

ITEM FOR FINANCE COMMITTEE

2016-17 CIVIL SERVICE PAY ADJUSTMENT

Members are invited to approve –

- (a) with effect from 1 April 2016, the following adjustments to the civil service pay scales arising from the 2016-17 Civil Service Pay Adjustment –
 - (i) an increase of 4.19% in the dollar value of the pay points in the directorate and upper salary bands; and
 - (ii) an increase of 4.68% 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 the Independent Commission Against Corruption; 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.

/PROBLEM

PROBLEM

We need to adjust the civil service pay scales in accordance with the decision of the Acting Chief Executive-in-Council (CE-in-Council) on 14 June 2016. 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 2016 –
 - (i) the dollar value of the pay points in the directorate and upper salary bands of civil service pay scales be increased by 4.19%; and
 - (ii) the dollar value of the pay points in the middle and lower salary bands of civil service pay scales be increased by 4.68%;
 - (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**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

public with an effective and efficient service; and to ensure that civil service remuneration is regarded as fair by both civil servants and the public that they serve by maintaining broad comparability between civil service and private sector pay. 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 2007¹, including the annual pay trend survey (PTS).

2016-17 Civil Service Pay Adjustment

The Annual Pay Adjustment Process

5. Upon completion of the annual PTS, the staff sides of the four central consultative councils² (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 relevant factors, including –

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

If the pay offers are different from the staff sides' pay claims, the staff sides will be consulted again before the CE-in-Council's decision on annual civil service pay adjustment is sought.

/The

¹ The Improved Civil Service Pay Adjustment Mechanism comprises (a) the annual pay trend survey; (b) the triennial starting salaries survey to compare the starting salaries of civil service civilian grades with the entry pay of jobs in the private sector requiring similar qualifications; and (c) the six-yearly pay level survey to ascertain whether civil service pay is broadly comparable with private sector pay.

² The four central consultative councils are the Disciplined Services Consultative Council (DSCC), the Model Scale 1 Staff Consultative Council, the Police Force Council (PFC) and the Senior Civil Service Council.

The Net PTIs derived from the 2016 PTS

6. The annual PTS is commissioned by the tripartite PTS Committee comprising representatives of the staff sides, the two independent advisory bodies on civil service salaries and conditions of services³ as well as government officials. 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, namely upper, middle and lower⁴, and aggregated according to the assigned weighting into a basic pay indicator and an additional pay indicator for each salary band. The sum of the two indicators for a particular salary band is the **gross** PTI for that band. The payroll cost of increments (PCIs) incurred for civil servants in each salary band (expressed as a percentage of total salary payment) is then deducted from the relevant gross PTI to derive the **net** PTI.

7. As in previous years, the PTS Committee reviewed and agreed on the survey methodology and the survey field before the conduct of the 2016 PTS. The PTS Committee’s advice on the 2016 PTS methodology was accepted in full by both the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) and the Government. On that basis, the PTS Committee commissioned the Pay Survey and Research Unit to conduct the 2016 PTS which collected the basic pay and additional pay adjustment data of 151 934 employees in 109 companies, consisting of 150 075 employees in 80 larger companies and 1 859 employees in 29 smaller companies. The gross PTIs of the 2016 PTS (covering the 12-month period from 2 April 2015 to 1 April 2016) and the consequential net PTIs in respect of the three salary bands in the civil service are set out below –

<u>Salary Band</u>	<u>Gross PTI</u> [A]	<u>PCIs</u> [B]	<u>Net PTI</u> [A] minus [B]
Upper	5.28%	1.09%	4.19%
Middle	5.69%	1.01%	4.68%
Lower	4.90%	1.82%	3.08%

/8.

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

⁴ The pay ranges of the three salary bands for the 2016 PTS are –
 (a) Upper: Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale 39 or equivalent, viz. \$62,236 to \$127,250;
 (b) Middle: From MPS 10 to 33 or equivalent, viz. \$20,305 to \$62,235; and
 (c) Lower: Below MPS 10 or equivalent, viz. below \$20,305.

8. In accordance with the established practice, the PTS Committee met and considered the 2016 PTS findings on 25 May 2016. At the meeting, all its 12 members who attended the meeting⁵ validated the 2016 PTS findings, confirming that the survey was conducted in compliance with the agreed methodology, with only the Hong Kong Chinese Civil Servants' Association (HKCCSA) validating the findings "with reservation".

Hong Kong's Economy

9. The Hong Kong economy slowed further in the first quarter of 2016, posting only meagre year-on-year growth at 0.8% in real terms. For 2016 as a whole, the economy is projected to grow modestly by 1% to 2%. Notwithstanding the economic slowdown, the labour market held broadly stable in overall terms, with the seasonally-adjusted unemployment rate staying at a still-low level of 3.4% in February to April 2016. Wages and earnings continued to rise on the back of the low unemployment environment over the past year, at around 4% to 6% in nominal terms.

Changes in the Cost of Living

10. For the 12-month period ending March 2016, the headline Composite Consumer Price Index (CPI) inflation, which reflects the impact of the changes in consumer prices 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 at 2.7%. The headline and underlying Composite CPI, CPI(A), CPI(B) and CPI(C) inflation⁶ for the 12-month period ending March 2016 are as follows –

/Composite

⁵ The staff side representatives of the DSCC and three of the four constituent associations (except for the Superintendents' Association, which stayed in the PTS Committee as an observer) of the PFC have withdrawn from the PTS Committee since 2013. However, the PTS Committee Secretariat has continued to send meeting invitations, papers and minutes of meeting to all of them. They have also been invited to give their views on the discussion items of the PTS Committee and assured that their views would be duly considered by the PTS Committee. The concerned staff representatives have however maintained their decision not to participate in the 2016 PTS and hence have not sent in any views on it.

⁶ 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 on households as a whole (i.e. householders with monthly household expenditure in the range of \$5,600 - \$79,200 adjusted to the price level of 2015);
- CPI(A): relates to 50% of households in the relatively low expenditure ranges (i.e. roughly with monthly household expenditure in the range of \$5,600 - \$22,280 adjusted to the price level of 2015);
- CPI(B): relates to 30% of households in the relatively medium expenditure ranges (i.e. roughly with monthly household expenditure in the range of \$22,280 - \$39,400 adjusted to the price level of 2015); and
- CPI(C): relates to 10% of households in the relatively high expenditure ranges (i.e. roughly with monthly household expenditure in the range of \$39,400 - \$79,200 adjusted to the price level of 2015).

	Composite CPI	CPI(A)	CPI(B)	CPI(C)
Headline	2.7%	3.2%	2.6%	2.1%
Underlying	2.5%	3.0%	2.5%	2.1%

The headline Composite CPI is forecast to increase by 2.3% for 2016 as a whole⁷.

The Government's Fiscal Position

11. The consolidated surplus for 2015-16 is \$14.4 billion, equivalent to 0.6% of Gross Domestic Product (GDP). Fiscal reserves at end-March 2016 stood at \$842.9 billion, equivalent to 23 months of government expenditure. For 2016-17, it is estimated that we will have a small consolidated surplus of \$11.4 billion, equivalent to 0.5% of GDP. According to the 2016-17 Medium Range Forecast, the financial position of the Government over the medium term will remain sound, despite the consolidated deficit in 2018-19 and 2019-20 mainly due to the one-off funding earmarked for healthcare reform and retirement protection⁸. In the longer term, with an ageing population and slowing economic growth, if government expenditure continues to increase at a faster pace than government revenue and GDP, a structural deficit is projected to surface in a decade or so.

Staff Sides' Pay Claims

12. The pay claims from the staff sides of the four central consultative councils are summarised in the table below –

Staff Sides	Upper Salary Band	Middle Salary Band	Lower Salary Band
(I) Senior Civil Service Council (SCSC)			
(a) HKCCSA	4.19%	4.68%	4.68%
(b) Association of Expatriate Civil Servants of Hong Kong (AECS)	5.28%	N.A.	N.A.
(c) Hong Kong Senior Government Officers Association (HKSGOA)	5.28%	N.A.	N.A.
(II) Police Force Council (PFC)	5.60%		
(III) Disciplined Services Consultative Council (DSCC)	5.68%		
(IV) Model Scale 1 Staff Consultative Council (MOD 1 Council)	N.A.	N.A.	4.68%

/13.

⁷ The underlying Composite CPI is forecast to increase by 2% for 2016 as a whole.

⁸ As set out in the 2016-17 Medium Range Forecast, provisions for 2016-17 and 2018-19 include \$10 billion and \$20 billion respectively for supporting healthcare reform. A total of \$50 billion has also been earmarked for better retirement protection for the elderly in need, comprising \$10 billion provided in 2017-18 and \$20 billion provided in each of 2018-19 and 2019-20.

13. The details of staff sides' pay claims are summarised as follows –
- (a) HKCCSA, which is one of the constituent associations of the SCSC as well as the MOD 1 Council, requests a 4.19% pay rise for the upper salary band and 4.68% pay rise for the middle and lower salary bands, which are the same as the Government's pay offers;
 - (b) HKSGOA and the AECS, the other two constituent associations of the SCSC, are of the view that PCIs should no longer be taken into consideration for civil service pay adjustment, and hence request a pay rise according to the gross PTI for the upper salary band (i.e. 5.28%);
 - (c) the PFC staff side requests a pay rise of 5.6% across-the-board having regard to the findings of its own independent pay survey, and stresses that it is “totally inappropriate and unfair to deduct the PCIs from gross PTIs”;
 - (d) the DSCC staff side requests a pay rise of 5.68% across-the-board having regard to all factors relevant to civil service annual pay adjustment; and
 - (e) the MOD 1 Council staff side requests the Government to invoke the “bring-up” arrangement⁹ and adjust the salary of the lower salary band according to the net PTI of the middle salary band, i.e. 4.68%.
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 the claim that, with rising public expectation and increasing workload, a reasonable pay rise would be vital for maintaining staff morale.

/Staff

⁹ The “bring-up” arrangement refers to the arrangement to align the pay adjustment for civil servants in the lower salary band with the net PTI of the middle salary band if the latter is higher than the net PTI of the lower salary band. Please see paragraph 18 below for details.

Staff Sides' Responses to the Pay Offers

16. Pursuant to the decision of the Acting CE-in-Council on 7 June 2016, the Government has put the pay offers (i.e. 4.19% pay rise for civil servants in the directorate and upper salary band; and 4.68% pay rise for civil servants in the middle and lower salary bands) to the staff sides. Their responses are summarised as follows –

- (a) the staff side of the MOD 1 Council accepts the pay offer for the lower salary band¹⁰ and asks that the practice of PCIs deduction be abolished as soon as possible;
- (b) the HKCCSA, one of the constituent associations of the SCSC as well as the MOD 1 Council, accepts the pay offers which are the same as their pay claims for the relevant salary bands;
- (c) the other two constituent associations of the SCSC, namely the AECS and HKSGOA, accept the pay offer for the upper salary band (4.19%)¹¹ although it falls short of their original pay claim of 5.28%. They also reiterate that the practice of PCIs deduction should be reviewed;
- (d) the staff side of the PFC is “deeply disappointed” that the practice of PCIs deduction, which they consider unfair, has continued. They also repeat their request for the Government to establish a platform for the Government to discuss with the staff sides how relevant factors should be taken into account when making a decision on civil service annual pay adjustment; and
- (e) the staff side of the DSCC is not “fully satisfied” with the pay offers. They reiterate that the Government should take into account factors other than the net PTIs in deciding the civil service pay adjustment, considering that a reasonable pay rise can boost staff morale when the disciplined services are facing increasing work pressure under a politicised environment.

/Civil

¹⁰ The MOD 1 Council staff side did not make any pay claim for the upper and middle salary bands.

¹¹ The AECS and the HKSGOA did not make any pay claim for the middle and lower salary bands.

Civil Service Pay Adjustment Rates

17. The Acting 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 3 of the Legislative Council brief issued on 14 June 2016 (file reference: CSBCR/PG/4-085-001/77). In short, the practice of PCIs deduction has been implemented since 1989 on the recommendation of the 1988 Civil Service Pay Adjustment and Related Matters (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 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. It is not intended to offset the increments of civil servants. As regards the suggestion of establishing a platform for the Government and the staff sides to discuss how relevant factors should be taken into account when determining annual civil service pay adjustment, we consider that the staff sides already have ample opportunities to express their views on pay adjustment, including the submission of formal pay claims which the Executive Council will take into consideration, as well as meetings with the Secretary for the Civil Service to explain their pay claims.

18. After thoroughly considering all relevant factors as well as the staff sides' responses (summarised in paragraph 16 above) and the explanations they put forward, the Acting CE-in-Council decided that, with effect from 1 April 2016 –

- (a) the pay for civil servants in the directorate and upper salary band should be increased by 4.19%;
- (b) the pay for civil servants in the middle salary band should be increased by 4.68%; and
- (c) the pay for civil servants in the lower salary band should be increased by 4.68%.

In gist, the rates of pay adjustment would be the same as the net PTIs for the respective salary bands, save for the pay offer for civil servants in the lower salary band for which the “bring-up” arrangement would be invoked. 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. The “bring-up” arrangement for civil servants in the lower salary band has been implemented since 1989 upon the recommendation of the 1988 Committee of Inquiry on the ground, amongst others, that the Government should be among the better paying employers in relation to the lowest paid. Since

/then

then, the Government has, upon considering the specific circumstances of each year, decided to invoke the “bring-up” arrangement whenever the net PTI for the lower salary band is below that for the middle salary band with only a few exceptions (under special circumstances). For the current year, the decision to invoke the “bring-up” arrangement has also been made having regard to the specific circumstances of this year.

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 the Finance Committee’s (FC) approval of the proposals at paragraph 2 above, we will adjust the provisions for ICAC and the Auxiliaries in accordance with the established mechanism.

Adjustments to the Provisions for the Subvented Sector

20. The staff salary of the subvented sector is delinked from that of the civil service. The only exception is the salary of teaching and related staff in the aided school sector, which is pegged to the relevant civil service pay scales for the policy objective of promoting the movement of teachers between government and aided schools. Subject to FC’s approval of the 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. However, 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 according to 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

¹² If the proposed civil service pay adjustment is approved, the weighted average of civil service pay adjustment rates would be 4.54%.

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 2016-17 are as follows –

	\$ million
(a) Civil Service	4,159 ¹³
(b) ICAC	36
(c) Subvented Sector	4,720 ¹⁴
(d) Auxiliaries	10
Total	8,925

23. We have not made extra provisions under the relevant Heads of Expenditure for the proposed pay adjustment in the 2016-17 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 2016-17 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), the FC delegated to the Financial Secretary (FS) the authority to approve supplementary provision without limit in personal emoluments subheads, provided that the supplementary provision is required for salaries and allowances in accordance with approved pay scales and rates of allowances, and in respect of approved posts. On 23 July 1986 (vide Item 76), FC further delegated to FS the authority to approve supplementary provision without limit in recurrent subventions subheads provided that the supplementary provision is required for salaries and allowances in accordance with approved Government pay scales and rates within the approved ambit of the subhead. Subject to FC's approval of the proposal, we shall approve under delegated authority the supplementary provisions required under the relevant Heads of Expenditure.

/PUBLIC

¹³ This figure includes an additional cost of about \$394 million arising from pay adjustment for around 19 700 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$571 million in pension payments for those retiring in 2016-17.

¹⁴ 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 22 above.

PUBLIC CONSULTATION

24. We briefed the Legislative Council Panel on Public Service on the 2016-17 civil service pay adjustment at its meeting held on 20 June 2016. Members generally supported the proposed adjustments and noted that we would seek approval from FC.

Civil Service Bureau
Financial Services and the Treasury Bureau
June 2016

Enclosure to FCR(2016-17)59

Directorate Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
	(262,700)	(273,700)
8	255,050	265,750
	(254,850)	(265,550)
7	247,400	257,750
	(235,950)	(245,850)
6	229,150	238,750
	(223,650)	(233,000)
5	217,150	226,250
	(217,000)	(226,100)
	(210,650)	(219,500)
4	204,550	213,100
	(196,700)	(204,950)
	(190,900)	(198,900)
	(185,500)	(193,250)
3	180,200	187,750
	(169,450)	(176,550)
	(164,450)	(171,350)
	(159,700)	(166,400)
2	154,950	161,450
	(142,750)	(148,750)
	(138,600)	(144,400)
	(134,300)	(139,950)
1	130,500	135,950

Note: Figures in brackets represent increments.

Directorate (Legal) Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
	(235,950)	(245,850)
6	229,150	238,750
	(223,650)	(233,000)
5	217,150	226,250
	(217,000)	(226,100)
	(210,650)	(219,500)
4	204,550	213,100
	(196,700)	(204,950)
	(190,900)	(198,900)
	(185,500)	(193,250)
3	180,200	187,750
	(169,450)	(176,550)
	(164,450)	(171,350)
	(159,700)	(166,400)
2	154,950	161,450
	(142,750)	(148,750)
	(138,600)	(144,400)
	(134,300)	(139,950)
1	130,500	135,950

Note: Figures in brackets represent increments.

Master Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
49	117,080	121,985
48	113,010	117,745
47	109,090	113,660
46 (44B)	105,260	109,670
45 (44A)	101,620	105,880
44	95,215	99,205
43	91,910	95,760
42	88,125	91,815
41	84,480	88,020
40	80,990	84,385
39	77,650	80,905
38	74,210	77,320
37	70,955	73,930
36 (33C)	67,745	70,585
35 (33B)	64,745	67,460
34 (33A)	63,095	65,740
33	62,235	65,150
32	59,445	62,225
31	56,770	59,425
30	54,220	56,755
29	51,805	54,230
28	49,465	51,780
27	47,235	49,445
26	45,130	47,240
25	43,105	45,120
24	41,215	43,145
23	39,360	41,200
22	37,590	39,350
21	35,890	37,570
20	34,180	35,780
19	32,560	34,085
18	31,020	32,470
17	29,560	30,945
16	28,140	29,455

Master Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
15	26,785	28,040
14	25,505	26,700
13	24,280	25,415
12	22,900	23,970
11	21,550	22,560
10	20,305	21,255
9	19,160	20,060
8	17,995	18,840
7	16,890	17,685
6	15,845	16,590
5	14,905	15,605
4	13,970	14,625
3	13,120	13,735
2	12,310	12,890
1	11,575	12,120
0	10,885	11,395

Model Scale 1 Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
13	15,065	15,775
12	14,765	15,460
11	14,460	15,140
10	14,180	14,845
9	13,900	14,555
8	13,640	14,280
7	13,385	14,015
6	13,120	13,735
5	12,855	13,460
4	12,600	13,190
3	12,325	12,905
2	12,075	12,645
1	11,815	12,370
0	11,570	12,115

General Disciplined Services (Commander) Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
	(235,950)	(245,850)
4	229,150	238,750
	(196,700)	(204,950)
	(190,900)	(198,900)
	(185,500)	(193,250)
3	180,200	187,750
	(169,450)	(176,550)
	(164,450)	(171,350)
	(159,700)	(166,400)
2	154,950	161,450
	(147,100)	(153,250)
	(142,950)	(148,950)
	(138,600)	(144,400)
1	134,300	139,950

Note: Figures in brackets represent increments.

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
39	127,250	132,580
38	123,165	128,325
37	118,395	123,355
36	113,635	118,395
35	109,380	113,965
34	105,335	109,750
33	101,560	105,815
32	95,165	99,150
31	91,755	95,600
30	88,425	92,130
29	85,245	88,815
28	82,130	85,570
27	79,180	82,500
26	76,275	79,470
25	73,410	76,485
24	70,825	73,795
23	68,255	71,115
22	65,765	68,520
21	63,565	66,230
20	63,095	65,740
19	62,130	65,040
18	59,900	62,705
17	57,425	60,110
16	54,975	57,550
15	52,470	54,925
14	50,015	52,355
13	47,615	49,845
12	45,210	47,325
11	43,010	45,025
10	40,950	42,865
9	38,935	40,755
8	36,905	38,630
7	34,905	36,540

General Disciplined Services (Officer) Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
6	32,940	34,480
5	30,925	32,370
4	29,175	30,540
3	27,800	29,100
2	26,405	27,640
1	25,285	26,470
1a	24,200	25,335
1b	23,150	24,235
1c	22,170	23,210
1d	21,205	22,195

General Disciplined Services (Rank and File) Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
29	40,825	42,735
28	39,265	41,105
27	37,765	39,530
26	36,675	38,390
25	35,575	37,240
24	34,550	36,165
23	33,660	35,235
22	32,730	34,260
21	31,840	33,330
20	31,000	32,450
19	30,170	31,580
18	29,340	30,715
17	28,480	29,815
16	27,700	28,995
15	26,915	28,175
14	26,155	27,380
13	25,390	26,580
12	24,620	25,770
11	23,870	24,985
10	23,120	24,200
9	22,400	23,450
8	21,640	22,655
7	20,895	21,875
6	20,275	21,225
5	19,435	20,345
4	18,895	19,780
3	18,365	19,225
2	17,835	18,670
1	17,360	18,175
1a	16,870	17,660

Police Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
	(262,700)	(273,700)
59	255,050	265,750
	(223,650)	(233,000)
	(217,150)	(226,250)
58	210,650	219,500
	(196,700)	(204,950)
	(190,900)	(198,900)
	(185,500)	(193,250)
57	180,200	187,750
	(169,450)	(176,550)
	(164,450)	(171,350)
	(159,700)	(166,400)
56	154,950	161,450
	(147,100)	(153,250)
	(142,950)	(148,950)
	(138,600)	(144,400)
55	134,300	139,950
54a	127,250	132,580
54	123,165	128,325
53	118,395	123,355
52	113,635	118,395
51	109,380	113,965
50	105,335	109,750
49	101,560	105,815
48	95,165	99,150
47	91,755	95,600
46	88,425	92,130
45	85,245	88,815
44	82,130	85,570

Police Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
43	79,180	82,500
42	76,275	79,470
41	73,410	76,485
40	70,825	73,795
39	68,255	71,115
38	65,765	68,520
37	63,565	66,230
36	63,095	65,740
35	62,130	65,040
34	59,900	62,705
33	57,425	60,110
32	55,015	57,590
31	52,590	55,050
30	50,240	52,590
29	47,920	50,165
28	45,640	47,775
27	43,365	45,395
26	41,475	43,415
25	40,225	42,110
24	39,050	40,880
23	37,885	39,660
22	37,010	38,740
21	36,090	37,780
20	35,140	36,785
19	34,255	35,860
18	33,295	34,855
17	32,365	33,880
16	31,470	32,945
15	30,610	32,045
14	29,740	31,130
13	28,885	30,235
12	28,065	29,380
11	27,400	28,680
10	26,475	27,715

Police Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
9	25,680	26,880
8	24,895	26,060
7	24,185	25,315
6	23,440	24,535
5	22,755	23,820
4	22,090	23,125
3	21,410	22,410
2	20,780	21,755
1	20,195	21,145
1a	19,605	20,525

Note: Figures in brackets represent increments.

Training Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
16	26,720	27,970
15	25,445	26,635
14	24,220	25,355
13	23,165	24,250
12	21,745	22,765
11	19,960	20,895
10	18,325	19,185
9	17,260	18,070
8	16,200	16,960
7	15,210	15,925
6	14,290	14,960
5	13,400	14,030
4	12,590	13,180
3	11,830	12,385
2	11,085	11,605
1	10,425	10,915

Craft Apprentice Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
4	10,260	10,745
3	9,405	9,850
2	8,505	8,905
1	7,645	8,005
0	7,210	7,550

Technician Apprentice Pay Scale

Point	as at 31.3.2016	w.e.f. 1.4.2016
	\$	\$
4	12,975	13,585
3	11,830	12,385
2	10,690	11,195
1	9,835	10,300
0	9,230	9,665
