

ITEM FOR FINANCE COMMITTEE

2013-14 CIVIL SERVICE PAY ADJUSTMENT

Members are invited to –

- (a) approve, with effect from 1 April 2013, an increase in pay –
 - (i) by 2.55% for civil servants in the directorate and upper salary band; and
 - (ii) by 3.92% for civil servants in the middle and lower salary bands;
- (b) approve the same pay adjustment to Independent Commission Against Corruption (ICAC) staff;
- (c) approve the same pay adjustment to teaching and non-teaching staff of aided schools who are remunerated according to the civil service pay scales, and to those subvented sector staff who are remunerated according to the civil service pay scales;
- (d) approve corresponding adjustment to the provisions for subvented bodies whose funding is price-adjusted on the basis of formulae including a factor of civil service pay adjustment; and
- (e) note the financial implications of about \$5,729 million arising from items (a) to (d) above.

/PROBLEM

PROBLEM

We need to adjust civil service pay in accordance with the decision of the Acting Chief Executive (CE)-in-Council on 11 June 2013. We also need to make corresponding adjustments to the pay of ICAC staff; to the pay of staff in aided schools and the subvented sector who are remunerated according to the civil service pay scales; and to the provisions for subvented bodies whose funding is price-adjusted on the basis of formulae including a factor of civil service pay adjustment.

PROPOSAL

2. We propose that –
 - (a) with effect from 1 April 2013, civil service pay be increased –
 - (i) by 2.55% for civil servants in the directorate and upper salary band; and
 - (ii) by 3.92% for civil servants in the middle and lower salary bands;
 - (b) the same pay adjustment be applied to ICAC staff;
 - (c) the same pay adjustment be applied to teaching and non-teaching staff of aided schools who are remunerated according to the civil service pay scales, and to those subvented sector staff who are remunerated according to the civil service pay scales; and
 - (d) corresponding adjustment be made to the provisions for subvented bodies whose funding is price-adjusted on the basis of formulae including a factor of civil service pay adjustment.
3. Upon approval of the proposals at paragraph 2(a) and (b) above, the revised civil service pay scales and the revised ICAC pay scale will be as set out at Enclosure.

Encl.

/JUSTIFICATIONS

JUSTIFICATIONS**(A) Civil Service Pay Policy**

4. The Government's civil service pay policy is to offer sufficient remuneration to attract, retain and motivate staff of suitable calibre to provide the public with an effective and efficient service; and such remuneration is to be regarded as fair by both civil servants and the public they serve by maintaining broad comparability between civil service and private sector pay. Civil service pay is compared with market pay on a regular basis through three different types of surveys under the Improved Civil Service Pay Adjustment Mechanism, namely (a) an annual pay trend survey (PTS) to ascertain the year-on-year pay adjustment movements in the private sector; (b) a triennial starting salaries survey to compare the starting salaries of civil service civilian grades with the entry pay of jobs in the private sector requiring similar qualifications; and (c) a six-yearly pay level survey to ascertain whether civil service pay is broadly comparable with private sector pay.

(B) 2013-14 Civil Service Pay Adjustment*The annual pay adjustment process*

5. Upon completion of the annual PTS, the staff sides of the four central consultative councils¹ (staff sides) submit their individual pay claims to the Administration. The CE-in-Council's advice is then sought on the pay offers to be made to the staff sides, having regard to six factors, namely –

- (a) the net pay trend indicators (PTIs) derived from the PTS;
- (b) the state of Hong Kong's economy;
- (c) changes in the cost of living;
- (d) the Government's fiscal position;
- (e) the pay claims of the staff sides; and
- (f) civil service morale.

If the pay offers are different from the pay claims, we invite the staff sides to give their views again before seeking the CE-in-Council's final decision.

/The

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

The net PTIs derived from the 2013 PTS

6. The annual PTS is commissioned by the tripartite PTS Committee comprising representatives of the staff sides, representatives of the Administration as well as members from the two independent advisory bodies on civil service salaries and conditions of services². It collects the year-on-year adjustments 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: upper, middle and lower³, and aggregated in accordance with the assigned weighting into a basic pay indicator and an additional pay indicator for each salary band. The two indicators for a particular salary band are added up and presented as the **gross** PTI for that band. The payroll cost of increments incurred for civil servants in each salary band (expressed as a percentage of total salary payment) is then deducted from the relevant gross PTI to arrive at the **net** PTI⁴.

7. As in previous years, before the conduct of the 2013 PTS, the tripartite PTS Committee reviewed and agreed on the survey methodology and the survey field. In accordance with the established mechanism, the PTS Committee submitted its advice on the 2013 PTS methodology to the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) in January 2013. The recommended methodology was endorsed by the Standing Commission and supported by the Administration. On this basis, the PTS Committee commissioned the Pay Survey and Research Unit to conduct the 2013 PTS, which collected the basic pay and additional pay adjustment data of 180 253 employees in 109 companies, consisting of 178 332 employees in 82 larger companies and 1 921 employees in 27 smaller companies. The gross PTIs of the 2013 PTS (covering the 12-month period from 2 April 2012 to 1 April 2013) and the consequential net PTIs in respect of the three salary bands in the civil service are set out below –

/Salary

² The two independent advisory bodies are the Standing Commission on Civil Service Salaries and Conditions of Service and the Standing Committee on Disciplined Services Salaries and Conditions of Service.

³ The pay ranges of the three salary bands for the 2013 PTS are –

- (a) Upper: Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale 39 or equivalent, viz. \$54,666 to \$109,365;
- (b) Middle: From MPS 10 to 33 or equivalent, viz. \$17,835 to \$54,665; and
- (c) Lower: Below MPS 10 or equivalent, viz. below \$17,835.

⁴ The deduction of payroll cost of increments from the gross PTIs to arrive at the net PTIs was recommended by the 1988 Committee of Inquiry in view of its recommendation to include private sector merit pay and increments in the annual PTS. The Committee considered that for fairness, if all take-home pay in the private sector was taken into account in the PTS, the increment payment made to civil servants who had not yet reached the maximum pay point of their rank should also be taken into account.

<u>Salary Band</u>	<u>Gross PTI</u> [A]	<u>Payroll cost of increments</u> [B]	<u>Net PTI</u> [A] minus [B]
Upper	3.38%	0.83%	2.55%
Middle	4.79%	0.87%	3.92%
Lower	5.30%	1.38%	3.92%

8. In accordance with the established practice, the PTS Committee met and considered the 2013 PTS findings on 22 May 2013. At the meeting, 11 representatives⁵ accepted the survey findings. In addition, one Staff Side representative of the Senior Civil Service Council (SCSC) accepted the survey findings with reservations and two Staff Side representatives of the Disciplined Services Consultative Council accepted the survey findings with great reservations. The two Staff Side representatives of the Police Force Council (PFC) did not agree to validate the survey findings. The PTS Committee submitted its report to the Administration on the same day.

Hong Kong's economy

9. Following the sub-par economic growth of 1.5% for 2012 as a whole, Gross Domestic Product (GDP) grew moderately by 2.8% year-on-year in real terms in the first quarter of 2013. The economic outlook for the rest of 2013 remains clouded by considerable uncertainties on the external front. Nevertheless, the expected resilience of domestic consumption, the ongoing infrastructure works and the thriving inbound tourism should continue to render growth impetus to the local economy. Barring any abrupt deterioration in the external environment, the Hong Kong economy is on track to attain a 1.5% to 3.5% growth in real terms for 2013 as a whole.

10. On the back of resilient domestic business activities and vibrant inbound tourism, labour market conditions remained rather tight throughout the past year. The seasonally adjusted unemployment rate, though edging up

/somewhat

⁵ The 11 representatives who accepted the survey findings without reservations included the three Staff Side representatives of the Model Scale 1 Staff Consultative Council, two Staff Side representatives of the SCSC, the two representatives of the Standing Commission, the representative of the Standing Committee on Disciplined Services Salaries and Conditions of Service, the two representatives of the Administration and the Secretary General of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service.

somewhat since mid-2012, was still relatively low at 3.5% in the first quarter of 2013. Against this backdrop, nominal wages for workers up to the supervisory level rose solidly by 5.1% year-on-year in December 2012 and by 5.7% for 2012 as a whole. However, more recent statistics enumerated from households showed that in the 12-month period ended March 2013, average monthly employment earnings for full-time employees increased by a modest 2.3% over a year earlier, mainly attributable to the slow earnings growth in the higher income groups. With local hiring sentiment remaining rather cautious amid the considerable uncertainties in the external environment, the employment outlook will hinge crucially on the overall economic growth and the capacity of the corporate sector to create jobs down the road.

Cost of living

11. Inflation remained stable in the first quarter of 2013. The Composite Consumer Price Index (CPI)⁶ rose by 3.7% year-on-year in the first quarter of 2013, down slightly from 3.8% in the fourth quarter of 2012. For the 12-month period ending March 2013, headline inflation averaged at 3.7%⁷. Looking ahead, inflation is likely to rise back slightly in the coming months with the progressive feed-through of the surge in private housing rentals over the past year. Yet the tame imported inflation and recent softening in housing rentals should help contain the upward pressure on inflation in the latter part of this year. The forecast headline inflation for 2013 as a whole is 4.5%⁸.

12. It should be noted that since the annual civil service pay adjustment does not aim at tracking inflation, it may not be the same as the inflation rate. In fact, since 1989-90, there were 13 occasions when the annual civil service pay adjustments for all salary bands were higher than the Composite CPI and eight occasions in the opposite situation (i.e. the pay adjustment for all bands were lower than the Composite CPI). In any case, for comparison purpose, the net PTIs of 3.92% for the middle and lower salary bands (covering more than 87% of all civil servants) are already higher than the 2012-13 headline Composite CPI (3.7%), which corresponds to the time-frame of the 2013 PTS.

/The

⁶ The Composite CPI is the consumer price index relating to households roughly with monthly household expenditure in the range of \$5,000- \$72,900 adjusted to the price level of 2012, covering about 90% of all households in Hong Kong.

⁷ The headline inflation took into account all Government's one-off relief measures for the 12-month period ended March 2013. The underlying inflation netting out all Government's one-off relief measures for the same period averaged at 4.1%.

⁸ The forecast underlying inflation for 2013 is 4.2%.

The Government's fiscal position

13. The consolidated surplus for 2012-13 is \$64.8 billion, equivalent to 3.2% of GDP. Fiscal reserves at end-March 2013 stood at \$733.9 billion, equivalent to 23 months of government expenditure. For 2013-14, we have estimated a small fiscal deficit of \$4.9 billion, equivalent to 0.2% of GDP. Thereafter and until 2017-18, an annual consolidated surplus is projected for each year.

Staff sides' pay claims

14. The staff sides' pay claims ranged from 4.42% to 6.7%. The majority (four out of the six pay claims received⁹) asked for a pay rise equal to or not less than 4.42% across the board having regard to the year-on-year change in CPI(A) in the 12-month period ending March 2013¹⁰. For the two remaining pay claims, the Model Scale 1 Staff Consultative Council staff side requested a pay rise of 5% for the lower salary band, having referred to the change in CPI(A) and certain CPI components in the 12-month period ending March 2013¹¹, etc.; and the PFC staff side requested a pay rise in the range between 5.7% and 6.7%, and in any case no less than 5.01% (which is the composite **gross** PTIs across all three salary bands), after taking into account factors including the findings of the pay surveys conducted by other human resources organisations¹², staff morale, inflation and the difference between the cumulative adjustments of civil service pay and periodic pension payment in accordance with the Pensions (Increase) Ordinance (Chapter 305) since 1998¹³, etc.

/15.

⁹ The four pay claims were from the Disciplined Services Consultative Council staff side and the three constituent associations of the SCSC.

¹⁰ The CPI(A) is the consumer price index relating to households in the relatively low expenditure ranges (i.e. roughly with monthly household expenditure in the range of \$5,000 - \$20,000 adjusted to the price level of 2012). According to the figures from the Census and Statistics Department, the average change in headline CPI(A) for the 12-month period ended March 2013 was 3.5%. The corresponding change in underlying CPI(A) (netting out all Government's one-off relief measures) was 4.4%.

¹¹ The inflation figures to which the Model Scale 1 Staff Consultative Council staff side has made reference in formulating its pay claims include: the average change in underlying CPI(A) (netting out all Government's one-off relief measures) for the 12-month period ending March 2013 (4.4%); and the respective year-on-year price changes in March 2013 on housing (6.2%); electricity, gas and water (5.4%); and meals bought away from home (4.6%) in the CPI(A).

¹² The pay surveys to which the PFC staff side has made reference include those conducted by the Hong Kong Institute of Human Resource Management, the Employers' Federation of Hong Kong and the Hong Kong People Management Association. These surveys generally found an increase in basic pay of around 3.7% to 4.5% in 2012 or January 2013.

¹³ Under the Pensions (Increase) Ordinance, the annual increase rate of pension is pegged to the increase in the annual average monthly CPI(A) of the last financial year over that of the immediately preceding financial year. Unlike the civil service pay adjustment mechanism, change in CPI(A) is the sole factor for determining the rate of pension increase. The rationale behind is to offer adequate protection to pensioners who are generally elderly and less able to fend for themselves.

15. All the pay claims have been considered in detail. Our views on the claims are as follows –

- (a) we note that some pay claims were made with reference to the year-on-year change in CPI(A) in the 12-month period ending March 2013. As explained in paragraph 12 above, however, the annual civil service pay adjustment does not aim at tracking inflation. It could be higher or lower than the inflation rate in the past year;
- (b) concerning the suggestion that the Administration should make reference to the “**gross** composite PTI” (for all salary bands) of 5.01% instead of the **net** PTIs for the respective salary bands in making civil service pay adjustment, we consider it unjustified because the net PTIs is more relevant and fair as it takes into account both the merit pay in the private sector companies covered by the PTS as well as the payroll cost of increments in the civil service to be deducted. Furthermore, under the established PTS methodology, pay data are collected and aggregated in three salary bands to ascertain the specific year-on-year change of salaries of different segments in the market. Making reference to one aggregated PTI will result in deviations from the PTS methodology and market trend;
- (c) we note that some staff sides have compared the PTS findings with those of the pay surveys conducted by other human resources organisations. We do not consider the comparison appropriate because different pay surveys have different methodologies and coverage; and
- (d) as for the view that the cumulative civil service pay adjustment lags behind the cumulative adjustment of pension, we consider the comparison inappropriate because (i) the civil service pay adjustment is an independent exercise taking into account the circumstances of each year; and (ii) the mechanisms and policy objectives behind the two systems are different and incomparable.

Staff morale

16. The civil service is generally disappointed by the 2013 PTS findings. Prior to the release of the PTS findings, there were expectations that the 2013-14 pay rise would be on par with adjustments in the past two years. The staff sides and some civil service associations have demanded that the Administration should attach greater importance to other relevant factors besides the net PTIs, in particular staff morale, when considering the pay offers.

/17.

17. We attach much importance to staff morale, staff sides' pay claims and their responses. These and all the other relevant factors had been carefully considered before a final decision was made on the 2013-14 civil service pay adjustment. In arriving at the final decision, we did not lose sight of the need to uphold well-established policies and practices where justified. For the 2013-14 civil service pay adjustment, it is important to safeguard the integrity and credibility of the pay adjustment mechanism. In this connection, it should be noted that since 1989-90, after considering all six relevant factors, civil service pay adjustments have been made in accordance with the net PTIs most of the time. In any case, the Administration would continue to pursue other feasible and justifiable means to sustain staff morale, such as additional manpower provision to help civil servants to cope with increasing work pressure.

Staff Sides' Responses to the Pay Offers

18. Pursuant to the decision of the CE-in-Council on 4 June 2013, the Administration has put the pay offers (i.e. 2.55% pay rise for civil servants in the directorate and upper salary band; and 3.92% pay rise for civil servants in the middle and lower salary bands) to the staff sides. The staff sides did not accept the pay offers. The Hong Kong Chinese Civil Servants' Association, one of the three constituent associations of the SCSC, refused to respond to the pay offers. The PFC staff side counter-proposed that the pay adjustments for all civil servants should be pegged to the composite gross PTIs (i.e. 5.01%), and "at least 4% net"; other staff sides reiterated their pay claims of 4.42% to 5%.

Civil service pay adjustment rates

19. After thoroughly considering all six factors set out in paragraphs 6 – 17 above as well as the staff sides' responses to the pay offers set out in paragraph 18 above, the CE-in-Council has decided, with effect from 1 April 2013, that –

- (a) the pay for civil servants in the directorate and upper salary band should be increased by 2.55%, i.e. the net PTI for the upper salary band;
- (b) the pay for civil servants in the middle salary band should be increased by 3.92%, i.e. the net PTI for this salary band; and
- (c) the pay for civil servants in the lower salary band should be increased by 3.92%, i.e. the net PTI for this salary band.

20. This decision is in line with the civil service pay policy objective of maintaining broad comparability between civil service and private sector pay.

(C) Adjustment to the Pay for ICAC Staff

21. Although ICAC staff are not civil servants, the Government's policy is to extend the civil service pay adjustment to them. We accordingly propose that the civil service pay adjustment for 2013-14, as set out in paragraph 2(a) above, should be applied to ICAC staff.

(D) Adjustments for the Subvented Sector

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

23. Other than what is stated in the above paragraph, the Government, as a general rule, is not involved in the determination of pay or pay adjustment of staff working in subvented bodies (e.g. the Hospital Authority, social welfare non-governmental organisations 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. That said, it has been the established practice that following a civil service pay adjustment, the Government will adjust the provisions for subventions which are price-adjusted on the basis of formulae including a factor of civil service pay adjustment. Where the civil service pay adjustment involves a pay rise, the additional provisions for subventions will in general be calculated in accordance with the weighted average of the pay rise decided for the civil service¹⁴. 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

¹⁴ If the proposed civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 3.52%.

FINANCIAL IMPLICATIONS

24. The financial implications for the civil service, ICAC, the subvented sector and the Auxiliaries¹⁵ arising from the proposed pay adjustment for 2013-14 are as follows –

	\$ million
(a) Civil Service	2,689 ¹⁶
(b) ICAC	21
(c) Subvented Sector	3,012 ¹⁷
(d) Auxiliaries	7
Total	5,729

25. We have not made provision in the relevant Heads of Expenditure for the proposed pay adjustment in the 2013-14 Estimates. While it is not possible to quantify at this stage the exact amount of supplementary provision needed under each Head of Expenditure, we expect that the savings, if any, and the general reserve set aside in the 2013-14 Estimates should be sufficient to cover the additional expenditure arising from the proposed pay adjustment for the year. Subject to Members' approval of the proposal, we shall approve under delegated authority the supplementary provision required under individual Heads of Expenditure.

PUBLIC CONSULTATION

26. We briefed the Legislative Council Panel on Public Service (the Panel) on the 2013-14 civil service pay adjustment at its meeting held on 17 June 2013. Members raised questions mainly on (a) whether the 2013 PTS had fairly reflected the year-on-year pay adjustment of the private sector organisations in the survey field; (b) whether the CE-in-Council had given due consideration to the five factors other than the net PTIs in deciding on this year's civil service pay adjustment; and (c) what measures would be taken to boost civil service morale.

/27.

¹⁵ With reference to the civil service pay adjustment, we will make adjustment to the pay of members of the Auxiliaries in accordance with the established adjustment mechanism. Such adjustment will be approved by the Secretary for Financial Services and the Treasury under delegated authority.

¹⁶ The figure includes about \$271 million additional cost arising from pay adjustment for around 19 000 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$334 million in retirement benefit payments for civil servants retiring in 2013-14.

¹⁷ This figure has excluded the financial implications arising from pay adjustment for civil servants seconded to/working in subvented bodies, which have been incorporated under item (a) in paragraph 24 above.

27. We explained to Members that the 2013 PTS was conducted in full compliance with the established mechanism and methodology agreed by the PTS Committee prior to the conduct of the survey. We also assured Members that the CE-in-Council had, as in the past, thoroughly considered all six factors in making its decision on the 2013-14 civil service pay adjustment which is in line with past practice and the policy objective of maintaining broad comparability between civil service and private sector pay. As for staff morale, we advised Members that the Administration always attached great importance to staff morale. We would continue to work on feasible and justifiable means to sustain staff morale, including the provision of additional manpower where appropriate and further enhancing the communication between the management and staff, etc.

28. The Panel convened a special meeting with deputations on 2 July 2013 for relevant parties to express their views on the 2013-14 civil service pay adjustment. All deputations attending the meeting were civil service associations / representatives. Some of them raised doubts on whether the Administration had deviated from the established pay adjustment mechanism. Some deputations also raised questions on the methodology of the 2013 PTS and the pay adjustment system. We reiterated that the 2013-14 pay adjustment exercise had basically been conducted as in the past and that the CE-in-Council had thoroughly considered all the six factors. We also clarified that the 2013 PTS was conducted in full compliance with the established mechanism and methodology agreed by the PTS Committee. We assured Members that the PTS Committee would, as in the past, review and discuss improvement measures to the survey methodology before the conduct of the next PTS (i.e. the 2014 PTS). To ensure sufficient time for the review and discussion, the Administration had written to the PTS Committee Chairman inviting him to commence the review of the 2014 PTS methodology earlier. Some representatives demanded that communication with staff should be improved, while some other questioned about the deduction of payroll cost of increments to arrive at the net PTIs. Agreeing that there was room for improvements in communication, we also explained that the deduction of payroll cost of increments was recommended by an independent committee in 1988 as a result of the inclusion of merit pay and increments of surveyed companies in the PTS. Despite disappointment with the 2013-14 pay adjustment proposal, civil service representatives present generally hoped to see the Finance Committee's early approval of the proposal. Members of the Panel also had no objection to submitting the proposal to the Finance Committee for approval.

Enclosure to FCR(2013-14)28

Directorate Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
	(225,800)	(231,550)
8	219,200	224,800
	(219,000)	(224,600)
7	212,650	218,050
	(202,800)	(207,950)
6	196,950	201,950
	(192,250)	(197,150)
5	186,650	191,400
	(186,500)	(191,250)
	(181,100)	(185,700)
4	175,750	180,250
	(169,050)	(173,350)
	(164,050)	(168,250)
	(159,450)	(163,500)
3	154,900	158,850
	(145,650)	(149,350)
	(141,350)	(144,950)
	(137,250)	(140,750)
2	133,150	136,550
	(122,650)	(125,800)
	(119,050)	(122,100)
	(115,450)	(118,400)
1	112,200	115,050

Note: Figures in brackets represent increments.

Directorate (Legal) Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
6	(202,800)	(207,950)
	196,950	201,950
5	(192,250)	(197,150)
	186,650	191,400
4	(186,500)	(191,250)
	(181,100)	(185,700)
	175,750	180,250
	(169,050)	(173,350)
3	(164,050)	(168,250)
	(159,450)	(163,500)
	154,900	158,850
	(145,650)	(149,350)
2	(141,350)	(144,950)
	(137,250)	(140,750)
	133,150	136,550
	(122,650)	(125,800)
1	(119,050)	(122,100)
	(115,450)	(118,400)
	112,200	115,050

Note: Figures in brackets represent increments.

Master Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
49	100,625	103,190
48	97,130	99,605
47	93,760	96,150
46 (44B)	90,465	92,770
45 (44A)	87,340	89,565
44	84,290	86,440
43	81,360	83,435
42	78,010	80,000
41	74,785	76,690
40	71,695	73,525
39	68,735	70,490
38	65,695	67,370
37	62,810	64,410
36 (33C)	59,970	61,500
35 (33B)	57,315	58,775
34 (33A)	55,850	57,275
33	54,665	56,810
32	52,220	54,265
31	49,870	51,825
30	47,630	49,495
29	45,505	47,290
28	43,450	45,155
27	41,495	43,120
26	39,640	41,195
25	37,860	39,345
24	36,205	37,625
23	34,575	35,930
22	33,020	34,315
21	31,525	32,760
20	30,025	31,200
19	28,600	29,720
18	27,245	28,315
17	25,965	26,985
16	24,715	25,685

Master Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
15	23,530	24,450
14	22,405	23,285
13	21,330	22,165
12	20,115	20,905
11	18,935	19,675
10	17,835	18,535
9	16,825	17,485
8	15,805	16,425
7	14,825	15,410
6	13,910	14,460
5	13,085	13,600
4	12,260	12,745
3	11,520	11,975
2	10,810	11,235
1	10,160	10,560
0	9,555	9,930

Model Scale 1 Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
13	13,225	13,745
12	12,965	13,475
11	12,695	13,195
10	12,450	12,940
9	12,205	12,685
8	11,975	12,445
7	11,745	12,210
6	11,520	11,975
5	11,285	11,730
4	11,060	11,495
3	10,825	11,250
2	10,600	11,020
1	10,370	10,780
0	10,155	10,555

General Disciplined Services (Commander) Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
	(202,800)	(207,950)
4	196,950	201,950
	(169,050)	(173,350)
	(164,050)	(168,250)
	(159,450)	(163,500)
3	154,900	158,850
	(145,650)	(149,350)
	(141,350)	(144,950)
	(137,250)	(140,750)
2	133,150	136,550
	(126,450)	(129,650)
	(122,850)	(126,000)
	(119,050)	(122,100)
1	115,450	118,400

Note: Figures in brackets represent increments.

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
39	109,365	112,155
38	105,855	108,555
37	101,755	104,350
36	97,660	100,150
35	94,010	96,405
34	90,530	92,840
33	87,285	89,510
32	84,240	86,390
31	81,225	83,295
30	78,275	80,270
29	75,465	77,390
28	72,700	74,555
27	70,095	71,880
26	67,525	69,245
25	64,990	66,645
24	62,695	64,295
23	60,420	61,960
22	58,215	59,700
21	56,270	57,705
20	55,850	57,275
19	54,575	56,715
18	52,615	54,680
17	50,445	52,420
16	48,285	50,180
15	46,095	47,900
14	43,935	45,655
13	41,825	43,465
12	39,715	41,270
11	37,780	39,260
10	35,970	37,380
9	34,200	35,540
8	32,420	33,690
7	30,665	31,865

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
6	28,935	30,070
5	27,165	28,230
4	25,625	26,630
3	24,420	25,375
2	23,195	24,105
1	22,215	23,085
1a	21,255	22,090
1b	20,340	21,135
1c	19,470	20,235
1d	18,630	19,360

General Disciplined Services (Rank and File) Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
29	35,860	37,265
28	34,490	35,840
27	33,170	34,470
26	32,215	33,480
25	31,250	32,475
24	30,350	31,540
23	29,570	30,730
22	28,755	29,880
21	27,970	29,065
20	27,230	28,295
19	26,505	27,545
18	25,775	26,785
17	25,015	25,995
16	24,330	25,285
15	23,645	24,570
14	22,975	23,875
13	22,305	23,180
12	21,625	22,475
11	20,970	21,790
10	20,310	21,105
9	19,675	20,445
8	19,010	19,755
7	18,350	19,070
6	17,800	18,500
5	17,065	17,735
4	16,590	17,245
3	16,125	16,760
2	15,660	16,275
1	15,240	15,840
1a	14,810	15,395

Police Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
	(225,800)	(231,550)
59	219,200	224,800
	(192,250)	(197,150)
	(186,650)	(191,400)
58	181,100	185,700
	(169,050)	(173,350)
	(164,050)	(168,250)
	(159,450)	(163,500)
57	154,900	158,850
	(145,650)	(149,350)
	(141,350)	(144,950)
	(137,250)	(140,750)
56	133,150	136,550
	(126,450)	(129,650)
	(122,850)	(126,000)
	(119,050)	(122,100)
55	115,450	118,400
54a	109,365	112,155
54	105,855	108,555
53	101,755	104,350
52	97,660	100,150
51	94,010	96,405
50	90,530	92,840
49	87,285	89,510
48	84,240	86,390
47	81,225	83,295
46	78,275	80,270
45	75,465	77,390
44	72,700	74,555

Police Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
43	70,095	71,880
42	67,525	69,245
41	64,990	66,645
40	62,695	64,295
39	60,420	61,960
38	58,215	59,700
37	56,270	57,705
36	55,850	57,275
35	54,575	56,715
34	52,615	54,680
33	50,445	52,420
32	48,325	50,220
31	46,200	48,010
30	44,130	45,860
29	42,095	43,745
28	40,095	41,665
27	38,090	39,585
26	36,430	37,860
25	35,335	36,720
24	34,300	35,645
23	33,275	34,580
22	32,510	33,785
21	31,700	32,945
20	30,870	32,080
19	30,085	31,265
18	29,250	30,395
17	28,430	29,545
16	27,640	28,725
15	26,890	27,945
14	26,120	27,145
13	25,375	26,370
12	24,655	25,620
11	24,065	25,010
10	23,255	24,165

Police Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
9	22,555	23,440
8	21,870	22,725
7	21,240	22,075
6	20,590	21,395
5	19,985	20,770
4	19,405	20,165
3	18,810	19,545
2	18,250	18,965
1	17,730	18,430
1a	17,215	17,890

Note: Figures in brackets represent increments.

Independent Commission Against Corruption Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
	(192,250)	(197,150)
	(186,650)	(191,400)
48	181,100	185,700
	(169,050)	(173,350)
	(164,050)	(168,250)
	(159,450)	(163,500)
47	154,900	158,850
	(145,650)	(149,350)
	(141,350)	(144,950)
	(137,250)	(140,750)
46	133,150	136,550
	(126,450)	(129,650)
	(122,850)	(126,000)
	(119,050)	(122,100)
45	115,450	118,400
44a	109,365	112,155
44	105,855	108,555
43	101,755	104,350
42	97,660	100,150
41	94,010	96,405
40	90,530	92,840
39	87,220	89,445
38	84,190	86,335
37	81,145	83,215
36	78,200	80,195
35	75,140	77,055
34	72,340	74,185
33	69,515	71,290
32	66,725	68,425

Independent Commission Against Corruption Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
31	63,895	65,525
30	61,095	62,655
29	58,320	59,805
28	55,850	57,275
27	54,375	56,505
26	52,725	54,790
25	50,315	52,285
24	47,810	49,685
23	45,370	47,150
22	42,920	44,600
21	40,445	42,030
20	38,560	40,070
19	36,680	38,120
18	35,130	36,505
17	33,575	34,890
16	32,020	33,275
15	30,845	32,055
14	30,455	31,650
13	29,660	30,825
12	28,860	29,990
11	27,310	28,380
10	25,775	26,785
9	24,340	25,295
8	22,935	23,835
7	21,515	22,360
6	20,030	20,815
5	18,530	19,255
4	17,065	17,735
3	16,445	17,090
2	15,815	16,435
1	15,250	15,850

Note: Figures in brackets represent increments.

Training Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
16	23,470	24,390
15	22,350	23,225
14	21,275	22,110
13	20,345	21,145
12	19,100	19,850
11	17,525	18,215
10	16,090	16,725
9	15,155	15,750
8	14,220	14,780
7	13,355	13,880
6	12,545	13,040
5	11,760	12,225
4	11,050	11,485
3	10,385	10,795
2	9,730	10,115
1	9,150	9,510

Craft Apprentice Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
4	9,005	9,360
3	8,255	8,580
2	7,460	7,755
1	6,710	6,975
0	6,330	6,580

Technician Apprentice Pay Scale

Point	as at 31.3.2013	w.e.f. 1.4.2013
	\$	\$
4	11,390	11,840
3	10,385	10,795
2	9,385	9,755
1	8,635	8,975
0	8,100	8,420
