

## ITEM FOR FINANCE COMMITTEE

### 2022-23 CIVIL SERVICE PAY ADJUSTMENT

Members are invited to approve –

- (a) with effect from 1 April 2022, an increase of 2.5% in the dollar value of the pay points in the upper, middle and lower salary bands and the directorate of the civil service pay scales arising from the 2022-23 civil service pay adjustment;
- (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 12 July 2022. 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.

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**PROPOSAL**

2. We propose that –
- (a) with effect from 1 April 2022, the dollar value of the pay points in the upper, middle and lower salary bands and the directorate of civil service pay scales be increased by 2.5%;
  - (b) corresponding adjustments be made to the provisions for aided schools;
  - (c) corresponding adjustments be made to the provisions for ICAC; and
  - (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 to ascertain whether civil service pay is broadly comparable with private sector pay; and (C) the Starting Salaries Survey as and when necessary in response to specific circumstances to compare the starting salaries of civil service civilian grades with the entry pay of jobs in the private sector.

**2022-23 civil service pay adjustment***The Annual Pay Adjustment Mechanism*

5. The annual civil service pay adjustment is decided by the CE-in-Council having regard to various factors including –

- (a) the state of Hong Kong’s economy,
- (b) changes in the cost of living,
- (c) the Government’s fiscal position,
- (d) the net pay trend indicators (PTIs),
- (e) the pay claims of the staff side, and
- (f) civil service morale.

For factors (a) to (c) and (f), the Government conducts assessment on a regular basis. For factor (d), the PTS is conducted every year under the overseeing of the PTS Committee, and the relevant figures are obtained after deducting the Payroll Cost of Increments (PCIs) of each salary band (please refer to paragraphs 12 to 15). Factor (e) refers to the pay claims raised by the staff side after the net PTIs are obtained.

*The Annual Pay Adjustment Process*

6. The PTS is conducted from around February to May each year. Upon completion of the PTS, the staff side of the four central consultative councils<sup>1</sup> (staff side) submit individual pay claims to the Government. The Government will then invite the CE-in-Council to decide on the pay offers to be made to the staff side, having regard to the above six factors. 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.

*Factor (a): The State of Hong Kong’s Economy*

7. After a marked deterioration in the first quarter of 2022 amid the fifth wave of local epidemic, the Hong Kong economy stabilised on entering the second quarter. Real Gross Domestic Product turned from an expansion of 6.3%

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<sup>1</sup> 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).

for 2021 as a whole to a year-on-year contraction of 4.0% in the first quarter in 2022. Recently, local consumption activities and business sentiment showed decent improvement thanks to the alleviated local epidemic and the gradual relaxation of social distancing measures, while merchandise exports were still weak despite some relative improvement. Looking forward, the worsened global economic outlook amid various headwinds such as soaring inflation, expedited monetary policy tightening by many major central banks and the tension in Ukraine will continue to weigh on Hong Kong's export performance. Nonetheless, provided that the local epidemic remains under control, domestic economic activities should revive further for the rest of 2022. The new round of Consumption Voucher Scheme, along with the 2022 Employment Support Scheme and Temporary Unemployment Relief Scheme, will also render support. The economy is projected to gradually recover in the remainder of 2022 and grow by 1% to 2% for the year as a whole.

8. After rising temporarily to 5.4% in February to April 2022, the seasonally adjusted unemployment rate retreated to 5.1% in March to May in tandem with the revival of domestic economic activities. The underemployment rate also declined from 3.8% to 3.5% over the period. Earlier on when the economy was hit hard by the fifth wave of local epidemic, nominal wages increased by 1.8% year-on-year in March 2022, same as three months earlier, while nominal payroll per person engaged (which covers basic wage, discretionary bonuses and other irregular payments) showed a decelerated year-on-year increase of 0.8% in the first quarter of 2022. Looking ahead, with the expected further revival of domestic economic activities, labour market conditions should continue to improve in the rest of 2022.

*Factor (b): Changes in the Cost of Living*

9. For the 12-month period ending March 2022, the headline Composite Consumer Price Index (CPI), which reflects the impact of the changes in consumer prices on approximately 90% of households, increased by 1.7% as compared to the previous 12-month period ending March 2021. The changes in headline and underlying<sup>2</sup> Composite CPI, CPI(A), CPI(B) and CPI(C) (with the latter three indices relating to approximately 50%, 30% and 10% of households respectively) for the 12-month period ending March 2022<sup>3</sup> over the previous 12-month period ending March 2021 are as follows –

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<sup>2</sup> 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. Conventionally, we make reference to the headline CPI in the exercise.

<sup>3</sup> Source: Monthly Report on the Consumer Price Index (March 2022) published on 22 April 2022. These figures were based on the 2019/20-based index series compiled by the Census and Statistics Department.

	<b>Composite CPI</b>	<b>CPI(A)</b>	<b>CPI(B)</b>	<b>CPI(C)</b>
Headline	1.7%	2.4%	1.3%	1.3%
Underlying	1.0%	1.1%	0.8%	1.0%

10. The annual increases in headline and underlying Composite CPIs are forecast at 2.1% and 2.0% for 2022.

*Factor (c): The Government's Fiscal Position*

11. The Government runs a fiscal surplus of about \$29.4 billion in 2021-22, and fiscal deficit is forecast to be \$56.3 billion in 2022-23. As at 31 March 2022, the fiscal reserves stood at \$957.2 billion, and are expected to stand at \$890.3 billion by the end of March 2023 as announced in the 2022-23 Budget.

*Factor (d): The Net PTIs derived from the 2022 PTS*

12. 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 services<sup>4</sup> 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 lower<sup>5</sup>, 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.

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<sup>4</sup> The two independent advisory bodies are the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) and the Standing Committee on Disciplined Services Salaries and Conditions of Service.

<sup>5</sup> The pay ranges of the three salary bands for the 2022 PTS are –

(a) Upper: Above Mater Pay Scale (MPS) 33 to Police Pay Scale 54b or equivalent, viz. \$73,776 to \$150,915;

(b) Middle: From MPS 10 to 33 or equivalent, viz. \$24,070 to \$73,775; and

(c) Lower: Below MPS 10 or equivalent, viz. below \$24,070.

13. The 2022 PTS<sup>6</sup> collected the basic pay and additional pay adjustment data of 128 929 employees in 111 companies, consisting of 127 222 employees in 83 larger companies and 1 707 employees in 28 smaller companies. The gross PTIs of the 2022 PTS (covering the 12-month period from 2 April 2021 to 1 April 2022) for the three civil service salary bands are set out below –

<b>Salary Band</b>	<b>Gross PTI</b>
<b>Upper</b>	<b>8.30%</b>
<b>Middle</b>	<b>5.58%</b>
<b>Lower</b>	<b>3.20%</b>

14. The PTS Committee met and considered the 2022 PTS findings on 25 May 2022. The findings were validated by all members attending the meeting<sup>7</sup>.

15. According to the prevailing methodology, the PCIs from each salary band will be deducted from their respective gross PTIs to arrive at the **net** PTIs. In considering the 2019-20 civil service pay adjustment, the CE-in-Council decided to put a cap on the PCIs to be deducted from the gross PTIs. Specifically, from the 2019-20 civil service pay adjustment onwards, the average PCIs from 1989-90, i.e. the year when the PCIs deduction arrangement was first introduced, to 2019-20 for the upper, middle and lower salary bands, which are 1.04%, 1.03% and 1.16% respectively, or the actual PCIs for the particular salary band for the year, whichever is the lower, will be adopted for deriving the net PTI for that salary band. As shown from the table below, the average PCIs from 1989-90 to 2019-20 for the three salary bands are all lower than the actual PCIs for the salary bands for this year. The average PCIs mentioned above are thus adopted in calculating the net PTIs for the three salary bands in 2022-23 as set out below –

<b><u>Salary Bands</u></b>	<b><u>Gross PTIs</u></b> [A]	<b><u>Average PCIs from 1989-90 to 2019-20</u></b> [B]	<b><u>Actual PCIs for this year</u></b>	<b><u>Net PTIs</u></b> [A] – [B]
<b>Upper</b>	8.30%	1.04%	1.27%	<b>7.26%</b>
<b>Middle</b>	5.58%	1.03%	1.36%	<b>4.55%</b>
<b>Lower</b>	3.20%	1.16%	2.33%	<b>2.04%</b>

*/Factor .....*

<sup>6</sup> Before the conduct of the 2022 PTS, the PTS Committee reviewed and agreed on the survey methodology and the survey field following the established arrangement. The PTS Committee's advice on the 2022 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 2022 PTS.

<sup>7</sup> Two staff side representatives of the SCSC did not participate in the work of the 2022 PTS, neither did they attend the PTS Committee meeting on 25 May 2022 to validate the survey findings.

*Factor (e): The Pay Claims of the Staff Side*

16. The then Secretary for the Civil Service personally met the representatives of the staff side and the four major service-wide staff unions<sup>8</sup> on 26 and 27 May 2022 to listen to their pay claims and justifications.

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

<b>Staff Side</b>	<b>Upper Salary Band</b>	<b>Middle Salary Band</b>	<b>Lower Salary Band</b>
(I) SCSC <sup>9</sup>			
(a) Hong Kong Chinese Civil Servants' Association		5.3%	
(b) Hong Kong Senior Government Officers Association	7.26%	4.55%	4.55%
(II) PFC	A pay rise in accordance with the PTS finding		
(III) DSCC	4.84%		
(IV) MOD 1 Council	Not less than 5.6%		

18. The major common demands that the staff side put forward at the meetings on 26 and 27 May 2022 and in their submissions are set out below –

- (a) while staff side representatives appreciate that the CE-in-Council needs to balance all six factors under the established mechanism, they opine that the rising cost of living has undermined their purchasing power and should be accorded due weight. In particular, some staff side representatives maintain that the loss of purchasing power from the pay freeze in the past two years should also be taken into consideration, as it has especially impacted on the livelihood of staff under the lower salary band in an inflationary economy. Some staff side representatives also request the net PTIs in the past two years of pay freeze be factored in the pay adjustment this year;

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<sup>8</sup> 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.

<sup>9</sup> The Association of Expatriate Civil Servants of Hong Kong, one of the three constituent associations of the SCSC, did not make any pay claim.

- (b) some staff side representatives further remark that in the light of the stabilising epidemic situation, anticipated economic recovery in the rest of 2022 and relatively healthy public finance, the Government is in the position to recognise the contributions of the civil service in fighting the epidemic and restoring social order through a reasonable upward pay adjustment;
- (c) staff side representatives understand that net PTIs are just one of the factors to be considered, but since the 2022 PTS indicated that the private sector introduced a pay rise as evident in positive PTIs across all three salary bands, they are unanimously of the view that a pay rise for civil servants this year is justified. Some staff side representatives further request that an adjustment be made in accordance with PTS findings; and
- (d) some staff side representatives also continue to criticise the PCIs deduction arrangement, despite that the PCIs have been capped since the 2019-20 civil service pay adjustment.

19. 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.

*Factor (f): Civil Service Morale*

20. The Government mobilised all available manpower and resources to fight the fifth wave of the epidemic. Over 140 000 government employees have participated in the fight against the epidemic, many of whom shouldered such work in addition to their usual duties. The Government has expressed appreciation to the civil service for their solidarity and responsiveness in the implementation of an array of anti-epidemic measures. In addition, many civil servants, especially those providing emergency services, support for the underprivileged and the community, etc. have been under heavy pressure in face of the drastic surge in workload and manpower reduction brought about by the epidemic. Civil service pay has been frozen in the past two years in an inflationary environment to stand in solidarity with society through difficult times. Against the backdrop of positive results in the 2022 PTS and an expected gradual revival of economic activities for the rest of the year, civil servants will expect a reasonable pay increase that simultaneously recognises their efforts and meets public expectations.

*Offers of Civil Service Pay Adjustment*

21. Hong Kong's economy has been facing a complex situation in the past year. Despite the strong rebound in 2021, the economy was severely hit in the first quarter of 2022 amidst the fifth wave of epidemic. Although the business

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atmosphere and the employment situation has changed for the better in recent months, there remain uncertainties in the overall economic situation. Taking into consideration factors including the increase in the cost of living in the past year, the changes in the economic situation, the Government's fiscal position, the positive net PTIs for all three salary bands for 2022, the exemplary commitment of civil servants from all ranks in fighting the epidemic, the CE-in-Council decided on 5 July 2022 that the Government made an offer to increase the pay for civil servants in the upper, middle and lower salary bands at 2.5% after balancing all relevant factors. As 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) the staff sides unanimously express disappointment as the adjustment is way below the net PTIs for the upper and middle salary bands. They reflect staff sentiment that, with an across-the-board adjustment that is neither pegged to the net PTIs nor inflation rate, the pay offers are a departure from the established mechanism, and there is no apparent explanation for how the 2.5% adjustment was arrived at. Some express concern that the pay offers this year, which deviate significantly from the net PTIs, would set a precedent for the Government to disregard the PTS completely in the future;
  - (b) some demand that the difference between the net PTIs and actual pay adjustment this year be taken into consideration in the pay adjustment exercise next year; some are particularly concerned that, since the design of the PTS tracks year-on-year pay adjustment movements, the findings next year may be in the negative when the survey tracks the impact brought on the labour market by the fifth wave of the COVID-19 epidemic;
  - (c) some representatives argue that the magnitude of increase could not fully restore their loss of purchasing power in the light of the inflation during pay freeze for the past two years, which has already affected the livelihood of civil servants, particularly those on the lower salary band; and
  - (d) some continue to argue that the PCIs deduction arrangement should be abolished.

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*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 2022, the pay for civil servants in the upper, middle and lower salary bands and the directorate be increased at 2.5%.

24. Apart from what have been mentioned in paragraphs 21 to 22 above, the CE-in-Council has also considered the following when making the decision on the civil service pay adjustment rate –

- (a) civil service remuneration should be regarded as fair by both civil servants and the public they serve. The CE-in-Council has taken into account all the relevant factors under the established mechanism in deciding the pay offers. While results of the 2022 PTS show a clear upward trend in the private sector salary generally during the survey period (i.e. from 2 April 2021 to 1 April 2022), the Government at the same time has to consider the current uncertain and volatile economic situation. The adjustment rate of 2.5% is the outcome of balancing all relevant factors;
- (b) in accordance with established mechanism in handling civil service pay adjustment, the CE-in-Council will continue to consider all relevant factors, including the net PTIs derived from the annual PTS, which serve as an objective assessment of the year-on-year pay adjustment movements in the private sector. Each year's exercise is separate, and each decision made is a result of thorough consideration of all relevant factors;
- (c) changes in the cost of living is one of the six factors to be considered. Despite that tracking inflation is never the objective of civil service pay adjustment, the pay offer at 2.5% is higher than the change in the Composite CPI at 1.7% for the 12-month period ending March 2022 over the previous 12-month period ending March 2021; and
- (d) the Committee of Inquiry into the 1988 Civil Service Pay Adjustment and Related Matters considered that, if in-scale increment and merit pay (including exceptional merit pay which should be excluded but cannot be distinguished therefrom) in the private sector were to be included in the PTS, the PCIs should be deducted for fairness. The current situation under which more than half of the 111 surveyed companies in the 2022 PTS still took merit pay into consideration in deciding pay adjustment for their employees, and those that did take special merit pay into consideration were not able to provide a

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breakdown of salary adjustments attributable to such special merit, show that there are not sufficient justifications to cease the PCIs deduction arrangement. In any case, PCIs have been capped since the 2019-20 civil service pay adjustment to ensure no further erosion of the net PTIs by the rising PCIs.

### **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 to the Provisions for the Subvented Sector**

26. The salary of the staff in 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 teaching and related staff of aided schools.

27. Other than salary of staff 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 service<sup>10</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.

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<sup>10</sup> If the proposed 2022-23 civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 2.5%.

**FINANCIAL IMPLICATIONS**

28. The financial implications for the civil service, ICAC, the subvented sector and the Auxiliaries arising from the proposed pay adjustment for 2022-23 are as follows –

	<b>\$ million</b>
(a) Civil Service	3,060 <sup>11</sup>
(b) ICAC	28
(c) Subvented Sector	3,702 <sup>12</sup>
(d) Auxiliaries	13
<b>Total</b>	<b>6,803</b>

29. We have not made extra provisions under the relevant Heads of Expenditure for the proposed pay adjustment in the 2022-23 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 2022-23 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.

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<sup>11</sup> The figure includes an additional cost of about \$243 million arising from pay adjustment for around 19 100 civil servants seconded to or working in trading funds, subvented and other public bodies, and an estimated increase of \$429 million in pension payments for those retiring in 2022-23.

<sup>12</sup> This figure has excluded the financial implications arising from pay adjustment for civil servants seconded to or working in subvented bodies, which have been incorporated under item (a).

**PUBLIC CONSULTATION**

31. We briefed the Legislative Council Panel on Public Service on the 2022-23 civil service pay adjustment at its meeting on 13 July 2022. Members supported the proposed adjustment and our submission to FC.

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Civil Service Bureau  
Financial Services and the Treasury Bureau  
July 2022

**Enclosure to FCR(2022-23)49**

**Directorate Pay Scale**

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
	(303,950)	(311,550)
8	295,150	302,550
	(294,900)	(302,250)
7	286,250	293,400
	(273,000)	(279,850)
6	265,150	271,800
	(258,800)	(265,250)
5	251,250	257,550
	(251,100)	(257,400)
	(243,800)	(249,900)
4	236,650	242,550
	(227,600)	(233,300)
	(220,900)	(226,400)
	(214,650)	(220,000)
3	208,500	213,700
	(196,050)	(200,950)
	(190,300)	(195,050)
	(184,850)	(189,450)
2	179,350	183,850
	(165,200)	(169,350)
	(160,300)	(164,300)
	(155,450)	(159,350)
1	150,950	154,700

Note: Figures in brackets represent increments.

### Directorate (Legal) Pay Scale

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
	(273,000)	(279,850)
6	265,150	271,800
	(258,800)	(265,250)
5	251,250	257,550
	(251,100)	(257,400)
	(243,800)	(249,900)
4	236,650	242,550
	(227,600)	(233,300)
	(220,900)	(226,400)
	(214,650)	(220,000)
3	208,500	213,700
	(196,050)	(200,950)
	(190,300)	(195,050)
	(184,850)	(189,450)
2	179,350	183,850
	(165,200)	(169,350)
	(160,300)	(164,300)
	(155,450)	(159,350)
1	150,950	154,700

Note: Figures in brackets represent increments.

### Master Pay Scale

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
49	135,470	138,855
48	130,760	134,030
47	126,220	129,375
46 (44B)	121,790	124,835
45 (44A)	117,580	120,520
44	110,170	112,925
43	106,340	109,000
42	101,965	104,515
41	97,745	100,190
40	93,710	96,055
39	89,845	92,090
38	85,870	88,015
37	82,105	84,160
36 (33C)	78,385	80,345
35 (33B)	75,265	77,145
34 (33A)	74,515	76,380
33	73,775	75,620
32	70,465	72,225
31	67,295	68,975
30	64,270	65,875
29	61,415	62,950
28	58,635	60,100
27	55,995	57,395
26	53,500	54,840
25	51,095	52,370
24	48,860	50,080
23	46,655	47,820
22	44,555	45,670
21	42,545	43,610
20	40,515	41,530
19	38,595	39,560
18	36,765	37,685
17	35,040	35,915
16	33,350	34,185



### Master Pay Scale

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
15	31,750	32,545
14	30,235	30,990
13	28,780	29,500
12	27,145	27,825
11	25,545	26,185
10	24,070	24,670
9	22,725	23,295
8	21,340	21,875
7	20,035	20,540
6	18,795	19,265
5	17,675	18,120
4	16,565	16,980
3	15,560	15,950
2	14,600	14,965
1	13,735	14,080
0	12,915	13,240

### Model Scale 1 Pay Scale

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
13	17,870	18,320
12	17,515	17,955
11	17,155	17,585
10	16,820	17,245
9	16,490	16,905
8	16,175	16,580
7	15,880	16,280
6	15,560	15,950
5	15,255	15,640
4	14,945	15,320
3	14,620	14,990
2	14,330	14,690
1	14,015	14,370
0	13,730	14,075

### Disciplined Services (Commander) Pay Scale

Point	as at 31.3.2022	w.e.f. 1.4.2022
	\$	\$
	(273,000)	(279,850)
4	265,150	271,800
	-	(257,400)
	-	(249,900)
3a*	-	242,550
	(227,600)	(233,300)
	(220,900)	(226,400)
	(214,650)	(220,000)
3	208,500	213,700
	(196,050)	(200,950)
	(190,300)	(195,050)
	(184,850)	(189,450)
2	179,350	183,850
	(170,200)	(174,450)
	(165,400)	(169,550)
	(160,300)	(164,300)
1	155,450	159,350

Note: Figures in brackets represent increments.

\* Subject to the Finance Committee (FC)'s approval at its meeting on 15 July 2022 on the proposal to upgrade the permanent post of Controller, Government Flying Service from Disciplined Services (Commander) 3 or D3-equivalent to D4-equivalent as set out in the FC Agenda Item FCR(2022-23)40 and the ESC Paper EC(2022-23)9. The proposal will come into effect on the date of the FC's approval.

### Disciplined Services (Officer) Pay Scale

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
40	150,180	153,935
39	147,235	150,915
38	142,510	146,075
37	136,985	140,410
36	131,475	134,760
35	126,565	129,730
34	121,880	124,925
33	117,510	120,450
32	110,110	112,865
31	106,165	108,820
30	102,310	104,870
29	98,635	101,100
28	95,030	97,405
27	91,615	93,905
26	88,250	90,455
25	84,940	87,065
24	81,945	83,995
23	78,970	80,945
22	76,095	77,995
21	75,135	77,015
20	74,390	76,250
19	73,650	75,490
18	71,010	72,785
17	68,065	69,765
16	65,165	66,795
15	62,200	63,755
14	59,290	60,770
13	56,445	57,855
12	53,590	54,930
11	50,990	52,265
10	48,540	49,755
9	46,150	47,305
8	43,745	44,840
7	41,380	42,415
6	39,045	40,020

**Disciplined Services (Officer) Pay Scale**

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
5	36,655	37,570
4	34,590	35,455
3	32,950	33,775
2	31,305	32,090
1	29,980	30,730
1a	28,690	29,405
1b	27,445	28,130

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

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
32	56,025	57,425
31a	54,690	56,055
31	53,355	54,690
30	50,815	52,085
29	48,395	49,605
28	46,550	47,715
27	44,760	45,880
26	43,470	44,555
25	42,170	43,225
24	40,955	41,980
23	39,900	40,900
22	38,795	39,765
21	37,740	38,685
20	36,745	37,665
19	35,760	36,655
18	34,785	35,655
17	33,760	34,605
16	32,830	33,650
15	31,910	32,710
14	31,005	31,780
13	30,100	30,855
12	29,185	29,915
11	28,295	29,000
10	27,405	28,090
9	26,555	27,220
8	25,650	26,290
7	24,775	25,395
6	24,045	24,650
5	23,045	23,625
4a	22,725	23,295
4	22,405	22,970
3	21,780	22,325
2	21,150	21,680
1	20,585	21,100

**Police Pay Scale**

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
	(303,950)	(311,550)
59	295,150	302,550
	(258,800)	(265,250)
	(251,250)	(257,550)
58	243,800	249,900
	(227,600)	(233,300)
	(220,900)	(226,400)
	(214,650)	(220,000)
57	208,500	213,700
	(196,050)	(200,950)
	(190,300)	(195,050)
	(184,850)	(189,450)
56	179,350	183,850
	(174,775)	(179,150)
	(170,200)	(174,450)
	(165,400)	(169,550)
	(160,300)	(164,300)
55	155,450	159,350
54b	150,915	154,690
54a	147,235	150,915
54	142,510	146,075
53	136,985	140,410
52	131,475	134,760
51	126,565	129,730
50	121,880	124,925
49	117,510	120,450
48	110,110	112,865
47	106,165	108,820
46	102,310	104,870

### Police Pay Scale

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
45	98,635	101,100
44	95,030	97,405
43	91,615	93,905
42	88,250	90,455
41	84,940	87,065
40	81,945	83,995
39	78,970	80,945
38	76,095	77,995
37	75,135	77,015
36	74,390	76,250
35	73,650	75,490
34	71,010	72,785
33a	69,535	71,275
33	68,065	69,765
32	65,220	66,850
31	62,340	63,900
30	60,440	61,950
29	57,835	59,280
28	55,080	56,455
27	52,460	53,770
26	50,200	51,455
25	48,500	49,715
24	47,080	48,255
23	45,710	46,855
22	44,380	45,490
21	43,085	44,160
20	41,830	42,875
19	40,610	41,625
18	39,475	40,460
17	38,365	39,325
16	37,310	38,245
15	36,290	37,195
14	35,250	36,130
13	34,240	35,095



**Police Pay Scale**

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
12	33,275	34,105
11	32,480	33,290
10	31,385	32,170
9	30,440	31,200
8	29,510	30,250
7	28,670	29,385
6	27,785	28,480
5	26,975	27,650
4	26,190	26,845
3	25,380	26,015
2	24,635	25,250
1	23,955	24,555

Note: Figures in brackets represent increments.

### Training Pay Scale

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
16	31,675	32,465
15	30,160	30,915
14	28,710	29,430
13	27,460	28,145
12	25,780	26,425
11	23,670	24,265
10	21,735	22,280
9	20,470	20,985
8	19,210	19,695
7	18,040	18,495
6	16,945	17,370
5	15,895	16,295
4	14,935	15,310
3	14,035	14,390
2	13,150	13,480
1	12,370	12,680

### Craft Apprentice Pay Scale

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
4	12,175	12,480
3	11,160	11,440
2	10,090	10,345
1	9,075	9,305
0	8,560	8,775

### Technician Apprentice Pay Scale

<b>Point</b>	<b>as at 31.3.2022</b>	<b>w.e.f. 1.4.2022</b>
	<b>\$</b>	<b>\$</b>
4	15,390	15,775
3	14,035	14,390
2	12,680	13,000
1	11,670	11,965
0	10,950	11,225

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