

## ITEM FOR FINANCE COMMITTEE

### 2015-16 CIVIL SERVICE PAY ADJUSTMENT

Members are invited to approve –

- (a) with effect from 1 April 2015, the following adjustments to the civil service pay scales arising from 2015-16 Civil Service Pay Adjustment –
  - (i) an increase of 3.96% in the dollar value of the pay points in the directorate and upper salary band; and
  - (ii) an increase of 4.62% 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) corresponding adjustments to the provisions for Independent Commission Against Corruption (ICAC); and
- (d) corresponding adjustments to the provisions for subvented bodies whose funding is price-adjusted on the basis of formulae including a factor of civil service pay adjustment.

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**PROBLEM**

We need to adjust the civil service pay scales in accordance with the decision of the Chief Executive (CE)-in-Council on 16 June 2015. We also need to adjust the provisions for aided schools, ICAC and 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 2015 –
    - (i) the dollar value of the pay points in the directorate and upper salary band of civil service pay scales be increased by 3.96%; and
    - (ii) the dollar value of the pay points in the middle and lower salary bands of civil service pay scales be increased by 4.62%;
  - (b) corresponding adjustments be made to the provisions for aided schools;
  - (c) corresponding adjustments be made to the provisions for ICAC; and
  - (d) corresponding adjustments be made to the provisions for subvented bodies whose funding is price-adjusted on the basis of formulae including a factor of 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 whose funding is price-adjusted on the basis of formulae including a factor of civil service pay adjustment.

**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 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 endorsed by the CE-in-Council in 2007<sup>1</sup>, including the annual pay trend survey (PTS).

## **(B) 2015-16 Civil Service Pay Adjustment**

### *The annual pay adjustment process*

5. Upon completion of the annual PTS, the staff sides of the four central consultative councils<sup>2</sup> (staff sides) submit their 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 sides, having regard to the following six factors –

- (a) the net pay trend indicators (PTIs) derived from the PTS;
- (b) the state of Hong Kong 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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<sup>1</sup> The Improved Civil Service Pay Adjustment Mechanism comprises (a) the annual pay trend survey (PTS); (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 (PLS) to ascertain whether civil service pay is broadly comparable with private sector pay. The last PLS (the 2013 PLS) was completed by the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) in October 2014. The survey findings showed that, on the survey reference date (1 October 2013), the pay level of civil servants in Job Level (JL) 5, the highest level of non-directorate civilian civil servants in terms of pay, was around 8% lower than the upper third quartile (i.e. P75) level of private sector pay for jobs with comparable nature and similar level of responsibilities. As for the other four JLs, their pay levels were broadly comparable with the market P75 level. On 10 February 2015, the Chief Executive-in-Council decided that a holistic approach should be adopted in applying the survey findings and an upward adjustment of 3% should be made to the salaries of officers in JL 5 and the directorate with effect from 1 October 2014.

<sup>2</sup> The four central consultative councils are the Senior Civil Service Council, the Model Scale 1 Staff Consultative Council, the Police Force Council and the Disciplined Services Consultative Council.

*The net PTIs derived from the 2015 PTS*

6. The annual PTS is commissioned by the tripartite PTS Committee comprising representatives of the staff sides, representatives of the Government as well as members from the two independent advisory bodies on civil service salaries and conditions of services<sup>3</sup>. 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 lower<sup>4</sup>, 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** PTI<sup>5</sup>.

7. As in previous years, before the conduct of the 2015 PTS, the 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 2015 PTS methodology to the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) in January 2015. The recommended methodology was endorsed by the Standing Commission and supported by the Government. On this basis, the PTS Committee commissioned the Pay Survey and Research Unit to conduct the 2015 PTS, which collected the basic pay and additional pay adjustment data of 167 443 employees in 105 companies, consisting of 165 892 employees in 82 larger companies and 1 551 employees in 23 smaller companies. The gross PTIs of the 2015 PTS (covering the 12-month period from 2 April 2014 to 1 April 2015) and the consequential net PTIs in respect of the three salary bands in the civil service are set out below –

/Salary .....

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<sup>3</sup> The two independent advisory bodies are the Standing Commission and the Standing Committee on Disciplined Services Salaries and Conditions of Service.

<sup>4</sup> The pay ranges of the three salary bands for the 2015 PTS are –

- (a) Upper: Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale 39 or equivalent, viz. \$59,486 to \$118,840;
- (b) Middle: From MPS 10 to 33 or equivalent, viz. \$19,410 to \$59,485; and
- (c) Lower: Below MPS 10 or equivalent, viz. below \$19,410.

<sup>5</sup> The deduction of payroll cost of increments from the gross pay trend indicators (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	4.46% <sup>6</sup>	1.00%	<b>3.46%</b>
Middle	5.06%	0.94%	<b>4.12%</b>
Lower	4.73%	1.71%	<b>3.02%</b>

8. In accordance with the established practice, the PTS Committee met and considered the 2015 PTS findings on 26 May 2015. At the meeting, ten out of 16 members validated the 2015 PTS findings, confirming that the survey was conducted in compliance with the agreed methodology. The PTS Committee submitted its report to the Government on the same day.

### *Hong Kong's economy*

9. The Hong Kong economy grew modestly by 2.1% year-on-year in real terms in the first quarter of 2015, after the annual growth of 2.5% in 2014. For 2015, the Hong Kong economy is projected to grow by 1% to 3%. In tandem with the modest economic growth, the labour market held broadly stable upon entering 2015. The latest seasonally adjusted unemployment rate, at 3.2% in February - April 2015, essentially pointed to full employment. On the back of the tight labour market, wage and payroll sustained steady and broad-based growth. Nominal wages for employees up to the supervisory level rose by 4.2% for 2014 as a whole. Average earnings per person engaged in the private sector registered a similar increase of 4.3% in 2014.

### *Changes in the cost of living*

10. For the 12-month period ended March 2015, the headline Composite Consumer Price Index (CPI) inflation, which reflects the impact of the consumer price changes on some 90% of households in Hong Kong (as compared with

/CPI(A) .....

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<sup>6</sup> In considering this year's PTS Report, the PTS Committee noted that a company had adjusted the data it submitted in 2014. The PTS Committee decided to include this adjustment in the calculation of the 2015 PTIs. Accordingly, the gross PTI for the upper salary band is increased by 0.04%, i.e. from 4.42% as tentatively announced on 19 May 2015 to 4.46%.

CPI(A), CPI(B) and CPI(C) which relate only to 50%, 30% and 10% of households respectively), averaged at 4.5%. The headline and underlying<sup>7</sup> Composite CPI, CPI(A), CPI(B) and CPI(C)<sup>8</sup> inflation rates for the 12-month period ended March 2015 are as follows –

	<b>Composite CPI</b>	<b>CPI(A)</b>	<b>CPI(B)</b>	<b>CPI(C)</b>
Headline	4.5%	6.1%	4.1%	3.2%
Underlying	3.2%	3.7%	3.1%	2.6%

The forecast headline Composite CPI inflation for 2015 as a whole is 3.2%<sup>9</sup>.

### *The Government's fiscal position*

11. The consolidated surplus for 2015-16 is estimated to be \$36.8 billion, with fiscal reserves standing at \$856.3 billion as at end-March 2016 (equivalent to 23 months of government expenditure). According to the latest Medium Range Forecast, there would be an annual consolidated surplus for each financial year until 2019-20. The fiscal reserves on 31 March 2020 are forecast to be \$948.8 billion (equivalent to 22 months of government expenditure). The overall fiscal position will remain healthy in the short to medium term. However, with labour force projected to decline as from 2018 and with a fast ageing population, government expenditure on health and elderly and welfare services is expected to grow very rapidly, outpacing the growth of the economy and government revenue. The Government is duty bound to contain the growth of expenditure.

*/Staff .....*

<sup>7</sup> The headline Consumer Price Index (CPI) figures include the effect of Government's one-off relief measures while the underlying CPI figures exclude the effect of these measures.

<sup>8</sup> 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: covers the household sector as a whole (i.e. broadly with monthly household expenditure in the range of \$5,400 - \$77,800 adjusted to the price level of 2014);
- CPI(A): covers some 50% of households in the relatively low expenditure ranges (i.e. broadly with monthly household expenditure in the range of \$5,400 - \$22,200 adjusted to the price level of 2014);
- CPI(B): covers some 30% of households in the relatively medium expenditure ranges (i.e. broadly with monthly household expenditure in the range of \$22,200 - \$38,500 adjusted to the price level of 2014); and
- CPI(C): covers some 10% of households in the relatively high expenditure ranges (i.e. broadly with monthly household expenditure in the range of \$38,500 - \$77,800 adjusted to the price level of 2014).

<sup>9</sup> The forecast underlying Composite CPI inflation for 2015 as a whole is 2.7%.

*Staff sides' pay claims*

12. All the pay claims we received request a pay rise higher than the net PTIs for the respective salary bands, making reference to the headline CPI(A) inflation in 2014-15 (6.1%). In gist –

- (a) The Hong Kong Chinese Civil Servants' Association (HKCCSA), one of the constituent associations of the Senior Civil Service Council (SCSC) and the MOD 1 Council, requested a pay rise of 6.1% (i.e. same as the headline CPI(A) inflation in 2014-15) 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 which was facing increasing challenges and pressure. The Hong Kong Senior Government Officers Association (HKSGOA) and Association of Expatriate Civil Servants of Hong Kong (AECS), the other two constituent associations of the SCSC, requested a pay rise of 6.1% for the upper salary band.
- (b) The Police Force Council (PFC) staff side requested a pay rise of 6.13% across the board, citing the headline CPI(A) inflation in 2014-15. It also demanded the cessation of the practice of deduction of PCIs and that the CE-in-Council should consider the gross PTIs instead of the net PTIs from now on.
- (c) The Disciplined Services Consultative Council (DSCC) staff side requested a pay rise of not less than 6.1% across the board having regard to the five relevant factors other than the net PTIs, in particular the factor of changes in the cost of living as measured by the headline CPI(A) inflation in 2014-15.
- (d) The Model Scale 1 Staff Consultative Council (MOD 1 Council) staff side requested a pay rise of 6.1%, which is the same as the headline CPI(A) inflation in 2014-15.

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

*Staff morale*

14. Various staff unions/organisations have raised that civil servants have been facing increasing workloads, challenges and pressure in the past year. They considered that preserving their purchasing power by a reasonable pay rise will be vital for maintaining their morale. To this end, they have requested the Government to give more weight to factors other than the net PTIs and to duly consider their views in considering the reasonable pay rise for 2015-16.

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*Staff Sides' Responses to the Pay Offers*

15. Pursuant to the decision of the CE-in-Council on 9 June 2015, the Government has put the pay offers (i.e. 3.96% pay rise for civil servants in the directorate and upper salary band; and 4.62% pay rise for civil servants in the middle and lower salary bands) to the staff sides. Their responses are summarised as follows –

- (a) AECS, one of the three constituent associations of the SCSC, accepted the pay offer for the upper salary band;
- (b) HKSGOA, another constituent association of the SCSC, reiterated its pay claim of 6% for the upper salary band to “fairly remedy the shortcomings of the present annual pay adjustment mechanism” and to uphold the morale of civil servants;
- (c) HKCCSA, which is a constituent association of both the SCSC and the MOD 1 Council, welcomed the additional pay rise on top of the net PTIs. It considered the pay offers in conformity with the established mechanism and a very positive move. The offers above the net PTIs can help to demonstrate that the Government respects the established mechanism which provides for the consideration of all six relevant factors. All in all, it considered that the pay offers would be conducive to the maintenance of the credibility of the civil service pay adjustment mechanism and the PTS. That said, the HKCCSA was still disappointed that the Government did not accede to its request for a 6.1% pay rise for all civil servants. It requested the Government to reconsider its request which was made having regard to, among other things, the need to maintain the purchasing power of civil servants by tracking the headline CPI(A) inflation in 2014-15 (6.1%) as well as the need to maintain staff morale and enhance the solidarity of the civil service which was facing increasing challenges and pressure;
- (d) the PFC staff side considered the “additional 0.5% increase on top of the net PTIs” an “encouraging indication” that the CE-in-Council, in making the pay offers, had taken into account not only the net PTIs but also the other five relevant factors. That said, it reiterated its pay claim of 6.13% across-the-board which was made with reference to the headline CPI(A) inflation in 2014-15. It also demanded the set-up of a standing committee with staff representatives to examine how the six relevant factors should be considered in each year’s pay adjustment exercise;

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- (e) the DSCC staff side “reluctantly” accepted the pay offers. It was pleased to see that the pay offers did not only follow the net PTIs. Nonetheless it was still disappointed by the rates of the proposed pay rise. It maintained its view that the rates of each year’s civil service pay adjustment should be no less than the CPI(A) inflation of the year; and
- (f) the MOD 1 Council staff side was pleased to see that the CE-in-Council had considered the five factors other than the net PTIs (in particular the staff views) in making its decision on the pay offers, although the pay offers still fell short of its pay claim and the headline CPI(A) inflation in 2014-15 (6.1%). It also expressed concerns about the rising trend of PCIs and requested the Government to review the practice of deduction of PCIs.

### *Civil service pay adjustment rates*

16. The CE-in-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 set out in detail in paragraph 4 of the Legislative Council Brief issued on 16 June 2015 (file reference: CSBCR/PG/4-085-001/75). In short, we do not agree that the rates of pay adjustment must be no less than the headline CPI(A) inflation in 2014-15 as the purpose of the annual civil service pay adjustment is not to track inflation and the CPI(A) inflation is not the best and the only relevant reference for the factor of changes in the cost of living for all civil servants<sup>10</sup>. We do not consider it feasible and appropriate to give a “weighting” to the six relevant factors under the established mechanism as the pay adjustment decision is based on the judgment of the CE-in-Council rather than a calculation based on mathematical formula and some of the factors, such as staff morale, are not quantifiable. We also do not think that it is necessary to set up a committee with staff representatives to examine the six factors as the staff sides can already submit their views on the pay adjustment to the CE-in-Council for consideration under the current mechanism. We consider that the 2015 PTS findings are in order and have objectively reflected the year-on-year pay adjustment of the 105 surveyed organisations. The practice of deduction of PCI is a key component of the pay adjustment mechanism and has been implemented on the recommendation of the 1988 Civil Service Pay Adjustment and Related Matters (the 1988 Committee of Inquiry) together with the inclusion of private sector in-scale increment and merit pay in the computation of the gross PTIs. The 1988 Committee of Inquiry took the view that, if private sector in-scale increment and merit pay were to be included in the PTS, PCIs should be deducted for fairness sake.

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<sup>10</sup> The CPI(A) inflation only covers some 50% of Hong Kong households in the relatively low expenditure range (monthly household expenditure in the range of \$5,400 to \$22,200 adjusted to the price level of 2014). The Composite CPI, on the other hand, reflects the impact of consumer price change on some 90% of households with a larger expenditure range (monthly household expenditure in the range of \$5,400 to \$77,800 adjusted to the price level of 2014).

17. After thoroughly considering all six factors set out in paragraphs 6 - 14 above as well as the staff sides' responses (summarised in paragraph 15 above) and the justifications they put forward, the CE-in-Council decided that, with effect from 1 April 2015, –

- (a) the pay for civil servants in the directorate and upper salary band should be increased by 3.96%;
- (b) the pay for civil servants in the middle salary band should be increased by 4.62%; and
- (c) the pay for civil servants in the lower salary band should be increased by 4.62%.

In gist, the rates of pay adjustment for the upper and middle salary bands are their respective net PTIs plus 0.5%. For the lower salary band, the rate of pay adjustment is the same as that for the middle salary band. As for directorate civil servants who are not covered by the annual PTS, the rate of pay adjustment is the same as that for the upper salary band in accordance with the practice adopted since 1989-90.

18. This decision is in line with the civil service pay policy objective of maintaining broad comparability between civil service and private sector pay. It should be noted that the pay adjustment decision for 2015-16 is a one-off arrangement having regard to this year's situation and will not be binding on future annual pay adjustments, which will be considered independently. The rate of pay adjustment for the lower salary band does not imply that the pay adjustment for the band will necessarily be the same as that for the middle salary band in future.

### **(C) Adjustments to the provisions for ICAC and the Auxiliaries**

19. Although ICAC staff and members of the Auxiliaries are not civil servants, it is the Government's policy to extend the civil service pay adjustments to them. Subject to FC's approval of the proposals at paragraph 2 above, we will adjust the provisions for ICAC and the Auxiliaries in accordance with the established mechanism.

### **(D) Adjustments to the provisions for the subvented sector**

20. The staff salary of the subvented sector is delinked from that of 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

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objective of promoting the movement of teachers between government and aided schools. Subject to FC's approval of the proposal, 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.

21. 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. 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 service<sup>11</sup>. It would be up to individual subvented bodies, as employers, to decide whether to increase the salaries of their own employees and, if so, the rate of increase. We will, through the relevant Controlling Officers, remind the subvented bodies concerned that the additional subventions from the Government are meant to allow room for pay adjustment for their staff.

## FINANCIAL IMPLICATIONS

22. The financial implications for the civil service, ICAC, the subvented sector and the Auxiliaries arising from the proposed pay adjustment for 2015-16 are as follows –

**Before** .....

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<sup>11</sup> If the proposed civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 4.43%.

	<b>Before taking into account the impact of 2013 Pay Level Survey (PLS)<sup>12</sup></b>	<b>After taking into account the impact of 2013 PLS</b>
	<b>\$ million</b>	<b>\$ million</b>
(a) Civil Service	3,819	3,831 <sup>13</sup>
(b) ICAC	33	33
(c) Subvented Sector	4,347	4,347 <sup>14</sup>
(d) Auxiliaries	10	10
<b>Total</b>	<b>8,209</b>	<b>8,221</b>

23. We have not made extra provisions under the relevant Heads of Expenditure for the proposed pay adjustment in the 2015-16 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 2015-16 Estimates should be sufficient to cover the additional expenditure arising from the proposed pay adjustment for the year. On 9 March 1983 (vide Item B170) Finance Committee (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 proposal, we shall approve under delegated authority the supplementary provisions required under the relevant Heads of Expenditure.

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<sup>12</sup> Approval to apply the findings of the 2013 PLS Survey to the relevant staff will also be sought from the FC at the meeting on 26 June 2015.

<sup>13</sup> This figure includes about \$368 million additional cost arising from pay adjustment for around 19 600 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$512 million in pension payments for those retiring in 2015-16.

<sup>14</sup> 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.

**PUBLIC CONSULTATION**

24. We briefed the Legislative Council Panel on Public Service on the 2015-16 civil service pay adjustment at its meeting held on 22 June 2015. Members generally supported the proposed adjustments and noted that we would seek approval from FC.

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Civil Service Bureau  
Financial Services and the Treasury Bureau  
June 2015

## Directorate Pay Scale

Point	With the proposed pay adjustment arising from the 2013 Pay Level Survey (PLS) <sup>1</sup> incorporated.		Without incorporating the proposed pay adjustment arising from the 2013 PLS.	
	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$
8	(252,700)	(262,700)	(245,350)	(255,050)
	245,350	255,050	238,200	247,650
7	(245,150)	(254,850)	(238,000)	(247,400)
	238,000	247,400	231,050	240,200
6	(226,950)	(235,950)	(220,350)	(229,100)
	220,400	229,150	214,000	222,450
5	(215,150)	(223,650)	(208,900)	(217,150)
	208,900	217,150	202,800	210,850
4	(208,750)	(217,000)	(202,650)	(210,650)
	(202,650)	(210,650)	(196,750)	(204,550)
	196,750	204,550	191,000	198,550
3	(189,200)	(196,700)	(183,700)	(190,950)
	(183,650)	(190,900)	(178,300)	(185,350)
	(178,450)	(185,500)	(173,250)	(180,100)
	173,350	180,200	168,300	174,950
2	(163,000)	(169,450)	(158,250)	(164,500)
	(158,200)	(164,450)	(153,600)	(159,700)
	(153,600)	(159,700)	(149,150)	(155,050)
	149,050	154,950	144,700	150,450

<sup>1</sup> It is proposed (vide FCR(2015-16)23) that the pay for civil servants who are remunerated on Directorate Pay Scale be raised by 3% with effect from 1 October 2014.

### Directorate Pay Scale

Point	With the proposed pay adjustment arising from the 2013 Pay Level Survey (PLS) <sup>1</sup> incorporated.		Without incorporating the proposed pay adjustment arising from the 2013 PLS.	
	as at 31.3.2015	w.e.f. 1.4.2015	as at 31.3.2015	w.e.f. 1.4.2015
	\$	\$	\$	\$
	(137,300)	(142,750)	(133,300)	(138,600)
	(133,300)	(138,600)	(129,400)	(134,500)
	(129,200)	(134,300)	(125,450)	(130,400)
1	125,550	130,500	121,900	126,750

Note: Figures in brackets represent increments.

**Directorate (Legal) Pay Scale**

Point	With the proposed pay adjustment arising from the 2013 Pay Level Survey (PLS) <sup>2</sup> incorporated.		Without incorporating the proposed pay adjustment arising from the 2013 PLS.	
	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$
6	(226,950)	(235,950)	(220,350)	(229,100)
	220,400	229,150	214,000	222,450
5	(215,150)	(223,650)	(208,900)	(217,150)
	208,900	217,150	202,800	210,850
4	(208,750)	(217,000)	(202,650)	(210,650)
	(202,650)	(210,650)	(196,750)	(204,550)
	196,750	204,550	191,000	198,550
3	(189,200)	(196,700)	(183,700)	(190,950)
	(183,650)	(190,900)	(178,300)	(185,350)
	(178,450)	(185,500)	(173,250)	(180,100)
	173,350	180,200	168,300	174,950
2	(163,000)	(169,450)	(158,250)	(164,500)
	(158,200)	(164,450)	(153,600)	(159,700)
	(153,600)	(159,700)	(149,150)	(155,050)
	149,050	154,950	144,700	150,450
1	(137,300)	(142,750)	(133,300)	(138,600)
	(133,300)	(138,600)	(129,400)	(134,500)
	(129,200)	(134,300)	(125,450)	(130,400)
	125,550	130,500	121,900	126,750

Note: Figures in brackets represent increments.

<sup>2</sup> It is proposed (vide FCR(2015-16)23) that the pay for civil servants who are remunerated on Directorate (Legal) Pay Scale be raised by 3% with effect from 1 October 2014.



### Master Pay Scale

Point	With the proposed pay adjustment arising from the 2013 Pay Level Survey (PLS) <sup>3</sup> incorporated.		Without incorporating the proposed pay adjustment arising from the 2013 PLS.	
	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$
49	112,620	117,080	109,340	113,670
48	108,705	113,010	105,540	109,720
47	104,935	109,090	101,880	105,915
46 (44B)	101,250	105,260	98,300	102,195
45 (44A)	97,750	101,620	94,905	98,665

Point	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$
44	91,590	95,215
43	88,410	91,910
42	84,770	88,125
41	81,260	84,480
40	77,905	80,990
39	74,690	77,650
38	71,385	74,210
37	68,250	70,955
36 (33C)	65,165	67,745
35 (33B)	62,280	64,745
34 (33A)	60,690	63,095
33	59,485	62,235
32	56,820	59,445
31	54,265	56,770
30	51,825	54,220
29	49,515	51,805
28	47,280	49,465
27	45,150	47,235
26	43,135	45,130

<sup>3</sup> It is proposed (vide FCR(2015-16)23) that the pay for civil servants who are remunerated on Master Pay Scale Points 45 to 49 be raised by 3% with effect from 1 October 2014.

**Master Pay Scale**

<b>Point</b>	<b>as at 31.3.2015</b>	<b>w.e.f. 1.4.2015</b>
	<b>\$</b>	<b>\$</b>
25	41,200	43,105
24	39,395	41,215
23	37,620	39,360
22	35,930	37,590
21	34,305	35,890
20	32,670	34,180
19	31,120	32,560
18	29,650	31,020
17	28,255	29,560
16	26,895	28,140
15	25,600	26,785
14	24,380	25,505
13	23,210	24,280
12	21,890	22,900
11	20,600	21,550
10	19,410	20,305
9	18,310	19,160
8	17,200	17,995
7	16,140	16,890
6	15,145	15,845
5	14,245	14,905
4	13,350	13,970
3	12,540	13,120
2	11,765	12,310
1	11,060	11,575
0	10,400	10,885

**Model Scale 1 Pay Scale**

<b>Point</b>	<b>as at 31.3.2015</b>	<b>w.e.f. 1.4.2015</b>
	<b>\$</b>	<b>\$</b>
13	14,395	15,065
12	14,110	14,765
11	13,820	14,460
10	13,550	14,180
9	13,285	13,900
8	13,035	13,640
7	12,790	13,385
6	12,540	13,120
5	12,285	12,855
4	12,040	12,600
3	11,780	12,325
2	11,540	12,075
1	11,290	11,815
0	11,055	11,570

**General Disciplined Services (Commander) Pay Scale**

Point	With the proposed pay adjustment arising from the 2013 Pay Level Survey (PLS) <sup>4</sup> incorporated.		Without incorporating the proposed pay adjustment arising from the 2013 PLS.	
	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$
4	(226,950)	(235,950)	(220,350)	(229,100)
	220,400	229,150	214,000	222,450
3	(189,200)	(196,700)	(183,700)	(190,950)
	(183,650)	(190,900)	(178,300)	(185,350)
	(178,450)	(185,500)	(173,250)	(180,100)
	173,350	180,200	168,300	174,950
	(163,000)	(169,450)	(158,250)	(164,500)
2	(158,200)	(164,450)	(153,600)	(159,700)
	(153,600)	(159,700)	(149,150)	(155,050)
	149,050	154,950	144,700	150,450
	(141,500)	(147,100)	(137,400)	(142,850)
1	(137,500)	(142,950)	(133,500)	(138,800)
	(133,300)	(138,600)	(129,400)	(134,500)
	129,200	134,300	125,450	130,400

Note: Figures in brackets represent increments.

<sup>4</sup> It is proposed (vide FCR(2015-16)23) that the pay for civil servants who are remunerated on General Disciplined Services (Commander) Pay Scale) be raised by 3% with effect from 1 October 2014.

**General Disciplined Services (Officer) Pay Scale**

Point	With the proposed pay adjustment arising from the 2013 Pay Level Survey (PLS) <sup>5</sup> incorporated.		Without incorporating the proposed pay adjustment arising from the 2013 PLS.	
	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$
39	122,405	127,250	118,840	123,545
38	118,475	123,165	115,025	119,580
37	113,885	118,395	110,570	114,950
36	109,305	113,635	106,120	110,320
35	105,215	109,380	102,150	106,195
34	101,325	105,335	98,375	102,270
33	97,690	101,560	94,845	98,600

	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$
32	91,540	95,165
31	88,260	91,755
30	85,055	88,425
29	82,000	85,245
28	79,000	82,130
27	76,165	79,180
26	73,370	76,275
25	70,615	73,410
24	68,125	70,825
23	65,655	68,255
22	63,260	65,765
21	61,145	63,565
20	60,690	63,095
19	59,385	62,130
18	57,255	59,900
17	54,890	57,425
16	52,545	54,975
15	50,155	52,470

<sup>5</sup> It is proposed (vide FCR(2015-16)23) that the pay for civil servants who are remunerated on General Disciplined Services (Officer) Pay Scale points 33 to 39) be raised by 3% with effect from 1 October 2014.

**General Disciplined Services (Officer) Pay Scale**

<b>Point</b>	<b>as at 31.3.2015</b>	<b>w.e.f. 1.4.2015</b>
	<b>\$</b>	<b>\$</b>
14	47,805	50,015
13	45,510	47,615
12	43,215	45,210
11	41,110	43,010
10	39,140	40,950
9	37,215	38,935
8	35,275	36,905
7	33,365	34,905
6	31,485	32,940
5	29,560	30,925
4	27,885	29,175
3	26,570	27,800
2	25,240	26,405
1	24,170	25,285
1a	23,130	24,200
1b	22,130	23,150
1c	21,190	22,170
1d	20,270	21,205

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

<b>Point</b>	<b>as at 31.3.2015</b>	<b>w.e.f. 1.4.2015</b>
	<b>\$</b>	<b>\$</b>
29	39,020	40,825
28	37,530	39,265
27	36,095	37,765
26	35,055	36,675
25	34,005	35,575
24	33,025	34,550
23	32,175	33,660
22	31,285	32,730
21	30,435	31,840
20	29,630	31,000
19	28,840	30,170
18	28,045	29,340
17	27,220	28,480
16	26,475	27,700
15	25,725	26,915
14	25,000	26,155
13	24,270	25,390
12	23,535	24,620
11	22,815	23,870
10	22,100	23,120
9	21,410	22,400
8	20,685	21,640
7	19,970	20,895
6	19,375	20,275
5	18,575	19,435
4	18,060	18,895
3	17,550	18,365
2	17,045	17,835
1	16,590	17,360
1a	16,125	16,870

**Police Pay Scale**

Point	With the proposed pay adjustment arising from the 2013 Pay Level Survey (PLS) <sup>6</sup> incorporated.		Without incorporating the proposed pay adjustment arising from the 2013 PLS.	
	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$	as at 31.3.2015 \$	w.e.f. 1.4.2015 \$
59	(252,700)	(262,700)	(245,350)	(255,050)
	245,350	255,050	238,200	247,650
58	(215,150)	(223,650)	(208,900)	(217,150)
	(208,900)	(217,150)	(202,800)	(210,850)
	202,650	210,650	196,750	204,550
	(189,200)	(196,700)	(183,700)	(190,950)
57	(183,650)	(190,900)	(178,300)	(185,350)
	(178,450)	(185,500)	(173,250)	(180,100)
	173,350	180,200	168,300	174,950
	(163,000)	(169,450)	(158,250)	(164,500)
56	(158,200)	(164,450)	(153,600)	(159,700)
	(153,600)	(159,700)	(149,150)	(155,050)
	149,050	154,950	144,700	150,450
	(141,500)	(147,100)	(137,400)	(142,850)
55	(137,500)	(142,950)	(133,500)	(138,800)
	(133,300)	(138,600)	(129,400)	(134,500)
	129,200	134,300	125,450	130,400
54a	122,405	127,250	118,840	123,545
54	118,475	123,165	115,025	119,580
53	113,885	118,395	110,570	114,950
52	109,305	113,635	106,120	110,320
51	105,215	109,380	102,150	106,195
50	101,325	105,335	98,375	102,270
49	97,690	101,560	94,845	98,600

<sup>6</sup> It is proposed (vide FCR(2015-16)23) that the pay for civil servants who are remunerated on Police Pay Scale points 49 to 59 be raised by 3% with effect from 1 October 2014.



**Police Pay Scale**

<b>Point</b>	<b>as at 31.3.2015</b>	<b>w.e.f. 1.4.2015</b>
	<b>\$</b>	<b>\$</b>
48	91,540	95,165
47	88,260	91,755
46	85,055	88,425
45	82,000	85,245
44	79,000	82,130
43	76,165	79,180
42	73,370	76,275
41	70,615	73,410
40	68,125	70,825
39	65,655	68,255
38	63,260	65,765
37	61,145	63,565
36	60,690	63,095
35	59,385	62,130
34	57,255	59,900
33	54,890	57,425
32	52,585	55,015
31	50,270	52,590
30	48,020	50,240
29	45,805	47,920
28	43,625	45,640
27	41,450	43,365
26	39,645	41,475
25	38,450	40,225
24	37,325	39,050
23	36,210	37,885
22	35,375	37,010
21	34,495	36,090
20	33,590	35,140
19	32,740	34,255
18	31,825	33,295
17	30,935	32,365
16	30,080	31,470
15	29,260	30,610
14	28,425	29,740

**Police Pay Scale**

<b>Point</b>	<b>as at 31.3.2015</b>	<b>w.e.f. 1.4.2015</b>
	<b>\$</b>	<b>\$</b>
13	27,610	28,885
12	26,825	28,065
11	26,190	27,400
10	25,305	26,475
9	24,545	25,680
8	23,795	24,895
7	23,115	24,185
6	22,405	23,440
5	21,750	22,755
4	21,115	22,090
3	20,465	21,410
2	19,860	20,780
1	19,300	20,195
1a	18,735	19,605

Note: Figures in brackets represent increments.

**Training Pay Scale**

<b>Point</b>	<b>as at 31.3.2015</b>	<b>w.e.f. 1.4.2015</b>
	<b>\$</b>	<b>\$</b>
16	25,540	26,720
15	24,320	25,445
14	23,150	24,220
13	22,140	23,165
12	20,785	21,745
11	19,075	19,960
10	17,515	18,325
9	16,495	17,260
8	15,480	16,200
7	14,535	15,210
6	13,655	14,290
5	12,805	13,400
4	12,030	12,590
3	11,305	11,830
2	10,595	11,085
1	9,960	10,425

**Craft Apprentice Pay Scale**

<b>Point</b>	<b>as at 31.3.2015</b>	<b>w.e.f. 1.4.2015</b>
	<b>\$</b>	<b>\$</b>
4	9,805	10,260
3	8,985	9,405
2	8,125	8,505
1	7,305	7,645
0	6,890	7,210

**Technician Apprentice Pay Scale**

<b>Point</b>	<b>as at 31.3.2015</b>	<b>w.e.f. 1.4.2015</b>
	<b>\$</b>	<b>\$</b>
4	12,400	12,975
3	11,305	11,830
2	10,215	10,690
1	9,400	9,835
0	8,820	9,230

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