

## **ITEM FOR FINANCE COMMITTEE**

### **2024-25 CIVIL SERVICE PAY ADJUSTMENT**

Members are invited to approve –

- (A) with effect from 1 April 2024, an increase of 3% 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 2024-25 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 the provisions for subvented bodies where the subventions 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 11 June 2024. 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 .....**

**PROPOSAL**

2. We propose that –
- (A) with effect from 1 April 2024, 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 3%;
  - (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 the provisions for subvented bodies where the subventions 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.

## 2024-25 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 13 to 16). 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. The Hong Kong economy recorded moderate growth in the first quarter of 2024. Exports of services remained as an important driver of growth, while total exports of goods improved further. Private consumption and overall investment expenditures continued to expand. Real Gross Domestic Product grew by 2.7% year-on-year, having increased by 4.3% in the preceding quarter.

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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).

8. Looking ahead, the Hong Kong economy should record further growth in the rest of the year. Exports of services should be supported by further revival of inbound tourism alongside the continued recovery of handling capacity and the Government's efforts to promote a mega event economy. Although geopolitical tensions will bring uncertainties, exports of goods should improve further if external demand holds up. Domestically, rising employment earnings and the Government's initiatives to boost sentiment should help private consumption, but residents' changing consumption pattern may pose challenges. Continued economic growth should lend support to fixed asset investment. However, a longer period of relatively tight financial conditions may affect local economic confidence and activities. The economy is forecast to grow by 2.5% to 3.5% in 2024.

9. The labour market remained tight in early 2024. The seasonally adjusted unemployment rate stayed low at 3.0% in February to April 2024, slightly higher than the 2.9% in the fourth quarter of 2023. Payroll per person engaged increased by 3.6% in nominal terms in the fourth quarter of 2023 over a year earlier, yielding growth of 3.3% for 2023 as a whole. Looking ahead, the labour market is expected to remain tight in the near term, rendering support to further growth in labour earnings.

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

10. For the 12-month period ending March 2024, the headline Composite Consumer Price Index (CPI), which reflects the impact of the changes in consumer prices on approximately 90% of households, increased by 2.1% as compared to the previous 12-month period ending March 2023. The increases 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 2024<sup>3</sup> over the previous 12-month period ending March 2023 are as follows –

|            | <b>Composite CPI</b> | <b>CPI(A)</b> | <b>CPI(B)</b> | <b>CPI(C)</b> |
|------------|----------------------|---------------|---------------|---------------|
| Headline   | 2.1%                 | 2.3%          | 2.0%          | 2.0%          |
| Underlying | 1.5%                 | 1.4%          | 1.4%          | 1.7%          |

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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 2024) published by the Census and Statistics Department on 23 April 2024. These figures were compiled based on the 2019/20-based index series.

11. The annual increases in headline and underlying Composite CPIs are forecast at 2.4% and 1.7% respectively for 2024.

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

12. The Government runs a fiscal deficit of about \$100.2 billion in 2023 - 24, and the fiscal deficit is forecast to be \$48.1 billion in 2024-25. As at 31 March 2024, the fiscal reserves stood at \$734.6 billion, and is expected to stand at \$686.5 billion by the end of March 2025 as recently forecast by the Government.

*Factor (d): The Net PTIs derived from the 2024 PTS*

13. 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 to 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 2024 PTS are –

(a) Upper: Above Master Pay Scale (MPS) Point 33 to Police Pay Scale Point 54b or equivalent, viz. \$79,136 to \$159,130;

(b) Middle: From MPS Point 10 to 33 or equivalent, viz. \$25,815 to \$79,135; and

(c) Lower: Below MPS Point 10 or equivalent, viz. below \$25,815.

14. The 2024 PTS<sup>6</sup> collected the basic pay and additional pay adjustment data of 134 376 employees in 113 companies, consisting of 132 490 employees in 83 larger companies and 1 886 employees in 30 smaller companies. The gross PTIs of the 2024 PTS (covering the 12-month period from 2 April 2023 to 1 April 2024) for the three civil service salary bands are set out below –

| <u>Salary Band</u> | <u>Gross PTI</u> |
|--------------------|------------------|
| Upper              | 5.05%            |
| Middle             | 5.35%            |
| Lower              | 6.63%            |

15. The PTS Committee met and considered the 2024 PTS findings on 22 May 2024. The findings were validated by all members attending the meeting<sup>7</sup>.

16. 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 to 2019-20 for the upper, middle and lower salary bands, which are 1.04%, 1.03% and 1.16% respectively, or the actual PCI for the particular salary band for the year, whichever is the lower, will be adopted by the Government 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 2024-25 as set out below –

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<sup>6</sup> Before the conduct of the 2024 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 2024 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 2024 PTS.

<sup>7</sup> The staff side representatives of all the four central consultative councils attended the PTS Committee meeting on 22 May 2024, at which the findings of the 2024 PTS were validated.

| <u>Salary Bands</u> | <u>Gross PTIs</u> | <u>Average PCIs from 1989-90 to 2019-20</u> | <u>Actual PCIs for this year</u> | <u>Net PTIs</u> |
|---------------------|-------------------|---|----------------------------------|-----------------|
|                     | [A]               | [B]   |                                  | [A] – [B]       |
| <b>Upper</b>        | 5.05%             | 1.04%                                       | 1.32%                            | <b>4.01%</b>    |
| <b>Middle</b>       | 5.35%             | 1.03%                                       | 1.50%                            | <b>4.32%</b>    |
| <b>Lower</b>        | 6.63%             | 1.16%                                       | 2.17%                            | <b>5.47%</b>    |

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

17. The 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 23 May 2024 to listen to their pay claims and justifications.

18. 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    | 4.32%  | 4.32%                     | 5.47%                    |
| (b) Hong Kong Senior Government Officers Association | 5%   | -                         | -                        |
| (II) PFC   | A pay rise in accordance with the PTS finding  |                           |                          |
| (III) DSCC   | A pay rise with respect to the PTS finding and careful consideration of civil service morale |                           |                          |
| (IV) MOD 1 Council                                   | -  | -                         | 5.47%                    |

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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.

19. The major common demands that the staff side put forward at the meetings on 23 May 2024 and in their submissions are set out below –

- (a) the staff side consider that the net PTIs have objectively reflected the magnitude of upward pay adjustments in the private sector in the previous year and unanimously request a pay rise in line with the market. While appreciating the civil service is expected to weather the storm with the public at times of economic downturn, they emphasise the exceptional commitment demonstrated to serving the public and supporting the delivery of key government policies amidst the difficult times in the past few years. Given the solid increase of earnings in the private sector as reflected in the positive net PTIs across three salary bands and the steady economic growth, the staff side consider that a pay rise in line with the private sector and the net PTIs is justified;
- (b) the staff side point out that the civil service faces a high wastage rate caused by a retirement wave and higher resignations, and recruitment of talent has become more challenging when the local labour market remains tight. A considerable number of civil servants have shouldered additional responsibilities for an extended period. They generally expect the Government to acknowledge their hard work in face of increasing challenges and surging workload in pushing forward key and new measures following the return to normalcy. The staff side also stress the need to maintain the competitiveness of civil service pay by maintaining broad comparability in the remuneration package with the private sector in light of the Government's manpower constraints. They suggest that a pay rise in line with the PTS results will serve as a recognition to the civil service and be conducive to attracting and retaining talents for the government;
- (c) while the staff side fully appreciate the Government's tight fiscal position, they stress the need to maintain their living standard under the inflationary environment, especially for the lower salary band staff whose livelihood will be adversely impacted should their purchasing power be eroded; 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.

20. 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*

21. Civil servants have shown their dedication to their profession and commitment to serving the Government and the general public over the past few years. With the return to normalcy, the civil service displays full commitment to the current-term Government to delivering its policy agenda, new initiatives and programmes with a view to enhancing governance, developing the economy, boosting Hong Kong's competitiveness and improving people's livelihood. At the same time, civil service vacancy rate has climbed to about 10% in face of a tight labour market, with our staff shouldering additional responsibilities at various levels. Rising public expectation on the efficiency, performance, conduct and integrity of civil service has also increased the pressure on civil servants. Despite surging workload and increasing complexity of work across both civilian and disciplined services grades, civil servants have shown their solidarity, flexibility and resilience in promptly responding to changes and pressing ahead with their tasks on various fronts, including safeguarding national security, promoting the District Council elections and gearing up to help when the government-wide mobilisation level is triggered during emergencies. With the continued growth of Hong Kong's economy, due recognition should be given to these efforts.

*Staff Side's Response to Pay Offers*

22. Pursuant to the decision of the CE-in-Council on 4 June 2024, the Government has made the pay offers (i.e. a pay increase of 3% for civil servants in the upper, middle and lower salary bands and the directorate) to the staff side. The staff side's response is summarised as follows –

- (a) the majority of staff side express disappointment to the pay offers as the adjustment is below the net PTIs of all salary bands. With the differential being the greatest in the lower salary band (i.e. close to 2.5%), the sentiment is stronger amongst the respective representatives who consider that their pay has lagged behind their private counterparts and express the need to maintain their livelihood amid the rising cost of living. Some staff side suggest that the pay offers be suitably adjusted upwards. Individual representatives re-assert the proposal set out in their pay claim;
- (b) the staff side emphasise that the challenges of civil service work have increased alongside the high vacancy level in recent years. Some representatives, especially those representing frontline staff, argue that the widening pay differential between civil service and private sector will affect the attractiveness of civil service jobs, thereby hindering recruitment and retention efforts by the Government;

/(c) .....

- (c) some representatives express understanding of the tight fiscal position faced by the Government and reflect staff expectation to share the fruits of economic development when the situation improves; and
- (d) some continue to argue that the PCIs deduction arrangement should be abolished.

#### *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 decided that, with effect from 1 April 2024, the pay for civil servants in the upper, middle and lower salary bands and the directorate should be increased by 3%.

24. The CE-in-Council has also considered the following when making the decision on the civil service pay adjustment –

- (a) the CE-in-Council has considered all six relevant factors under the established mechanism in deciding the pay offers. There has been an upward trend in the private sector pay across all three salary bands in the past year as reflected in the positive net PTIs. The CE-in-Council also notes that the civil service has played a key role in the implementation of various new initiatives aiming at strengthening governance capability, boosting Hong Kong's competitiveness and improving the livelihood of our citizens with the return to normalcy despite the high vacancy rate. Taking into account other factors including the Government's fiscal position, the moderate economic growth and the inflation in the past year, the pay offers are a fair balance after holistic consideration;
- (b) while tracking inflation is never the objective of civil service pay adjustment, the pay offers for 2024-25 are higher than the change in the headline Composite CPI at 2.1% for the 12-month period ending March 2024 over the previous 12-month period ending March 2023. In other words, the purchasing power of civil servants will be enhanced; and
- (c) 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.

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The current situation under which more than 60% of the 113 surveyed companies in the 2024 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 breakdown of salary adjustments attributable to such special merit, shows 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 (FC)'s 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

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<sup>10</sup> If the proposed 2024-25 civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 3%.

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 2024-25 are as follows –

|                      | <b>\$ million</b>   |
|----------------------|---------------------|
| (a) Civil Service    | 3,906 <sup>11</sup> |
| (b) ICAC             | 35                  |
| (c) Subvented Sector | 4,772 <sup>12</sup> |
| (d) Auxiliaries      | 16                  |
| <b>Total</b>         | <b>8,729</b>        |

29. In line with the established practice, the relevant Heads of Expenditure have yet to reflect the above financial implications since the relevant pay adjustment proposals could not have been anticipated at the time of drawing up the 2024-25 Estimates. However, on the whole, it is expected that the Government's fiscal position should be able to cope with 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 \$307 million arising from pay adjustment for around 18 640 civil servants seconded to or working in trading funds, subvented and other public bodies, and an estimated increase of about \$480 million in pension payments for those retiring in 2024-25.

<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 2024-25 civil service pay adjustment at its meeting on 17 June 2024. Members supported the proposed adjustment and our submission to FC.

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Civil Service Bureau  
Financial Services and the Treasury Bureau  
June 2024

## Enclosure to FCR(2024-25)25

### Directorate Pay Scale

| Point | as at 31.3.2024 | w.e.f. 1.4.2024 |
|-------|-----------------|-----------------|
|       | \$              | \$              |
|       | (320,500)       | (330,115)       |
| 8     | 311,250         | 320,590         |
|       | (310,900)       | (320,225)       |
| 7     | 301,800         | 310,855         |
|       | (287,900)       | (296,535)       |
| 6     | 279,600         | 287,990         |
|       | (272,850)       | (281,035)       |
| 5     | 264,950         | 272,900         |
|       | (264,800)       | (272,745)       |
|       | (257,050)       | (264,760)       |
| 4     | 249,500         | 256,985         |
|       | (240,000)       | (247,200)       |
|       | (232,900)       | (239,885)       |
|       | (226,300)       | (233,090)       |
| 3     | 219,850         | 226,445         |
|       | (206,700)       | (212,900)       |
|       | (200,650)       | (206,670)       |
|       | (194,900)       | (200,745)       |
| 2     | 189,150         | 194,825         |
|       | (174,200)       | (179,425)       |
|       | (169,000)       | (174,070)       |
|       | (163,900)       | (168,815)       |
| 1     | 159,150         | 163,925         |

Note: Figures in brackets represent increments.

### Directorate (Legal) Pay Scale

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (287,900)              | (296,535)              |
| 6            | 279,600                | 287,990                |
|              | (272,850)              | (281,035)              |
| 5            | 264,950                | 272,900                |
|              | (264,800)              | (272,745)              |
|              | (257,050)              | (264,760)              |
| 4            | 249,500                | 256,985                |
|              | (240,000)              | (247,200)              |
|              | (232,900)              | (239,885)              |
|              | (226,300)              | (233,090)              |
| 3            | 219,850                | 226,445                |
|              | (206,700)              | (212,900)              |
|              | (200,650)              | (206,670)              |
|              | (194,900)              | (200,745)              |
| 2            | 189,150                | 194,825                |
|              | (174,200)              | (179,425)              |
|              | (169,000)              | (174,070)              |
|              | (163,900)              | (168,815)              |
| 1            | 159,150                | 163,925                |

Note: Figures in brackets represent increments.

### Master Pay Scale

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 49           | 142,840                | 147,125                |
| 48           | 137,875                | 142,010                |
| 47           | 133,090                | 137,085                |
| 46 (44B)     | 128,420                | 132,275                |
| 45 (44A)     | 123,980                | 127,700                |
| 44           | 116,165                | 119,650                |
| 43           | 112,130                | 115,495                |
| 42           | 107,515                | 110,740                |
| 41           | 103,065                | 106,155                |
| 40           | 98,810                 | 101,775                |
| 39           | 94,735                 | 97,575                 |
| 38           | 90,540                 | 93,255                 |
| 37           | 86,575                 | 89,170                 |
| 36 (33C)     | 82,650                 | 85,130                 |
| 35 (33B)     | 80,730                 | 83,150                 |
| 34 (33A)     | 79,930                 | 82,330                 |
| 33           | 79,135                 | 81,510                 |
| 32           | 75,585                 | 77,855                 |
| 31           | 72,180                 | 74,345                 |
| 30           | 68,940                 | 71,010                 |
| 29           | 65,875                 | 67,850                 |
| 28           | 62,895                 | 64,780                 |
| 27           | 60,065                 | 61,865                 |
| 26           | 57,390                 | 59,110                 |
| 25           | 54,805                 | 56,450                 |
| 24           | 52,410                 | 53,980                 |
| 23           | 50,045                 | 51,545                 |
| 22           | 47,795                 | 49,230                 |
| 21           | 45,640                 | 47,010                 |
| 20           | 43,460                 | 44,765                 |
| 19           | 41,400                 | 42,640                 |
| 18           | 39,435                 | 40,620                 |
| 17           | 37,585                 | 38,715                 |
| 16           | 35,775                 | 36,850                 |



**Master Pay Scale**

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 15           | 34,060                 | 35,080                 |
| 14           | 32,430                 | 33,405                 |
| 13           | 30,870                 | 31,795                 |
| 12           | 29,120                 | 29,995                 |
| 11           | 27,405                 | 28,225                 |
| 10           | 25,815                 | 26,590                 |
| 9            | 24,380                 | 25,115                 |
| 8            | 22,895                 | 23,585                 |
| 7            | 21,500                 | 22,145                 |
| 6            | 20,165                 | 20,770                 |
| 5            | 18,965                 | 19,535                 |
| 4            | 17,770                 | 18,305                 |
| 3            | 16,695                 | 17,200                 |
| 2            | 15,665                 | 16,135                 |
| 1            | 14,735                 | 15,180                 |
| 0            | 13,860                 | 14,280                 |

**Model Scale 1 Pay Scale**

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 13           | 19,175                 | 19,755                 |
| 12           | 18,790                 | 19,355                 |
| 11           | 18,405                 | 18,960                 |
| 10           | 18,050                 | 18,595                 |
| 9            | 17,695                 | 18,230                 |
| 8            | 17,355                 | 17,880                 |
| 7            | 17,040                 | 17,555                 |
| 6            | 16,695                 | 17,200                 |
| 5            | 16,370                 | 16,865                 |
| 4            | 16,035                 | 16,520                 |
| 3            | 15,690                 | 16,165                 |
| 2            | 15,375                 | 15,840                 |
| 1            | 15,040                 | 15,495                 |
| 0            | 14,730                 | 15,175                 |

**Disciplined Services (Commander) Pay Scale**

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (287,900)              | (296,535)              |
| 4            | 279,600                | 287,990                |
|              | (264,800)              | (272,745)              |
|              | (257,050)              | (264,760)              |
| 3a           | 249,500                | 256,985                |
|              | (240,000)              | (247,200)              |
|              | (232,900)              | (239,885)              |
|              | (226,300)              | (233,090)              |
| 3            | 219,850                | 226,445                |
|              | (206,700)              | (212,900)              |
|              | (200,650)              | (206,670)              |
|              | (194,900)              | (200,745)              |
| 2            | 189,150                | 194,825                |
|              | (179,450)              | (184,835)              |
|              | (174,400)              | (179,630)              |
|              | (169,000)              | (174,070)              |
| 1            | 163,900                | 168,815                |

Note: Figures in brackets represent increments.

### Disciplined Services (Officer) Pay Scale

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 40           | 158,355                | 163,105                |
| 39           | 155,245                | 159,900                |
| 38           | 150,265                | 154,775                |
| 37           | 144,440                | 148,775                |
| 36           | 138,630                | 142,790                |
| 35           | 133,455                | 137,460                |
| 34           | 128,510                | 132,365                |
| 33           | 123,905                | 127,620                |
| 32           | 116,105                | 119,590                |
| 31           | 111,945                | 115,305                |
| 30           | 107,880                | 111,115                |
| 29           | 104,000                | 107,120                |
| 28           | 100,200                | 103,205                |
| 27           | 96,600                 | 99,500                 |
| 26           | 93,050                 | 95,840                 |
| 25           | 89,565                 | 92,250                 |
| 24           | 86,405                 | 88,995                 |
| 23           | 83,270                 | 85,770                 |
| 22           | 81,400                 | 83,840                 |
| 21           | 80,590                 | 83,010                 |
| 20           | 79,790                 | 82,185                 |
| 19           | 79,000                 | 81,370                 |
| 18           | 76,170                 | 78,455                 |
| 17           | 73,010                 | 75,200                 |
| 16           | 69,900                 | 71,995                 |
| 15           | 66,720                 | 68,720                 |
| 14           | 63,595                 | 65,505                 |
| 13           | 60,545                 | 62,360                 |
| 12           | 57,485                 | 59,210                 |
| 11           | 54,695                 | 56,335                 |
| 10           | 52,070                 | 53,630                 |
| 9            | 49,505                 | 50,990                 |
| 8            | 46,925                 | 48,335                 |
| 7            | 44,385                 | 45,715                 |
| 6            | 41,880                 | 43,135                 |

**Disciplined Services (Officer) Pay Scale**

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 5            | 39,315                 | 40,495                 |
| 4            | 37,105                 | 38,220                 |
| 3            | 35,345                 | 36,405                 |
| 2            | 33,580                 | 34,585                 |
| 1            | 32,160                 | 33,125                 |
| 1a           | 30,770                 | 31,695                 |
| 1b           | 29,440                 | 30,325                 |

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

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 32           | 60,095                 | 61,900                 |
| 31a          | 58,660                 | 60,420                 |
| 31           | 57,235                 | 58,950                 |
| 30           | 54,505                 | 56,140                 |
| 29           | 51,910                 | 53,465                 |
| 28           | 49,935                 | 51,435                 |
| 27           | 48,015                 | 49,455                 |
| 26           | 46,625                 | 48,025                 |
| 25           | 45,235                 | 46,590                 |
| 24           | 43,930                 | 45,250                 |
| 23           | 42,800                 | 44,085                 |
| 22           | 41,615                 | 42,865                 |
| 21           | 40,485                 | 41,700                 |
| 20           | 39,415                 | 40,595                 |
| 19           | 38,360                 | 39,510                 |
| 18           | 37,315                 | 38,435                 |
| 17           | 36,215                 | 37,300                 |
| 16           | 35,215                 | 36,270                 |
| 15           | 34,230                 | 35,255                 |
| 14           | 33,260                 | 34,260                 |
| 13           | 32,290                 | 33,260                 |
| 12           | 31,305                 | 32,245                 |
| 11           | 30,350                 | 31,260                 |
| 10           | 29,395                 | 30,275                 |
| 9            | 28,485                 | 29,340                 |
| 8            | 27,510                 | 28,335                 |
| 7            | 26,575                 | 27,370                 |
| 6            | 25,800                 | 26,575                 |
| 5            | 24,725                 | 25,470                 |
| 4a           | 24,380                 | 25,115                 |
| 4            | 24,040                 | 24,765                 |
| 3            | 23,365                 | 24,070                 |
| 2            | 22,690                 | 23,375                 |
| 1            | 22,085                 | 22,750                 |

**Police Pay Scale**

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
|              | (320,500)              | (330,115)              |
| 59           | 311,250                | 320,590                |
|              | (272,850)              | (281,035)              |
|              | (264,950)              | (272,900)              |
| 58           | 257,050                | 264,760                |
|              | (240,000)              | (247,200)              |
|              | (232,900)              | (239,885)              |
|              | (226,300)              | (233,090)              |
| 57           | 219,850                | 226,445                |
|              | (206,700)              | (212,900)              |
|              | (200,650)              | (206,670)              |
|              | (194,900)              | (200,745)              |
| 56           | 189,150                | 194,825                |
|              | (184,300)              | (189,830)              |
|              | (179,450)              | (184,835)              |
|              | (174,400)              | (179,630)              |
|              | (169,000)              | (174,070)              |
| 55           | 163,900                | 168,815                |
| 54b          | 159,130                | 163,905                |
| 54a          | 155,245                | 159,900                |
| 54           | 150,265                | 154,775                |
| 53           | 144,440                | 148,775                |
| 52           | 138,630                | 142,790                |
| 51           | 133,455                | 137,460                |
| 50           | 128,510                | 132,365                |
| 49           | 123,905                | 127,620                |
| 48           | 116,105                | 119,590                |
| 47           | 111,945                | 115,305                |
| 46           | 107,880                | 111,115                |
| 45           | 104,000                | 107,120                |

**Police Pay Scale**

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 44           | 100,200                | 103,205                |
| 43           | 96,600                 | 99,500                 |
| 42           | 93,050                 | 95,840                 |
| 41           | 89,565                 | 92,250                 |
| 40           | 86,405                 | 88,995                 |
| 39           | 83,270                 | 85,770                 |
| 38           | 81,400                 | 83,840                 |
| 37           | 80,590                 | 83,010                 |
| 36           | 79,790                 | 82,185                 |
| 35           | 79,000                 | 81,370                 |
| 34           | 76,170                 | 78,455                 |
| 33a          | 74,590                 | 76,830                 |
| 33           | 73,010                 | 75,200                 |
| 32           | 69,960                 | 72,060                 |
| 31           | 66,870                 | 68,875                 |
| 30           | 64,830                 | 66,775                 |
| 29           | 62,035                 | 63,895                 |
| 28           | 59,080                 | 60,850                 |
| 27           | 56,270                 | 57,960                 |
| 26           | 53,850                 | 55,465                 |
| 25           | 52,025                 | 53,585                 |
| 24           | 50,500                 | 52,015                 |
| 23           | 49,035                 | 50,505                 |
| 22           | 47,605                 | 49,035                 |
| 21           | 46,215                 | 47,600                 |
| 20           | 44,870                 | 46,215                 |
| 19           | 43,560                 | 44,865                 |
| 18           | 42,340                 | 43,610                 |
| 17           | 41,155                 | 42,390                 |
| 16           | 40,025                 | 41,225                 |
| 15           | 38,925                 | 40,095                 |
| 14           | 37,810                 | 38,945                 |
| 13           | 36,725                 | 37,825                 |
| 12           | 35,690                 | 36,760                 |
| 11           | 34,840                 | 35,885                 |



**Police Pay Scale**

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 10           | 33,665                 | 34,675                 |
| 9            | 32,650                 | 33,630                 |
| 8            | 31,655                 | 32,605                 |
| 7            | 30,750                 | 31,675                 |
| 6            | 29,805                 | 30,700                 |
| 5            | 28,935                 | 29,805                 |
| 4            | 28,095                 | 28,940                 |
| 3            | 27,225                 | 28,040                 |
| 2            | 26,425                 | 27,220                 |
| 1            | 25,700                 | 26,475                 |

Note: Figures in brackets represent increments.

### Training Pay Scale

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 16           | 33,975                 | 34,995                 |
| 15           | 32,355                 | 33,325                 |
| 14           | 30,800                 | 31,725                 |
| 13           | 29,455                 | 30,340                 |
| 12           | 27,655                 | 28,485                 |
| 11           | 25,395                 | 26,160                 |
| 10           | 23,320                 | 24,020                 |
| 9            | 21,965                 | 22,625                 |
| 8            | 20,615                 | 21,235                 |
| 7            | 19,360                 | 19,945                 |
| 6            | 18,180                 | 18,730                 |
| 5            | 17,055                 | 17,570                 |
| 4            | 16,025                 | 16,510                 |
| 3            | 15,060                 | 15,515                 |
| 2            | 14,110                 | 14,535                 |
| 1            | 13,270                 | 13,670                 |

### Craft Apprentice Pay Scale

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 4            | 13,065                 | 13,460                 |
| 3            | 11,975                 | 12,335                 |
| 2            | 10,830                 | 11,155                 |
| 1            | 9,740                  | 10,035                 |
| 0            | 9,185                  | 9,465                  |

**Technician Apprentice Pay Scale**

| <b>Point</b> | <b>as at 31.3.2024</b> | <b>w.e.f. 1.4.2024</b> |
|--------------|------------------------|------------------------|
|              | <b>\$</b>              | <b>\$</b>              |
| 4            | 16,510                 | 17,010                 |
| 3            | 15,060                 | 15,515                 |
| 2            | 13,605                 | 14,015                 |
| 1            | 12,525                 | 12,905                 |
| 0            | 11,750                 | 12,105                 |

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