

ITEM FOR FINANCE COMMITTEE

2014-15 CIVIL SERVICE PAY ADJUSTMENT

Members are invited to –

- (a) approve, with effect from 1 April 2014, an increase in pay –
 - (i) by 5.96% for civil servants in the directorate and upper salary band; and
 - (ii) by 4.71% 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 \$8,912 million arising from items (a) to (d) above.

/PROBLEM

PROBLEM

We need to adjust civil service pay in accordance with the decision of the Chief Executive (CE)-in-Council on 17 June 2014. 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 2014, civil service pay be increased –
 - (i) by 5.96% for civil servants in the directorate and upper salary band; and
 - (ii) by 4.71% 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.

JUSTIFICATION**(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

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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) 2014-15 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.

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

The net PTIs derived from the 2014 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 (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 arrive at the **net** PTI⁴.

7. As in previous years, before the conduct of the 2014 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 2014 PTS methodology to the Standing Commission in January 2014. 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 2014 PTS, which collected the basic pay and additional pay adjustment data of 170 010 employees in 110 companies, consisting of 168 040 employees in 80 larger companies and 1 970 employees in 30 smaller companies. The gross PTIs of the 2014 PTS (covering the 12-month period from 2 April 2013 to 1 April 2014) 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 (Standing Commission) and the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS).

³ The pay ranges of the three salary bands for the 2014 PTS are –

- (a) Upper: Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale 39 or equivalent, viz. \$56,811 to \$112,155;
- (b) Middle: From MPS 10 to 33 or equivalent, viz. \$18,535 to \$56,810; and
- (c) Lower: Below MPS 10 or equivalent, viz. below \$18,535.

⁴ The deduction of PCIs from the gross PTIs to arrive at the net PTIs was recommended by the Committee of Inquiry into the 1988 Civil Service Pay Adjustment and Related Matters (1988 Committee of Inquiry) in view of its recommendation to include private sector merit pay and increments in the annual PTS. The 1988 Committee of Inquiry 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>PCIs</u> [B]	<u>Net PTI</u> [A] minus [B]
Upper	6.91%	0.95%	5.96%
Middle	5.61%	0.90%	4.71%
Lower	5.32%	1.52%	3.80%

8. In accordance with the established practice, the PTS Committee met and considered the 2014 PTS findings on 23 May 2014. At the meeting, 11 out of 16 members⁵ validated the 2014 PTS findings, confirming that the survey was conducted in compliance with the agreed methodology. The PTS Committee submitted its report to the Administration on the same day.

Hong Kong's economy

9. The growth in the local economy remained moderate in the first quarter of 2014, at 2.5% year-on-year in real terms, following the annual growth of 2.9% recorded for 2013. Barring any unexpected relapse stemming from the normalisation of United States' monetary policy and the geopolitical tensions, the Hong Kong economy is projected to grow by 3% to 4% for 2014 as a whole. The labour market remained tight upon entering 2014. In February to April 2014, the seasonally adjusted unemployment rate held stable at a 16-year low of 3.1% for the fourth consecutive month. Reflecting the persistent tightness in the labour market, wages and earnings sustained solid growth throughout the past year. Nominal wages for employees up to the supervisory level rose solidly by 4.7% for 2013 as a whole. With the local economy poised to expand moderately further, the labour market is expected to hold steady in the near term.

Cost of living

10. For the 12-month period ended March 2014, headline Composite Consumer Price Index (CPI) inflation, which reflects the impact of the change in consumer price on 90% of households (as compared with CPI(A), CPI(B) and CPI(C) which relate only to 50%, 30% and 10% of households respectively),

/averaged

⁵ The 11 members who validated the 2014 PTS findings include the three representatives of the Standing Commission and the SCDS, the two representatives of the Administration, the Secretary General of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service and five staff side members (three staff side representatives of the MOD 1 Council and two staff side representatives of the SCSC).

averaged at 4.4%. The headline and underlying⁶ Composite CPI, CPI(A), CPI(B) and CPI(C)⁷ inflation for the 12-month period ended March 2014 are as follows –

	Composite CPI	CPI(A)	CPI(B)	CPI(C)
Headline	4.4%	5.1%	4.3%	3.9%
Underlying	4.0%	4.5%	3.9%	3.5%

11. Looking ahead, with rentals easing on a broad front, wage rise staying steady, while imported price pressures still modest, the upside risks to inflation should remain contained this year. The forecast headline Composite CPI inflation for 2014 as a whole is 4.6%⁸.

The Government's fiscal position

12. The consolidated surplus for 2013-14 is \$21.8 billion, equivalent to 1.03% of Gross Domestic Product (GDP). Fiscal reserves at end-March 2014 stood at \$755.7 billion, equivalent to 21 months of government expenditure. For 2014-15, it is estimated that we will have a small consolidated surplus of \$9.1 billion, equivalent to 0.41% of GDP. According to the latest Medium Range Forecast, there would be an annual consolidated surplus for each financial year until 2018-19, except for 2015-16 (taking into account \$50 billion earmarked for healthcare financing). The Working Group on Long-Term Fiscal Planning completed in early March 2014 the first comprehensive fiscal sustainability appraisal on public finances in Hong Kong since 1997-98. According to the

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⁶ The headline CPI figures include the effect of Government's one-off relief measures while the underlying CPI figures exclude the effect of these measures.

⁷ Different series of CPIs are compiled by the Census and Statistics Department to reflect the impact of consumer price changes on households in different expenditure ranges as follows –

- Composite CPI: reflects the impact of the changes in consumer prices on the households as a whole (households with monthly expenditure in the range of \$5,200 - \$75,500 adjusted to the price level of 2013);
- CPI(A): relates to 50% of households in the relatively low expenditure ranges (i.e. roughly with monthly household expenditure in the range of \$5,200 - \$21,400 adjusted to the price level of 2013);
- CPI(B): relates to the next 30% of households in the relatively middle expenditure ranges (i.e. roughly with monthly household expenditure in the range of \$21,400 - \$37,300 adjusted to the price level of 2013); and
- CPI(C): relates to the next 10% of households in the relatively high expenditure ranges (i.e. roughly with monthly household expenditure in the range of \$37,300 - \$75,500 adjusted to the price level of 2013).

⁸ The forecast underlying Composite CPI inflation for 2014 as a whole is 3.7%.

Working Group, Government's overall fiscal position in the short to medium term remains healthy. In the longer term, if government expenditure keeps growing at a faster pace than economic and revenue growth in the face of an ageing population and a mature economy, a structural deficit would be inevitable.

Staff sides' pay claims

13. Except for the claim for the upper salary band submitted by the Hong Kong Chinese Civil Servants' Association (HKCCSA, one of the three constituent associations of the SCSC), none of the pay claims we received is for a pay rise same as the net PTIs for the respective salary bands. All staff sides⁹ ask for a pay rise higher than the net PTIs for the middle and lower salary bands, with the change in average headline CPI(A) for the 12-month period ended March 2014 being the minimum. As for the upper salary band, the majority ask for a pay rise same as or slightly higher than the net PTI for the band. Specifically –

- (a) Two of the three constituent associations of the SCSC, namely the HKSGOA¹⁰ and the AECS, requested a pay rise of 6% for the upper salary band;
- (b) The HKCCSA, which is a constituent association of both the SCSC and the MOD 1 Council, demanded a pay rise of 5.96% (i.e. the net PTI for the upper salary band) for all civil servants. Its claim was made having regard to various considerations, including the needs for maintaining the purchasing power of and sharing the fruits of economic prosperity with civil servants, as well as the needs for maintaining staff morale and enhancing the solidarity of the civil service. It also believed that the pay claim could help the Administration demonstrate its determination to narrow the wealth gap in the society;
- (c) The PFC staff side asked for a pay rise in the range from 5.2% to 6.91%, having regard to “the results of the Junior Police Officers' Association's (one of the constituent associations of the PFC) own review of pay increases in the private sector during the period, the CPI, the state of Hong Kong's economy, the Government's fiscal position, changes in the cost of living and the morale of police officers”;

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⁹ Except for the Hong Kong Senior Government Officers Association (HKSGOA) and the Association of Expatriate Civil Servants of Hong Kong (AECS) which have only made pay claims for the upper salary band.

¹⁰ The HKSGOA submitted an open letter (of 12 May 2014, before the release of the unvalidated 2014 PTS results) to the Secretary for the Civil Service requesting a pay rise for not less than 5.0%. It submitted a pay claim on 26 May 2014 for a 6.0% pay rise for the upper salary band together with the AECS.

- (d) the DSCC staff side requested a pay rise of no less than 5.1% across the board, citing the change in average headline CPI(A) for the 12-month period ended March 2014; and
- (e) save for the HKCCSA, one of its constituent associations, the MOD 1 Council staff side¹¹ also requested a pay rise of 5.1% for the lower salary band, citing the same reason as the DSCC staff side.

14. All the pay claims, together with the detailed justifications, were submitted to and considered by the CE-in-Council.

Staff morale

15. Various staff associations have raised that with rising public expectation and increasing workload, a reasonable pay rise would be vital for maintaining staff morale. They have requested the Administration to give more weight to factors other than the net PTIs and to duly consider their views in order to come up with a decision for reasonable pay rise.

Staff Sides' Responses to the Pay Offers

16. Pursuant to the decision of the CE-in-Council on 10 June 2014, the Administration has put the pay offers (i.e. 5.96% pay rise for civil servants in the directorate and upper salary band; and 4.71% pay rise for civil servants in the middle and lower salary bands) to the staff sides. Their responses are summarised as follows –

- (a) the HKSGOA and AECS (constituent associations of SCSC) accepted the pay offer for the upper salary band;
- (b) the HKCCSA (a constituent association of both the SCSC and MOD 1 Council) welcomed the pay offer for the upper salary band but was disappointed that the pay offers for the middle and lower salary bands were not aligned with that for the upper salary band. It reiterated its pay claim and the justifications it put forward in the pay claim. It also considered that the Government should avoid being seen as “fattening the top and slimming the bottom”;

/(c)

¹¹ On 5 June 2014, the HKCCSA, one of the constituent associations of the MOD 1 Council, wrote to the Administration and clarified that the pay claim submitted by the staff side of the MOD 1 Council does not represent HKCCSA's pay claim. It emphasised that HKCCSA's pay claim is a pay rise for 5.96% for all civil servants.

- (c) the PFC staff side was “extremely frustrated and disappointed” with the pay offers. It claimed that “there is no evidence that the CE-in-Council has considered [its] pay claim to the full extent”, and that its requests for a “critical and transparent review of the PTS mechanism” and for ceasing the practice of deduction of PCIs had been ignored. From the “pay adjustment figure”, the PFC staff side concluded that its concerns about the PTS mechanism had not been addressed;
- (d) the DSCC staff side expressed disappointment with the pay offers for the middle and lower salary bands. It considered that the Administration should take into account all six relevant factors in determining the rates of civil service pay adjustment for 2014-15. It also suggested that each year the rate of civil service pay adjustment should not be lower than the change in CPI(A) for the year; and
- (e) the MOD 1 Council staff side was very disappointed with the pay offer for the lower salary band. It considered that the pay offer failed to catch up with the change in headline CPI(A) for the 12-month period ended March 2014 and that the Executive Council had not taken into account the changes in the cost of living and civil service morale when considering the pay offers.

Civil service pay adjustment rates

17. The Executive Council has thoroughly considered all the staff sides’ views put forward in their pay claims and their responses to the pay offers. On the major issues raised by the staff sides, the Government’s views are summarised as follows –

- (a) the accusation that the Executive Council had not sufficiently considered the other five factors apart from the net PTIs is unfounded. In fact, in considering the pay offers, the Executive Council has taken into account all six relevant factors. The decision on the pay offers was made after due regard to all six factors. It is unreasonable to conclude that the other five factors were ignored by the Executive Council simply by the outcome that the pay offers for the upper and middle salary bands were the same as their respective net PTIs;
- (b) in response to the request for a pay rise not lower than the change in headline CPI(A) for the 12-month period ended March 2014, it should be noted that the purpose of the annual civil service pay adjustment is not to track inflation. There is thus no reason to expect

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that the net PTIs or the pay adjustment would be the same as or higher than the inflation rate measured by any specific inflation index. In any case, all relevant CPI figures for the 12-month period ended March 2014, including the headline Composite CPI inflation (4.4%) which reflects the impact of consumer price change on 90% of households and the headline CPI(A) inflation (5.1%) which only reflects the impact of consumer price change on 50% of households, have been submitted to the Executive Council for consideration. The Administration has also brought up the pay offer for the lower salary band to 4.71% by invoking the “bring-up” arrangement;

- (c) on the view that the pay offers “fatten the top and slim the bottom”, it should be noted that the outcome of the 2014 PTS had objectively reflected the private sector pay trend in the survey period (from 2 April 2013 to 1 April 2014) and the PTS itself is not biased for/against any salary band. As the pay offers for the upper and middle salary bands follow their respective net PTIs; and as the “bring-up” arrangement has been invoked for the lower salary band (bringing up its pay offer by 0.91 percentage point as compared with its net PTI), the accusation is unfounded;
- (d) for the PFC staff side’s accusation that its request for a review of the PTS mechanism was ignored, it should be noted that, as set out in paragraph 7 above, the PTS Committee had reviewed and agreed on the PTS methodology in accordance with the established mechanism before commissioning the 2014 PTS. During the review, the PTS Committee has studied and discussed all issues about the PTS methodology raised by staff associations. The PTS Committee has accepted a number of staff suggestions for changes to the PTS methodology upon deliberation. It is unfair to conclude that the 2014 PTS methodology is not in order based on the survey outcome or the Executive Council’s pay adjustment decision; and
- (e) on PFC staff side’s request for ceasing the practice of deduction of the PCIs, it should be noted that the practice was implemented since 1989 on the recommendation of the 1988 Committee of Inquiry together with the inclusion of private sector in-scale increment and merit pay in the computation of gross PTIs. 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 sake.

18. After thoroughly considering all six factors set out in paragraphs 6 – 15 above as well as the staff sides’ responses (summarised in paragraph 16 above) and the justifications they put forward, the CE-in-Council has decided that, with effect from 1 April 2014, –

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- (a) the pay for civil servants in the directorate and upper salary band should be increased by 5.96%, 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 4.71%, 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 4.71% by invoking the “bring-up” arrangement (i.e. to align the pay adjustment for the lower salary band to the net PTI for the middle salary band if the net PTI for the lower salary band is less than that for the middle salary band).

19. This decision is in line with the civil service pay policy objective of maintaining broad comparability between civil service and private sector pay. On item (c) of paragraph 18 above, it should be noted that the application of the “bring-up” arrangement for the lower salary band in 2014-15 does not imply that it will necessarily be applied in future years when the net PTI for the lower salary band is lower than that for the middle salary band. The CE-in-Council will continue to decide each year, in the context of the annual civil service pay adjustment exercise, whether and how the pay for the lower salary band should be adjusted, including whether to invoke the “bring-up” arrangement.

(C) Adjustment to the Pay for ICAC Staff

20. 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 2014-15, as set out in paragraph 2(a) above, should be applied to ICAC staff.

(D) Adjustments for the Subvented Sector

21. 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.

22. 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

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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 service¹². 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

23. The financial implications for the civil service, ICAC, the subvented sector and the Auxiliaries¹³ arising from the proposed pay adjustment for 2014-15 are as follows –

	\$ million
(a) Civil Service	4,132 ¹⁴
(b) ICAC	39
(c) Subvented Sector	4,731 ¹⁵
(d) Auxiliaries	10
Total	8,912

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¹² If the proposed civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 5.07%.

¹³ 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.

¹⁴ The figure includes about \$403 million additional cost arising from pay adjustment for around 20 000 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$575 million in retirement benefit payments for civil servants retiring in 2014-15.

¹⁵ 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.

24. We have not made provisions in the relevant Heads of Expenditure for the proposed pay adjustment in the 2014-15 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 2014-15 Estimates should be sufficient to cover the additional expenditure arising from the proposed pay adjustment for the year. Finance Committee (FC) approved on 9 March 1983 (vide FC Agenda Item FIN B 1/2/50 IV) that the Financial Secretary be delegated 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. Subject to Members' approval of the proposal, we shall approve under delegated authority the supplementary provision required under individual Heads of Expenditure.

PUBLIC CONSULTATION

25. We briefed the Legislative Council Panel on Public Service on the 2014-15 civil service pay adjustment at its meeting held on 23 June 2014. Members generally agreed to the proposed adjustments and noted that we would seek approval from FC.

Civil Service Bureau
Financial Services and the Treasury Bureau
July 2014

Enclosure to FCR(2014-15)47

Directorate Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
	(231,550)	(245,350)
8	224,800	238,200
	(224,600)	(238,000)
7	218,050	231,050
	(207,950)	(220,350)
6	201,950	214,000
	(197,150)	(208,900)
5	191,400	202,800
	(191,250)	(202,650)
	(185,700)	(196,750)
4	180,250	191,000
	(173,350)	(183,700)
	(168,250)	(178,300)
	(163,500)	(173,250)
3	158,850	168,300
	(149,350)	(158,250)
	(144,950)	(153,600)
	(140,750)	(149,150)
2	136,550	144,700
	(125,800)	(133,300)
	(122,100)	(129,400)
	(118,400)	(125,450)
1	115,050	121,900

Note: Figures in brackets represent increments.

Directorate (Legal) Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
	(207,950)	(220,350)
6	201,950	214,000
	(197,150)	(208,900)
5	191,400	202,800
	(191,250)	(202,650)
	(185,700)	(196,750)
4	180,250	191,000
	(173,350)	(183,700)
	(168,250)	(178,300)
	(163,500)	(173,250)
3	158,850	168,300
	(149,350)	(158,250)
	(144,950)	(153,600)
	(140,750)	(149,150)
2	136,550	144,700
	(125,800)	(133,300)
	(122,100)	(129,400)
	(118,400)	(125,450)
1	115,050	121,900

Note: Figures in brackets represent increments.

Master Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
49	103,190	109,340
48	99,605	105,540
47	96,150	101,880
46 (44B)	92,770	98,300
45 (44A)	89,565	94,905
44	86,440	91,590
43	83,435	88,410
42	80,000	84,770
41	76,690	81,260
40	73,525	77,905
39	70,490	74,690
38	67,370	71,385
37	64,410	68,250
36 (33C)	61,500	65,165
35 (33B)	58,775	62,280
34 (33A)	57,275	60,690
33	56,810	59,485
32	54,265	56,820
31	51,825	54,265
30	49,495	51,825
29	47,290	49,515
28	45,155	47,280
27	43,120	45,150
26	41,195	43,135
25	39,345	41,200
24	37,625	39,395
23	35,930	37,620
22	34,315	35,930
21	32,760	34,305
20	31,200	32,670
19	29,720	31,120
18	28,315	29,650
17	26,985	28,255
16	25,685	26,895

Master Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
15	24,450	25,600
14	23,285	24,380
13	22,165	23,210
12	20,905	21,890
11	19,675	20,600
10	18,535	19,410
9	17,485	18,310
8	16,425	17,200
7	15,410	16,140
6	14,460	15,145
5	13,600	14,245
4	12,745	13,350
3	11,975	12,540
2	11,235	11,765
1	10,560	11,060
0	9,930	10,400

Model Scale 1 Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
13	13,745	14,395
12	13,475	14,110
11	13,195	13,820
10	12,940	13,550
9	12,685	13,285
8	12,445	13,035
7	12,210	12,790
6	11,975	12,540
5	11,730	12,285
4	11,495	12,040
3	11,250	11,780
2	11,020	11,540
1	10,780	11,290
0	10,555	11,055

General Disciplined Services (Commander) Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
	(207,950)	(220,350)
4	201,950	214,000
	(173,350)	(183,700)
	(168,250)	(178,300)
	(163,500)	(173,250)
3	158,850	168,300
	(149,350)	(158,250)
	(144,950)	(153,600)
	(140,750)	(149,150)
2	136,550	144,700
	(129,650)	(137,400)
	(126,000)	(133,500)
	(122,100)	(129,400)
1	118,400	125,450

Note: Figures in brackets represent increments.

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
39	112,155	118,840
38	108,555	115,025
37	104,350	110,570
36	100,150	106,120
35	96,405	102,150
34	92,840	98,375
33	89,510	94,845
32	86,390	91,540
31	83,295	88,260
30	80,270	85,055
29	77,390	82,000
28	74,555	79,000
27	71,880	76,165
26	69,245	73,370
25	66,645	70,615
24	64,295	68,125
23	61,960	65,655
22	59,700	63,260
21	57,705	61,145
20	57,275	60,690
19	56,715	59,385
18	54,680	57,255
17	52,420	54,890
16	50,180	52,545
15	47,900	50,155
14	45,655	47,805
13	43,465	45,510
12	41,270	43,215
11	39,260	41,110
10	37,380	39,140
9	35,540	37,215
8	33,690	35,275
7	31,865	33,365

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
6	30,070	31,485
5	28,230	29,560
4	26,630	27,885
3	25,375	26,570
2	24,105	25,240
1	23,085	24,170
1a	22,090	23,130
1b	21,135	22,130
1c	20,235	21,190
1d	19,360	20,270

General Disciplined Services (Rank and File) Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
29	37,265	39,020
28	35,840	37,530
27	34,470	36,095
26	33,480	35,055
25	32,475	34,005
24	31,540	33,025
23	30,730	32,175
22	29,880	31,285
21	29,065	30,435
20	28,295	29,630
19	27,545	28,840
18	26,785	28,045
17	25,995	27,220
16	25,285	26,475
15	24,570	25,725
14	23,875	25,000
13	23,180	24,270
12	22,475	23,535
11	21,790	22,815
10	21,105	22,100
9	20,445	21,410
8	19,755	20,685
7	19,070	19,970
6	18,500	19,375
5	17,735	18,575
4	17,245	18,060
3	16,760	17,550
2	16,275	17,045
1	15,840	16,590
1a	15,395	16,125

Police Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
	(231,550)	(245,350)
59	224,800	238,200
	(197,150)	(208,900)
	(191,400)	(202,800)
58	185,700	196,750
	(173,350)	(183,700)
	(168,250)	(178,300)
	(163,500)	(173,250)
57	158,850	168,300
	(149,350)	(158,250)
	(144,950)	(153,600)
	(140,750)	(149,150)
56	136,550	144,700
	(129,650)	(137,400)
	(126,000)	(133,500)
	(122,100)	(129,400)
55	118,400	125,450
54a	112,155	118,840
54	108,555	115,025
53	104,350	110,570
52	100,150	106,120
51	96,405	102,150
50	92,840	98,375
49	89,510	94,845
48	86,390	91,540
47	83,295	88,260
46	80,270	85,055
45	77,390	82,000
44	74,555	79,000

Police Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
43	71,880	76,165
42	69,245	73,370
41	66,645	70,615
40	64,295	68,125
39	61,960	65,655
38	59,700	63,260
37	57,705	61,145
36	57,275	60,690
35	56,715	59,385
34	54,680	57,255
33	52,420	54,890
32	50,220	52,585
31	48,010	50,270
30	45,860	48,020
29	43,745	45,805
28	41,665	43,625
27	39,585	41,450
26	37,860	39,645
25	36,720	38,450
24	35,645	37,325
23	34,580	36,210
22	33,785	35,375
21	32,945	34,495
20	32,080	33,590
19	31,265	32,740
18	30,395	31,825
17	29,545	30,935
16	28,725	30,080
15	27,945	29,260
14	27,145	28,425
13	26,370	27,610
12	25,620	26,825
11	25,010	26,190
10	24,165	25,305

Police Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
9	23,440	24,545
8	22,725	23,795
7	22,075	23,115
6	21,395	22,405
5	20,770	21,750
4	20,165	21,115
3	19,545	20,465
2	18,965	19,860
1	18,430	19,300
1a	17,890	18,735

Note: Figures in brackets represent increments.

Independent Commission Against Corruption Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
	(197,150)	(208,900)
	(191,400)	(202,800)
48	185,700	196,750
	(173,350)	(183,700)
	(168,250)	(178,300)
	(163,500)	(173,250)
47	158,850	168,300
	(149,350)	(158,250)
	(144,950)	(153,600)
	(140,750)	(149,150)
46	136,550	144,700
	(129,650)	(137,400)
	(126,000)	(133,500)
	(122,100)	(129,400)
45	118,400	125,450
44a	112,155	118,840
44	108,555	115,025
43	104,350	110,570
42	100,150	106,120
41	96,405	102,150
40	92,840	98,375
39	89,445	94,775
38	86,335	91,480
37	83,215	88,175
36	80,195	84,975
35	77,055	81,645
34	74,185	78,605
33	71,290	75,540
32	68,425	72,505

Independent Commission Against Corruption Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
31	65,525	69,430
30	62,655	66,390
29	59,805	63,370
28	57,275	60,690
27	56,505	59,165
26	54,790	57,370
25	52,285	54,750
24	49,685	52,025
23	47,150	49,370
22	44,600	46,700
21	42,030	44,010
20	40,070	41,955
19	38,120	39,915
18	36,505	38,225
17	34,890	36,535
16	33,275	34,840
15	32,055	33,565
14	31,650	33,140
13	30,825	32,275
12	29,990	31,405
11	28,380	29,715
10	26,785	28,045
9	25,295	26,485
8	23,835	24,960
7	22,360	23,415
6	20,815	21,795
5	19,255	20,160
4	17,735	18,575
3	17,090	17,895
2	16,435	17,210
1	15,850	16,600

Note: Figures in brackets represent increments.

Training Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
16	24,390	25,540
15	23,225	24,320
14	22,110	23,150
13	21,145	22,140
12	19,850	20,785
11	18,215	19,075
10	16,725	17,515
9	15,750	16,495
8	14,780	15,480
7	13,880	14,535
6	13,040	13,655
5	12,225	12,805
4	11,485	12,030
3	10,795	11,305
2	10,115	10,595
1	9,510	9,960

Craft Apprentice Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
4	9,360	9,805
3	8,580	8,985
2	7,755	8,125
1	6,975	7,305
0	6,580	6,890

Technician Apprentice Pay Scale

Point	as at 31.3.2014	w.e.f. 1.4.2014
	\$	\$
4	11,840	12,400
3	10,795	11,305
2	9,755	10,215
1	8,975	9,400
0	8,420	8,820
