

ITEM FOR FINANCE COMMITTEE

2018-19 CIVIL SERVICE PAY ADJUSTMENT

Members are invited to approve –

- (A) with effect from 1 April 2018, the following adjustments to the civil service pay scales arising from the 2018-19 civil service pay adjustment –
 - (a) an increase of 4.06% 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 \$70,590; and
 - (ii) General Disciplined Services (Officer) Pay Scale (GDS(O)) 20 and Police Pay Scale (PPS) 36 at \$70,470, and GDS(O) 21 and PPS 37 at \$70,970; and
 - (b) an increase of 4.51% 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)

- (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 June 2018. 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 2018 –
 - (a) the dollar value of the pay points in the directorate and upper salary band of civil service pay scales be increased by 4.06% 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 \$70,590; and
 - (ii) GDS(O) 20 and PPS 36 at \$70,470, and GDS(O) 21 and PPS 37 at \$70,970; and
 - (b) the dollar value of the pay points in the middle and lower salary bands of civil service pay scales be increased by 4.51%;
 - (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 ensure that civil service remuneration is regarded as fair by both civil servants and the public that they serve by maintaining broad comparability between civil service and private sector pay. To implement this policy, civil service pay is compared with market pay on a regular basis through three different types of surveys under the "Improved Civil Service Pay Adjustment Mechanism" (Improved Mechanism) endorsed by the CE-in-Council in 2007¹.

2018-19 civil service pay adjustment

The Annual Pay Adjustment Process

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

¹ The Improved Mechanism comprises (a) the annual PTS to ascertain the year-on-year pay adjustment movements in the private sector; (b) the triennial Starting Salaries Survey to compare the starting salaries of civil service civilian grades with the entry pay of jobs in the private sector requiring similar qualifications; and (c) the six-yearly Pay Level Survey to ascertain whether civil service pay is broadly comparable with private sector pay.

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).

- (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 2018 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 on Civil Services Salaries and Conditions of Service (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 2018 PTS are –

- (a) Upper: Above MPS 33 to GDS(O) 39 or equivalent, viz. \$67,066 to \$135,075;
- (b) Middle: From MPS 10 to 33 or equivalent, viz. \$21,880 to \$67,065; and
- (c) Lower: Below MPS 10 or equivalent, viz. below \$21,880.

7. The 2018 PTS⁵ collected the basic pay and additional pay adjustment data of 157 504 employees in 112 companies, consisting of 155 863 employees in 86 larger companies and 1 641 employees in 26 smaller companies. The gross PTIs of the 2018 PTS (covering the 12-month period from 2 April 2017 to 1 April 2018) 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>PCIs</u> [B]	<u>Net PTI</u> [A] minus [B]
Upper	5.25%	1.19%	4.06%
Middle	5.63%	1.12%	4.51%
Lower	4.89%	2.05%	2.84%

8. The PTS Committee met and considered the 2018 PTS findings on 24 May 2018. Amongst the ten members who attended the meeting, all validated the findings except one staff side representative of the SCSC who validated the findings “with reservation”. The two members representing the staff side of the PFC and the other two members representing the staff side of the DSCC had not taken part in the 2018 PTS and hence did not validate the findings⁶.

The State of Hong Kong’s Economy

9. The Hong Kong economy expanded notably by 4.7% year-on-year in the first quarter of 2018, following an annual growth of 3.8% in 2017. For 2018 as a whole, the economy is projected to grow by 3% to 4%. The labour market tightened progressively amid the favourable economic conditions, with the seasonally adjusted unemployment rate falling to 2.8% in February – April 2018. Backed by the sturdy labour demand, labour wages and earnings went up steadily throughout 2017. The nominal wage index, which covers regular payment to employees up to the supervisory level, increased by 3.8% for 2017 as a whole.

/Changes

⁵ Following the established arrangement, the PTS Committee reviewed and agreed on the survey methodology and the survey field before the conduct of the 2018 PTS. The PTS Committee’s advice on the 2018 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 2018 PTS.

⁶ The staff side representatives of the DSCC and three of the four constituent associations (except the Superintendents’ Association which stays in the PTS Committee as an observer) of the PFC have withdrawn from the PTS Committee since 2013. However, the PTS Committee Secretariat has continued to send invitations to meetings, papers and minutes of meeting to them.

Changes in the Cost of Living

10. For the 12-month period ending March 2018, 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 2.0% as compared to the previous 12-month period ending March 2017. The increases in headline and underlying Composite CPI⁷, CPI(A), CPI(B) and CPI(C) for the 12-month period ending March 2018⁸ over the previous 12-month period ending March 2017 are as follows –

	Composite CPI	CPI(A)	CPI(B)	CPI(C)
Headline	2.0%	2.2%	1.8%	1.9%
Underlying	1.9%	2.1%	1.8%	1.9%

11. The annual increases in headline and underlying Composite CPIs are forecast at 2.2% and 2.5% respectively for 2018 as a whole.

The Government's Fiscal Position

12. The Government's financial position is strong and healthy. The provisional consolidated surplus for 2017-18 was \$148.9 billion. As at 31 March 2018, the fiscal reserves stood at \$1,102.9 billion.

The Pay Claims of the Staff Side

13. The Secretary for the Civil Service personally met with the staff side and the four major service-wide staff unions⁹ on 25 May 2018 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 CPI (March 2018) published by the Census and Statistics Department on 23 April 2018. 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%		
(b) Hong Kong Senior Government Officers Association	Not less than 5%	N.A.	N.A.
(II) PFC	6.5%		
(III) DSCC	Not less than 7%		
(IV) MOD 1 Council	N.A.	N.A.	Not less than 5%

15. The major common justifications and comments that the staff side put forward are as follows –

- (a) while noting that the net PTIs are higher than last year's, the staff side feel strongly against the practice of PCIs deduction. They consider that PCIs have no direct relevance to merit pay in the private sector that they set out to offset. The PCIs deduction arrangement is therefore unfair, especially to civil servants who are already on their maximum pay points and no longer receiving increments. Furthermore, as the PCIs have been rising in recent years, the PCIs deduction arrangement has seriously eroded the annual civil service salary increase and damaged staff morale. With the 3.7% increase in the civil service establishment in 2018-19, the PCIs for all salary bands will further increase. The staff side hold high hopes that the new-term Government will review or even cease the PCIs deduction arrangement. In the interim, the staff side consider that stop-gap measures such as a "top-up" pay rise, or discounting or putting a cap on PCIs deduction would show the new-term Government's sincerity in addressing a matter of concern dear to their minds;

/(b)

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.

- (b) with a thriving economy and a strong fiscal position, the staff side have high expectations that the Government will share the fruits of Hong Kong's economic success more with civil servants who have contributed in no small part to the stability and prosperity of Hong Kong through thick and thin. It would also be a demonstration of the Government honouring its undertaking in the established mechanism by indeed taking all the relevant factors into account in determining the annual civil service pay adjustment. The occasional "top-up" of 0.5% in the past should continue to be adopted;
- (c) the Government should continue to follow the past practice of following the recommendation of the Committee of Inquiry into the 1988 Civil Service Pay Adjustment and Related Matters (1988 Committee of Inquiry) and invoke the "bring-up" arrangement¹¹ whenever the net PTI for the lower salary band is lower than that for the middle salary band; and
- (d) the Government should work out a long-term solution to fix the problem of the "unreasonably small" pay lead among GDS(O) 19, 20 and 21 (and equivalent pay points on other pay scales) which 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 emphasise that as the PCIs are rising, the continual practice of PCIs deduction has had an adverse impact on civil service morale. Civil servants in the lower salary band consider that they are hardest hit, as their PCIs is the highest, and demand the "bring-up" arrangement for which there are precedents, plus a "top-up" for maintaining their morale. More generally, civil servants feel that they deserve a more generous pay rise this year that is commensurate with the overall favourable economic performance of Hong Kong and the Government's huge fiscal surplus.

/Staff

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.

Staff Side's Response to Pay Offers

18. Pursuant to the decision of the CE-in-Council on 5 June 2018, the Government has put the pay offers (i.e. 4.06% pay rise for civil servants in the directorate and upper salary band subject to the dollar values of certain pay points should be as specified¹²; and 4.51% pay rise for civil servants in the middle and lower salary bands) to the staff side. Their response is summarised as follows –

- (a) the staff side are deeply disappointed with the pay offers; they maintain and urge the Government to accept their pay claims for an increase of 5% or more. They are of the view that the Government, by mechanically adopting the net PTIs, has not taken into account all the relevant factors in the established mechanism. They have expressed that they are demoralised because the Government has refused to share the fruits of Hong Kong's economic success more with civil servants, who have contributed in no small part to the stability and prosperity of Hong Kong all along, as a morale booster;
- (b) the staff side are also disappointed that the Government has not made any adjustment to the PCIs deduction arrangement. They reiterate their concern over the high PCIs especially the PCIs for the lower salary band at an all-time high of 2.05%. They are worried that, with the increased intake of civil servants, the rising trend of PCIs will linger and erode the annual civil service pay adjustment even more in the coming exercises. They request the Government to commit firmly to changing the PCIs deduction arrangement. In the interim, stop-gap measures such as “top-up” pay rise, discounting or even putting a cap on the PCIs deduction, should be considered;
- (c) while welcoming the “bring-up” arrangement, the staff side representing the lower salary band request that it should 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. That would give the staff side more certainty than the current practice whereby the “bring-up” arrangement is to be considered by the CE-in-Council in each annual exercise; and

/(d)

¹² Relevant pay points and the specified dollar values are: MPS 34 at \$70,590; GDS(O)20 and PPS 36 at \$70,470; and GDS(O) 21 and PPS 37 at \$70,970.

- (d) the staff side consider the application of a pay lead of \$500 between the lowest pay point of the upper salary band and the highest pay point of the middle salary band on the relevant pay scales¹³ unreasonable. With no justification given on how the pay lead of \$500 has been decided, the staff side are concerned that it would further distort the internal relativities among the relevant pay points.

Civil Service Pay Adjustment Rates

19. 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 2018 –

- (a) the pay for civil servants in the directorate and upper salary band should be increased by 4.06% 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 \$70,590; and
- (ii) GDS(O) 20 and PPS 36 at \$70,470, and GDS(O) 21 and PPS 37 at \$70,970;
- (b) the pay for civil servants in the middle salary band should be increased by 4.51%; and
- (c) the pay for civil servants in the lower salary band should be increased by 4.51%.

20. In gist, the rates of pay adjustment for the salary bands are their respective net PTIs, except for certain pay points in the upper salary band the dollar values of which should be as specified (paragraph 19(a)(i) and (ii) above), and that for the lower salary band, the “bring-up” arrangement would be invoked. The “bring-up” arrangement has been applied a number of times 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. Since 1989, the Government has, save for a few exceptions, invoked upon consideration of the circumstances of the year, the

/“bring-up”

¹³ The \$500 pay lead is applicable between MPS 34 and 33; GDS(O) 21 and 20, 20 and 19; and PPS 37 and 36, 36 and 35. 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).

“bring-up” arrangement whenever the net PTI for the lower salary band was below that for the middle salary band. Similarly, the CE-in-Council decided to invoke the arrangement concerned, having regard to the specific circumstances of the current year. As for directorate civil servants not covered by the annual PTS, the rate of pay adjustment for them is the same as that for the upper salary band in accordance with the practice adopted since 1989-90.

21. As stated in paragraph 19(a)(i) and (ii) above, the CE-in-Council decided to specify the dollar values of MPS 34, GDS(O) 20/PPS 36 and GDS(O) 21/PPS 37. This is because, if the net PTIs for the upper and middle salary bands are applied to those pay scales directly, an anomalous situation will arise where the dollar value of the lowest pay point of the upper salary band will be lower than the dollar value of the highest pay point of the middle salary band, or the pay lead between the pay points will become unreasonably small¹⁴.

22. Hence, the CE-in-Council decided that a pay lead of \$500 should be applied between the relevant pay points at the bottom of the upper salary band and the top of the middle salary band on the pay scales. The CE-in-Council also decided to apply a specified pay lead between the second lowest and the lowest pay points of the upper salary band on the GDS(O) (between points 21 and 20) and PPS (between points 37 and 36), which is also \$500¹⁵.

23. The pay adjustment decision for 2018-19 (including the specification of the dollar values of the pay points mentioned in paragraph 19(a)(i) and (ii) above, and the “bring-up” arrangement for the lower salary band) is a one-off arrangement decided by the CE-in-Council after having fully considered the circumstances of all relevant factors under the established mechanism. The decision will not set any precedent for future annual civil service pay adjustments. In line with the established mechanism, the determination of the annual civil service pay adjustment by the CE-in-Council having regard to the situation of each year is the prerogative of the CE-in-Council.

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¹⁴ By applying the respective net PTIs to the relevant pay points directly, the pay lead between the lowest pay point of the upper salary band and the highest pay point of the middle salary band on MPS will be -\$90 while that for both GDS(O) and PPS will be \$30.

¹⁵ This is necessary or otherwise a similar anomalous situation with a higher pay point (i.e. GDS(O) 21/PPS 37) having a lower dollar value than a lower pay point (i.e. GDS(O) 20/PPS 36) will be resulted.

24. As for the PCIs deduction arrangement, this arrangement together with the inclusion of private sector in-scale increment and merit pay in the computation of the gross PTIs have been implemented since 1989 on the recommendation of the 1988 Committee of Inquiry. The 1988 Committee of Inquiry considered that, if private sector in-scale increment and merit pay were to be included in the PTS, the PCIs should be deducted for fairness. Since the private sector still offers merit pay to its employees, there is no strong ground to cease the PCIs deduction arrangement. Nevertheless, the Government will take active steps to look into the issue of PCIs deduction and explore if there are other feasible options. We will maintain our close dialogue with the staff side in this regard.

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 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

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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 service¹⁶. 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 2018-19 are as follows –

	\$ million
(a) Civil Service	4,493 ¹⁷
(b) ICAC	41
(c) Subvented Sector	5,357 ¹⁸
(d) Auxiliaries	11
Total	9,902¹⁹

29. We have not made extra provisions under the relevant Heads of Expenditure for the proposed pay adjustment in the 2018-19 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 2018-19 Estimates should be sufficient to cover the additional expenditure arising from the proposed pay adjustment for the year.

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¹⁶ If the proposed 2018-19 civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 4.4%.

¹⁷ The figure includes an additional cost of about \$405 million arising from pay adjustment for around 19 700 civil servants seconded to/working in trading funds, subvented and other public bodies, and an estimated increase of \$639 million in pension payments for those retiring in 2018-19. It also includes the estimated additional cost of around \$16 million arising from the pay lead rectification.

¹⁸ This figure has excluded the financial implications arising from pay adjustment for civil servants seconded to/working in subvented bodies, which have been incorporated under item (a) above.

¹⁹ The figure includes the estimated additional cost of around \$32 million (\$16 million for civil servants and the remaining \$16 million for ICAC staff, subvented organisations and the auxiliaries) arising from the pay lead rectification.

30. On 9 March 1983 (vide Item B170), the 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 CONSULTATION

31. We briefed the Legislative Council Panel on Public Service on the 2018-19 civil service pay adjustment at its meeting on 15 June 2018. Members supported the proposed adjustment and our submission to FC.

Civil Service Bureau
Financial Services and the Treasury Bureau
June 2018

Enclosure to FCR(2018-19)37

Directorate Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
	(278,850)	(290,150)
8	270,750	281,750
	(270,550)	(281,550)
7	262,600	273,250
	(250,450)	(260,600)
6	243,250	253,150
	(237,400)	(247,050)
5	230,500	239,850
	(230,350)	(239,700)
	(223,650)	(232,750)
4	217,100	225,900
	(208,800)	(217,300)
	(202,650)	(210,900)
	(196,900)	(204,900)
3	191,300	199,050
	(179,850)	(187,150)
	(174,550)	(181,650)
	(169,550)	(176,450)
2	164,500	171,200
	(151,550)	(157,700)
	(147,100)	(153,050)
	(142,600)	(148,400)
1	138,500	144,100

Note: Figures in brackets represent increments.

Directorate (Legal) Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
	(250,450)	(260,600)
6	243,250	253,150
	(237,400)	(247,050)
5	230,500	239,850
	(230,350)	(239,700)
	(223,650)	(232,750)
4	217,100	225,900
	(208,800)	(217,300)
	(202,650)	(210,900)
	(196,900)	(204,900)
3	191,300	199,050
	(179,850)	(187,150)
	(174,550)	(181,650)
	(169,550)	(176,450)
2	164,500	171,200
	(151,550)	(157,700)
	(147,100)	(153,050)
	(142,600)	(148,400)
1	138,500	144,100

Note: Figures in brackets represent increments.

Master Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
49	124,280	129,325
48	119,960	124,830
47	115,795	120,495
46 (44B)	111,730	116,265
45 (44A)	107,870	112,250
44	101,070	105,175
43	97,560	101,520
42	93,540	97,340
41	89,675	93,315
40	85,970	89,460
39	82,425	85,770
38	78,775	81,975
37	75,320	78,380
36 (33C)	71,910	74,830
35 (33B)	68,730	71,520
34 (33A)	67,270	70,590
33	67,065	70,090
32	64,055	66,945
31	61,170	63,930
30	58,425	61,060
29	55,825	58,345
28	53,300	55,705
27	50,900	53,195
26	48,630	50,825
25	46,445	48,540
24	44,415	46,420
23	42,410	44,325
22	40,505	42,330
21	38,675	40,420
20	36,830	38,490
19	35,085	36,665
18	33,425	34,930
17	31,855	33,290
16	30,320	31,685

Master Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
15	28,865	30,165
14	27,485	28,725
13	26,160	27,340
12	24,675	25,790
11	23,225	24,270
10	21,880	22,865
9	20,650	21,585
8	19,395	20,270
7	18,205	19,030
6	17,080	17,855
5	16,065	16,790
4	15,055	15,735
3	14,140	14,780
2	13,270	13,870
1	12,480	13,045
0	11,735	12,265

Model Scale 1 Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
13	16,240	16,975
12	15,915	16,635
11	15,590	16,295
10	15,285	15,975
9	14,985	15,665
8	14,700	15,365
7	14,430	15,085
6	14,140	14,780
5	13,860	14,490
4	13,580	14,195
3	13,285	13,885
2	13,020	13,610
1	12,735	13,310
0	12,475	13,040

General Disciplined Services (Commander) Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
	(250,450)	(260,600)
4	243,250	253,150
	(208,800)	(217,300)
	(202,650)	(210,900)
	(196,900)	(204,900)
3	191,300	199,050
	(179,850)	(187,150)
	(174,550)	(181,650)
	(169,550)	(176,450)
2	164,500	171,200
	(156,150)	(162,500)
	(151,750)	(157,900)
	(147,100)	(153,050)
1	142,600	148,400

Note: Figures in brackets represent increments.

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
39	135,075	140,560
38	130,740	136,050
37	125,675	130,775
36	120,620	125,515
35	116,110	120,825
34	111,815	116,355
33	107,805	112,180
32	101,015	105,115
31	97,395	101,350
30	93,860	97,670
29	90,485	94,160
28	87,180	90,720
27	84,050	87,460
26	80,965	84,250
25	77,925	81,090
24	75,180	78,230
23	72,450	75,390
22	69,810	72,645
21	67,475	70,970
20	67,270	70,470
19	66,950	69,970
18	64,550	67,460
17	61,875	64,665
16	59,240	61,910
15	56,540	59,090
14	53,895	56,325
13	51,310	53,625
12	48,715	50,910
11	46,350	48,440
10	44,125	46,115
9	41,955	43,845
8	39,765	41,560
7	37,615	39,310
6	35,495	37,095
5	33,320	34,825

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
4	31,440	32,860
3	29,955	31,305
2	28,455	29,740
1	27,250	28,480
1a	26,080	27,255
1b	24,950	26,075
1c	23,890	24,965
1d	22,850	23,880

General Disciplined Services (Rank and File) Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
29	43,990	45,975
28	42,315	44,225
27	40,690	42,525
26	39,520	41,300
25	38,335	40,065
24	37,230	38,910
23	36,270	37,905
22	35,265	36,855
21	34,310	35,855
20	33,405	34,910
19	32,510	33,975
18	31,620	33,045
17	30,690	32,075
16	29,845	31,190
15	29,005	30,315
14	28,185	29,455
13	27,360	28,595
12	26,530	27,725
11	25,720	26,880
10	24,910	26,035
9	24,140	25,230
8	23,320	24,370
7	22,520	23,535
6	21,850	22,840
5	20,945	21,890
4	20,365	21,285
3	19,795	20,690
2	19,220	20,090
1	18,710	19,555
1a	18,180	19,000

Police Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
	(278,850)	(290,150)
59	270,750	281,750
	(237,400)	(247,050)
	(230,500)	(239,850)
58	223,650	232,750
	(208,800)	(217,300)
	(202,650)	(210,900)
	(196,900)	(204,900)
57	191,300	199,050
	(179,850)	(187,150)
	(174,550)	(181,650)
	(169,550)	(176,450)
56	164,500	171,200
	(156,150)	(162,500)
	(151,750)	(157,900)
	(147,100)	(153,050)
55	142,600	148,400
54a	135,075	140,560
54	130,740	136,050
53	125,675	130,775
52	120,620	125,515
51	116,110	120,825
50	111,815	116,355
49	107,805	112,180
48	101,015	105,115
47	97,395	101,350
46	93,860	97,670
45	90,485	94,160
44	87,180	90,720

Police Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
43	84,050	87,460
42	80,965	84,250
41	77,925	81,090
40	75,180	78,230
39	72,450	75,390
38	69,810	72,645
37	67,475	70,970
36	67,270	70,470
35	66,950	69,970
34	64,550	67,460
33	61,875	64,665
32	59,285	61,960
31	56,670	59,225
30	54,135	56,575
29	51,640	53,970
28	49,180	51,400
27	46,730	48,840
26	44,690	46,705
25	43,350	45,305
24	42,080	43,980
23	40,825	42,665
22	39,880	41,680
21	38,890	40,645
20	37,865	39,575
19	36,915	38,580
18	35,880	37,500
17	34,875	36,450
16	33,915	35,445
15	32,985	34,475
14	32,045	33,490
13	31,125	32,530
12	30,245	31,610
11	29,525	30,855
10	28,530	29,815

Police Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
9	27,670	28,920
8	26,825	28,035
7	26,060	27,235
6	25,255	26,395
5	24,520	25,625
4	23,805	24,880
3	23,070	24,110
2	22,395	23,405
1	21,770	22,755
1a	21,130	22,085

Note: Figures in brackets represent increments.

Training Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
16	28,790	30,090
15	27,420	28,655
14	26,100	27,275
13	24,965	26,090
12	23,435	24,490
11	21,510	22,485
10	19,750	20,645
9	18,605	19,445
8	17,460	18,250
7	16,395	17,135
6	15,400	16,095
5	14,445	15,100
4	13,570	14,185
3	12,750	13,330
2	11,950	12,490
1	11,240	11,750

Craft Apprentice Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
4	11,065	11,565
3	10,140	10,600
2	9,170	9,585
1	8,245	8,620
0	7,775	8,130

Technician Apprentice Pay Scale

Point	as at 31.3.2018	w.e.f. 1.4.2018
	\$	\$
4	13,985	14,620
3	12,750	13,330
2	11,525	12,045
1	10,605	11,085
0	9,950	10,400
