before the conduct of the 2019 PTS. The PTS Committee's advice on the 2019 PTS methodology was accepted in full by both the Standing Commission and the Government. The PTS Committee commissioned the Pay Survey and Research Unit of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service to conduct the 2019 PTS.

⁶ The two members representing the staff side of the DSCC did not participate in the work of the 2019 PTS, neither did they attend the meeting on 23 May 2019. Thus, they did not validate the survey findings.

Changes in the Cost of Living

10. For the 12-month period ending March 2019, the headline Composite Consumer Price Index (CPI), which reflects the impact of the changes in consumer prices on approximately 90% of households (as compared with CPI(A), CPI(B) and CPI(C) which relate only to approximately 50%, 30% and 10% of households respectively), increased by 2.3% as compared to the previous 12-month period ending March 2018. The increases in headline and underlying Composite CPI⁷, CPI(A), CPI(B) and CPI(C) for the 12-month period ending March 2019⁸ over the previous 12-month period ending March 2018 are as follows –

	Composite CPI	CPI(A)	CPI(B)	CPI(C)
Headline	2.3%	2.7%	2.2%	2.1%
Underlying	2.7%	3.1%	2.6%	2.4%

11. The annual increases in headline and underlying Composite CPIs are both forecast at 2.5% for 2019 as a whole.

The Government's Fiscal Position

12. The consolidated surplus for 2018-19 was \$68 billion, more favourable than the original and revised estimates. As at 31 March 2019, the fiscal reserves stood at \$1,170.9 billion.

The Pay Claims of the Staff Side

13. The Secretary for the Civil Service personally met the staff side and the four major service-wide staff unions⁹ on 24 May 2019 to listen to their pay claims and justifications.

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⁷ The headline CPI figures include the effect of the Government's relevant one-off relief measures while the underlying CPI figures exclude the effect of these measures.

⁸ Source: Monthly Report on the Consumer Price Index (March 2019) published by the Census and Statistics Department on 23 April 2019. These figures were compiled based on the 2014/15-based index series.

⁹ The four major service-wide staff unions are the Government Employees Association, the Hong Kong Civil Servants General Union, the Hong Kong Federation of Civil Service Unions and the Government Disciplined Services General Union.

14. The pay claims of the staff side are summarised in the table below –

Staff Side	Upper Salary Band	Middle Salary Band	Lower Salary Band
(I) SCSC ¹⁰			
(a) Hong Kong Chinese Civil Servants' Association	5.04%	5.48%	5.48%
(b) Hong Kong Senior Government Officers Association	Not less than 5%	N.A.	N.A.
(II) PFC	Not less than 6.5%		
(III) DSCC	Not less than 7%		
(IV) MOD 1 Council	N.A.	N.A.	Not less than 6%

15. The major common demands that the staff side put forward at the meetings on 24 May 2019 and in their submissions are set out below –

- (a) The staff side request a reasonable and equitable pay rise this year to maintain their living standard and recognise their hard work with an ever-increasing workload and higher public expectations.
- (b) All staff side representatives of both the civilian grades and disciplined services continue to criticise the PCIs deduction arrangement, as the rising PCIs will erode the net PTIs further in the years to come and affect civil service morale. They demand that measures be taken to mitigate the negative impact of the PCIs deduction arrangement, such as setting a cap on the PCIs. Some staff side representatives also express a wish to abolish the PCIs deduction arrangement eventually.
- (c) The staff side demand that the Government, as a caring employer, should continue to follow the past practice recommended by the Committee of Inquiry into the 1988 Civil Service Pay Adjustment and Related Matters (1988 Committee of Inquiry), and invoke the

/"bring-up"

¹⁰ The Association of Expatriate Civil Servants of Hong Kong, one of the three constituent associations of the SCSC, did not make any pay claim.

“bring-up” arrangement¹¹ whenever the net PTI for the lower salary band is lower than that for the middle salary band. The staff side of a consultative council request that, to maintain the morale of civil servants in the lower salary band, the “bring-up” arrangement be made a policy rather than a one-off arrangement subject to the decision of the Executive Council every year.

- (d) The staff side request the Administration work out a long-term solution to fix the problem of the “unreasonably small” pay lead among the pay points of GDS(O) 19, 20 and 21 (and equivalent pay points on other pay scales), which they consider is seriously affecting staff morale.

16. All the pay claims, together with the justifications and comments put forward by the staff side, were submitted to and considered by the CE-in-Council.

Civil Service Morale

17. The staff side consider a reasonable pay rise vital to maintaining civil service morale, retaining experienced talents and ensuring the delivery of quality services to the general public. However, the continual practice of PCIs deduction and the rising PCIs have not just eroded the net PTIs, but also damaged civil service morale. The staff side have all along held the view that PCIs have no direct relevance to exceptional merit pay in the private sector which the PCIs are to offset. They consider the PCIs deduction arrangement particularly unfair to civil servants who are already on their maximum pay points and are no longer receiving increments.

Offers of Civil Service Pay Adjustment

18. Having considered the relevant factors, the CE-in-Council considered that there were justifications for the Government to tackle the issue related to the PCIs deduction arrangement in the context of the 2019-20 civil service pay adjustment exercise. In particular, with the sharper increase in the number of civil service posts in recent years¹² and the civil service retirement wave

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¹¹ The “bring-up” arrangement refers to the arrangement to align the pay adjustment for civil servants in the lower salary band with the net PTI for the middle salary band if the latter is higher than the net PTI for the lower salary band.

¹² The annual civil service establishment increase has been at the upper end of the average of 1% to 2% in recent years and reached its record high of 3.7% in 2018-19 since 1997.

moving towards its peak between 2018-19 and 2022-23¹³, there will be a continued consequential rise in the proportion of civil servants with increments and thereby the PCIs.

19. The CE-in-Council decided on 11 June 2019 to set a cap on the PCIs to be deducted. Specifically, from 2019-20 onwards, the average PCIs for each salary band from 1989-90, i.e. the year when the PCIs deduction arrangement was first introduced, to 2019-20, or the actual PCIs for the particular salary band for the year¹⁴, whichever is the lower, will be adopted for deriving the net PTI for that salary band. According to the calculations under this decision, the average PCIs from 1989-90 to 2019-20 for the upper, middle and lower salary bands are 1.04%, 1.03% and 1.16% respectively. As they are all lower than the actual PCIs for the respective salary bands (i.e. 1.21%, 1.21% and 2.19%), the average PCIs will be adopted for deriving the “revised” net PTIs for 2019-20, which will be 4.75%, 5.26% and 4.16% for the upper, middle and lower salary bands respectively. This approach has refined the methodology for determining the PCIs to be deducted, thus preventing the net PTIs from being further eroded. At the same time, the principle of “offsetting” behind the PCIs deduction arrangement as recommended by the 1988 Committee of Inquiry can be preserved. Besides, the advantage of adopting the average PCIs from 1989-90 to 2019-20 is that the figures cover what have happened during the period of the past 30 years or so - when the Hong Kong economy was experiencing ups and downs, and when the Government was expanding or downscaling the civil service establishment.

20. The CE-in-Council has also decided to specify the dollar values of MPS 34 and 35, GDS(O) 20/PPS 36 and GDS(O) 21/PPS 37. The arrangement is mainly due to a higher rate of pay adjustment for the middle salary band than that for the upper salary band, and the pay lead between the lowest pay point of the upper salary band and the highest pay point of the middle salary band has narrowed as a result. The CE-in-Council has therefore decided that a minimum 1% pay lead be maintained between the relevant pay points and their adjacent pay points¹⁵.

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¹³ It is projected that, during the five-year period between 2018-19 and 2022-23, on average around 6 400 civil servants will reach their normal retirement age each year, compared with about 2 300 civil servants retiring each year in the early 2000s.

¹⁴ For example, for the purpose of the 2019-20 civil service pay adjustment, the PCIs for the year refer to the actual PCIs incurred for each of the three salary bands in 2018-19.

¹⁵ As it is the Government’s policy to extend the annual civil service pay adjustment to ICAC staff, the pay lead will also be applied between the equivalent pay points on ICAC Pay Scale (between points 28 and 27).

21. Pursuant to the decision of the CE-in-Council on 11 June 2019, the Government has put the pay offers of 4.75% pay rise for civil servants in the directorate and upper salary band subject to the dollar values of certain pay points should be as specified¹⁶; and 5.26% pay rise for civil servants in the middle and lower salary bands) to the staff side. The CE-in-Council has also considered that –

- (a) the pay offers include invoking the “bring-up” arrangement for civil servants in the lower salary band. This arrangement has been implemented since 1989 upon the recommendation of the 1988 Committee of Inquiry on the grounds, inter alia, that the Government should be among the better paying employers in relation to the lowest paid in the civil service. As a matter of fact, the Government has, save for a few exceptions, invoked upon consideration of the circumstances of the year the “bring-up” arrangement whenever the net PTI for the lower salary band is below that for the middle salary band since 1989. Similarly, the CE-in-Council decided to invoke the arrangement concerned, having regard to the circumstances of the current year; and
- (b) for directorate civil servants who are not covered by the annual PTS, the pay offer for them is the same as that for the upper salary band in accordance with the practice adopted since 1989-90.

Staff Side’s Response to Pay Offers

22. The response of the staff side is summarised as follows –

- (a) while the staff side reiterate their original respective pay claims for an increase ranging from not less than 5% to 7%, some of them also consider the pay offers acceptable. They request that the Government should, when making a decision on the pay adjustment rates, thoroughly consider all relevant factors under the established mechanism;
- (b) the staff side generally welcome the Government’s decision to put a cap on the PCIs in a manner as described in paragraph 19 above. They, however, reiterate their wish for the eventual cancellation of the PCIs deduction arrangement and that the Government should consider a long-term solution to tackle the problem brought by the arrangement;

/(c)

¹⁶ Relevant pay points and the specified dollar values are: MPS 34 at \$74,515; MPS 35 at \$75,265; GDS(O) 20 and PPS 36 at \$74,390; and GDS(O) 21 and PPS 37 at \$75,135.

- (c) the staff side representing the lower salary band request that the “bring-up” arrangement be made a policy, and should be invoked automatically whenever the net PTI for the lower salary band is lower than that for the middle salary band to maintain the morale of civil servants in the lower salary band; and
- (d) the staff side appreciate the application of a minimum 1% pay lead between the relevant pay points at the bottom of the upper salary band and the top of the middle salary band on the relevant pay scales as an improvement to deal with the issue of narrow pay lead between the relevant pay points. Some staff side, however, are of the view that the minimum 1% pay lead, while being an improvement over last year’s arrangement, is not sufficient.

Civil Service Pay Adjustment Rates

23. Having thoroughly considered all relevant factors under the established mechanism, including the pay claims of the staff side and their views put forward in their response to the pay offers, the CE-in-Council has decided that, with effect from 1 April 2019 –

- (a) the pay for civil servants in the directorate and upper salary band should be increased by 4.75% subject to the pay points referred to in (i) and (ii) below the dollar values of which should be as specified –
 - (i) MPS 34 at \$74,515 and MPS 35 at \$75,265; and
 - (ii) GDS(O) 20 and PPS 36 at \$74,390, and GDS(O) 21 and PPS 37 at \$75,135;
- (b) the pay for civil servants in the middle salary band should be increased by 5.26%; and
- (c) the pay for civil servants in the lower salary band should be increased by 5.26%.

24. Apart from what have been mentioned in paragraphs 18 to 21 above, the CE-in-Council has also considered the following when making the decision on the civil service pay adjustment rates –

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- (a) the setting of a cap on the PCIs to be deducted from this year onwards will ensure no further erosion of the future civil service pay adjustment by the rising PCIs. It will also serve as a positive response of the Administration towards a longstanding staff side concern impacting on civil service morale. However, the current situation under which 74% of the 108 surveyed companies in the 2019 PTS, not much different from the percentage in 1989-90 when the deduction arrangement was first implemented, still took merit pay into consideration in deciding pay adjustment for their employees shows that there are not sufficient justifications to cease the PCIs deduction arrangement;
- (b) while noting the staff side's request that the "bring-up" arrangement should be invoked automatically whenever the lower salary band's net PTI is lower than the middle salary band's, the determination of the annual civil service pay adjustment remains a prerogative of the CE-in-Council upon consideration of all the relevant factors under the established mechanism. The decision is a one-off arrangement and will not set any precedent for future annual civil service pay adjustments; and
- (c) the adoption of a minimum 1% pay lead between the relevant pay points at the bottom of the upper salary band and the top of the middle salary band is to rectify the situation in which the pay lead between the relevant pay points is narrowed as a result of the application of a lower (4.75%) pay adjustment rate to the upper salary band than the middle salary band (5.26%). The arrangement has been made after balancing all relevant factors. The Government will continue to apply this mechanism for adjusting the relevant pay lead in future, when necessary.

Adjustments to the Provisions for ICAC and the Auxiliaries

25. Although ICAC staff and members of the Auxiliaries are not civil servants, it is the Government's policy to extend the annual civil service pay adjustment to them. Subject to the Finance Committee's (FC) approval of the proposals at paragraph 2 above, we will adjust the provisions for ICAC and the Auxiliaries in accordance with the established mechanism.

/Adjustments

Adjustments to the Provisions for the Subvented Sector

26. The staff salary of the subvented sector is delinked from that of the civil service. The only exception is the salary of teaching and related staff in the aided school sector, which is pegged to the relevant civil service pay scales for the policy objective of promoting the movement of teachers between government and aided schools. Subject to FC's approval of the proposals at paragraph 2 above, the provisions for aided schools will be adjusted to allow the same adjustment to be made to the salaries of aided school teaching and related staff.

27. Other than staff salary of aided schools as set out 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 and institutions funded by the University Grants Committee). 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. However, it has been the established practice that following an annual civil service pay adjustment, the Government will adjust the subventions which are price-adjusted on the basis of formulae that include a factor of civil service pay adjustment. Where the civil service pay adjustment involves a pay rise, the additional subventions will in general be calculated according to the weighted average of the pay rise decided for the civil service¹⁷. 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

28. The financial implications for the civil service, ICAC, the subvented sector and the Auxiliaries arising from the proposed pay adjustment for 2019-20 are as follows –

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¹⁷ If the proposed 2019-20 civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 5.13%.

	\$ million
(a) Civil Service	5,562 ¹⁸
(b) ICAC	51
(c) Subvented Sector	6,767 ¹⁹
(d) Auxiliaries	13
Total	<u>12,393</u> ²⁰

29. We have not made extra provisions under the relevant Heads of Expenditure for the proposed pay adjustment in the 2019-20 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 provisions in the 2019-20 Estimates should be sufficient to cover the additional expenditure arising from the proposed pay adjustment for the year.

30. On 9 March 1983 (vide Item B170), FC delegated to the Financial Secretary (FS) the authority to approve supplementary provision without limit in personal emoluments subheads, provided that the supplementary provision is required for salaries and allowances in accordance with approved pay scales and rates of allowances, and in respect of approved posts. On 23 July 1986 (vide Item 76), FC further delegated to FS the authority to approve supplementary provision without limit in recurrent subventions subheads provided that the supplementary provision is required for salaries and allowances in accordance with approved Government pay scales and rates within the approved ambit of the subhead. Subject to FC's approval of the proposals at paragraph 2 above, we shall approve under delegated authority the supplementary provisions required under the relevant Heads of Expenditure.

/PUBLIC

¹⁸ The figure includes an additional cost of about \$492 million arising from pay adjustment for around 19 900 civil servants seconded to or working in trading funds, subvented and other public bodies, and an estimated increase of \$751 million in pension payments for those retiring in 2019-20. It also includes the estimated additional cost of around \$22 million arising from the pay lead rectification.

¹⁹ This figure does not include the financial implications arising from pay adjustment for civil servants seconded to or working in subvented bodies, which have been incorporated under item (a) above.

²⁰ The figure includes the estimated additional cost of around \$45 million (\$22 million for civil servants and the remaining \$23 million for ICAC staff, subvented organisations and the auxiliaries) arising from the pay lead rectification.

PUBLIC CONSULTATION

31. We briefed the Legislative Council Panel on Public Service on the 2019-20 civil service pay adjustment at its meeting on 21 June 2019. Members supported the proposed adjustment and our submission to FC.

Civil Service Bureau
Financial Services and the Treasury Bureau
June 2019

Enclosure to FCR(2019-20)33

Directorate Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
8	(290,150)	(303,950)
	281,750	295,150
7	(281,550)	(294,900)
	273,250	286,250
6	(260,600)	(273,000)
	253,150	265,150
5	(247,050)	(258,800)
	239,850	251,250
4	(239,700)	(251,100)
	(232,750)	(243,800)
	225,900	236,650
3	(217,300)	(227,600)
	(210,900)	(220,900)
	(204,900)	(214,650)
	199,050	208,500
2	(187,150)	(196,050)
	(181,650)	(190,300)
	(176,450)	(184,850)
1	171,200	179,350
	(157,700)	(165,200)
	(153,050)	(160,300)
	(148,400)	(155,450)
	144,100	150,950

Note: Figures in brackets represent increments.

Directorate (Legal) Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
	(260,600)	(273,000)
6	253,150	265,150
	(247,050)	(258,800)
5	239,850	251,250
	(239,700)	(251,100)
	(232,750)	(243,800)
4	225,900	236,650
	(217,300)	(227,600)
	(210,900)	(220,900)
	(204,900)	(214,650)
3	199,050	208,500
	(187,150)	(196,050)
	(181,650)	(190,300)
	(176,450)	(184,850)
2	171,200	179,350
	(157,700)	(165,200)
	(153,050)	(160,300)
	(148,400)	(155,450)
1	144,100	150,950

Note: Figures in brackets represent increments.

Master Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
49	129,325	135,470
48	124,830	130,760
47	120,495	126,220
46 (44B)	116,265	121,790
45 (44A)	112,250	117,580
44	105,175	110,170
43	101,520	106,340
42	97,340	101,965
41	93,315	97,745
40	89,460	93,710
39	85,770	89,845
38	81,975	85,870
37	78,380	82,105
36 (33C)	74,830	78,385
35 (33B)	71,520	75,265
34 (33A)	70,590	74,515
33	70,090	73,775
32	66,945	70,465
31	63,930	67,295
30	61,060	64,270
29	58,345	61,415
28	55,705	58,635
27	53,195	55,995
26	50,825	53,500
25	48,540	51,095
24	46,420	48,860
23	44,325	46,655
22	42,330	44,555
21	40,420	42,545
20	38,490	40,515
19	36,665	38,595
18	34,930	36,765
17	33,290	35,040
16	31,685	33,350

Master Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
15	30,165	31,750
14	28,725	30,235
13	27,340	28,780
12	25,790	27,145
11	24,270	25,545
10	22,865	24,070
9	21,585	22,725
8	20,270	21,340
7	19,030	20,035
6	17,855	18,795
5	16,790	17,675
4	15,735	16,565
3	14,780	15,560
2	13,870	14,600
1	13,045	13,735
0	12,265	12,915

Model Scale 1 Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
13	16,975	17,870
12	16,635	17,515
11	16,295	17,155
10	15,975	16,820
9	15,665	16,490
8	15,365	16,175
7	15,085	15,880
6	14,780	15,560
5	14,490	15,255
4	14,195	14,945
3	13,885	14,620
2	13,610	14,330
1	13,310	14,015
0	13,040	13,730

General Disciplined Services (Commander) Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
	(260,600)	(273,000)
4	253,150	265,150
	(217,300)	(227,600)
	(210,900)	(220,900)
	(204,900)	(214,650)
3	199,050	208,500
	(187,150)	(196,050)
	(181,650)	(190,300)
	(176,450)	(184,850)
2	171,200	179,350
	(162,500)	(170,200)
	(157,900)	(165,400)
	(153,050)	(160,300)
1	148,400	155,450

Note: Figures in brackets represent increments.

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
39	140,560	147,235
38	136,050	142,510
37	130,775	136,985
36	125,515	131,475
35	120,825	126,565
34	116,355	121,880
33	112,180	117,510
32	105,115	110,110
31	101,350	106,165
30	97,670	102,310
29	94,160	98,635
28	90,720	95,030
27	87,460	91,615
26	84,250	88,250
25	81,090	84,940
24	78,230	81,945
23	75,390	78,970
22	72,645	76,095
21	70,970	75,135
20	70,470	74,390
19	69,970	73,650
18	67,460	71,010
17	64,665	68,065
16	61,910	65,165
15	59,090	62,200
14	56,325	59,290
13	53,625	56,445
12	50,910	53,590
11	48,440	50,990
10	46,115	48,540
9	43,845	46,150
8	41,560	43,745
7	39,310	41,380
6	37,095	39,045
5	34,825	36,655
4	32,860	34,590

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
3	31,305	32,950
2	29,740	31,305
1	28,480	29,980
1a	27,255	28,690
1b	26,075	27,445
1c	24,965	26,280
1d	23,880	25,135

General Disciplined Services (Rank and File) Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
29	45,975	48,395
28	44,225	46,550
27	42,525	44,760
26	41,300	43,470
25	40,065	42,170
24	38,910	40,955
23	37,905	39,900
22	36,855	38,795
21	35,855	37,740
20	34,910	36,745
19	33,975	35,760
18	33,045	34,785
17	32,075	33,760
16	31,190	32,830
15	30,315	31,910
14	29,455	31,005
13	28,595	30,100
12	27,725	29,185
11	26,880	28,295
10	26,035	27,405
9	25,230	26,555
8	24,370	25,650
7	23,535	24,775
6	22,840	24,045
5	21,890	23,045
4	21,285	22,405
3	20,690	21,780
2	20,090	21,150
1	19,555	20,585
1a	19,000	20,000

Police Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
	(290,150)	(303,950)
59	281,750	295,150
	(247,050)	(258,800)
	(239,850)	(251,250)
58	232,750	243,800
	(217,300)	(227,600)
	(210,900)	(220,900)
	(204,900)	(214,650)
57	199,050	208,500
	(187,150)	(196,050)
	(181,650)	(190,300)
	(176,450)	(184,850)
56	171,200	179,350
	(162,500)	(170,200)
	(157,900)	(165,400)
	(153,050)	(160,300)
55	148,400	155,450
54a	140,560	147,235
54	136,050	142,510
53	130,775	136,985
52	125,515	131,475
51	120,825	126,565
50	116,355	121,880
49	112,180	117,510
48	105,115	110,110
47	101,350	106,165
46	97,670	102,310
45	94,160	98,635
44	90,720	95,030

Police Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
43	87,460	91,615
42	84,250	88,250
41	81,090	84,940
40	78,230	81,945
39	75,390	78,970
38	72,645	76,095
37	70,970	75,135
36	70,470	74,390
35	69,970	73,650
34	67,460	71,010
33	64,665	68,065
32	61,960	65,220
31	59,225	62,340
30	56,575	59,550
29	53,970	56,810
28	51,400	54,105
27	48,840	51,410
26	46,705	49,160
25	45,305	47,690
24	43,980	46,295
23	42,665	44,910
22	41,680	43,870
21	40,645	42,785
20	39,575	41,655
19	38,580	40,610
18	37,500	39,475
17	36,450	38,365
16	35,445	37,310
15	34,475	36,290
14	33,490	35,250
13	32,530	34,240
12	31,610	33,275
11	30,855	32,480
10	29,815	31,385

Police Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
9	28,920	30,440
8	28,035	29,510
7	27,235	28,670
6	26,395	27,785
5	25,625	26,975
4	24,880	26,190
3	24,110	25,380
2	23,405	24,635
1	22,755	23,955
1a	22,085	23,250

Note: Figures in brackets represent increments.

Training Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
16	30,090	31,675
15	28,655	30,160
14	27,275	28,710
13	26,090	27,460
12	24,490	25,780
11	22,485	23,670
10	20,645	21,735
9	19,445	20,470
8	18,250	19,210
7	17,135	18,040
6	16,095	16,945
5	15,100	15,895
4	14,185	14,935
3	13,330	14,035
2	12,490	13,150
1	11,750	12,370

Craft Apprentice Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
4	11,565	12,175
3	10,600	11,160
2	9,585	10,090
1	8,620	9,075
0	8,130	8,560

Technician Apprentice Pay Scale

Point	as at 31.3.2019	w.e.f. 1.4.2019
	\$	\$
4	14,620	15,390
3	13,330	14,035
2	12,045	12,680
1	11,085	11,670
0	10,400	10,950
