

**Comments from the ICAC Departmental Grades Staff Committee
on the Report of the Grade Structure Review in respect of
the CACO and CACI grades**

The ICAC staff side is generally disappointed with the recommendations of the SCDS contained in the Report on Review of Grade Structure of Disciplined Services. In particular their comments are: -

Salary

2. The starting salary of ACACO and to a lesser degree, CACO(L) is low and not commensurate with their responsibilities, workload and the sensitive nature of their duties, in particular for those working in the Operations Department (Ops Dept). The salary could not attract good quality new recruits and may affect ICAC's succession.

3. SCDS's proposal to grant ACACO, CACI(MS) and CACO(L) one incremental jump of one salary point at the start of the second agreement will do little to address the retention problem of staff leaving the Commission on completion of the first contract. Also, this jump is one salary point less than what SCDS proposed to our counterparts in the Police and C & E. To do justice to officers in the three ranks, the incremental jump after the first agreement should cover 2 pay points. Moreover, officers in the said three ranks should be granted another incremental jump at the start of the third agreement in order to effectively address the retention problem.

Medical and Dental Benefits after Retirement

4. Basically staff are pleading for medical and dental benefits after retirement just like their civil service counterparts, failing which they would plead for financial subsidy in the form of a raise in the contract-end contract gratuity for them to procure an insurance coverage themselves.

Through Rank for CACO(M/L)

5. It is expected that all serving CACO(L) and ACACO should grandfather the through rank approach for CACO(M/L).

Implementation

6. Since the Government has put on hold the implementation of the recommendations in view of the present economic downturn, all the recommendations in the Report should be implemented as soon as the economy has returned to a steady state.

ICAC Departmental Grades Staff Committee
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