

three years starting from 2006.

3. In the light of the findings of the 2006 SSS, the benchmark salaries for nine out of the 12 QGs for civilian grades have to be revised upwards to bring them in line with the prevailing market entry pay levels. In keeping with past practice, the starting salaries for the disciplined services grades will be revised based on a formulation that takes into account the element of special job factor in their salaries.

New Benchmarks and Starting Salaries

4. The new benchmarks for the nine QGs are set out in **Appendix I**. For the sake of completeness, the remaining three QGs with no change in benchmarks are also included. The new starting salaries of individual civilian and disciplined grades are set out in **Appendix II** and **Appendix III** respectively. For the sake of completeness, those with no change in starting salaries are also included. The revised benchmarks and starting salaries will take effect on 1 August 2007.

New Pay Scales for Assistant Ranks in QG 8

5. Apart from upward adjustments to the starting salaries, the maximum pay point of each of the assistant ranks under QG 8 (Professional and Related Grades) will be increased, with effect from 1 August 2007, by the same magnitude as the increase in entry pay to preserve the pay relativity between the assistant and the principal ranks. The new pay scales of the assistant ranks are also set out in **Appendix II**.

Air Crewman Officer III Rank

6. Following the revision in the entry pay point, the pay progression of the Air Crewman Officer III rank is set out in **Appendix IV**.

Discontinuation of the Delinking Arrangement and Abolition of the Reference Pay Scales

7. Upon the advice of the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) in 1999, the starting salaries implemented with effect from April 2000 have been delinked from the annual civil service pay adjustment resulting from the pay trend survey. This is implemented through the creation of a set of reference pay scales which are frozen at fixed dollar values until the next SSS except for special circumstances. New appointees are remunerated on the reference pay scales until they receive their first annual increment when they will revert to the “standard” civil service pay scales.

8. In the light of the periodic and frequent conduct of SSSs, the delinking arrangement will be discontinued and the reference pay scales abolished with effect from 1 August 2007. All serving civil servants remunerated on reference pay scales on that day will migrate to the corresponding pay point of the relevant “standard” civil service pay scales. All new recruits appointed on or after 1 August 2007 will be remunerated on the respective “standard” civil service pay scale.

Allowances

Job-related allowances

9. Eligibility and the rate of some job-related allowances (JRAs) and overtime and related allowances are linked to pay points. For allowances which are calculated at a rate of a specific pay point (e.g. MPS 1, GDS(R) 1, etc.) and those which are paid at fixed rates, the revision to starting salaries has no impact on them. Where the allowances are payable at an increment above the officer’s substantive salary, at a percentage of an officer’s substantive salary or at the mid-point of a particular rank scale, the allowance rates will be adjusted based on the pay points on the revised pay scales.

10. We have updated Annex 4.1 to the Civil Service Regulations which sets out the ranks that are not eligible for Shift Duty Allowance. The pay scales of the relevant ranks are no longer stated in this Annex for administrative simplicity. The amendment sheet for Annex 4.1 to the Civil Service Regulations is in **Appendix V**.

Acting allowances

11. CSR 172(2) provides the rate of the acting allowances for various types of acting appointment. With the implementation of the new starting salaries with effect from 1 August 2007, all reference pay scales will be abolished. Acting allowances for period thereafter will be based on the new pay points. Allowances for period before 1 August 2007 will continue to be based on the old rate.

Civil service housing allowances

12. Civil service housing allowances which are pegged to pay points would be adjusted by the Treasury for officers concerned with effect from 1 August 2007 where appropriate.

Conversion Arrangement for Affected Serving Civil Servants

13. For civil servants appointed, through open recruitment and in-service transfer,

on or after 1 April 2000 (but before 1 August 2007) who are still serving on entry ranks of those grades whose starting salaries will be increased, their salaries will be adjusted on 1 August 2007 in accordance with the following conversion arrangement -

- (i) if the pay of an affected serving officer on 1 August 2007 is lower than the new starting salary for his rank, his pay will be brought up to a level equal to the new starting salary; and
- (ii) if the pay of an affected serving officer on 1 August 2007 is equal to or higher than the new starting salary for his rank, his pay will be brought up to the next higher pay point (including incremental jump and omitted points, where applicable), subject to the maximum pay point (or the new maximum pay point in the case of assistant ranks in QG8) of his rank.

14. The above-mentioned conversion arrangement is subject to two technical measures as set out in **Appendix VI**.

Enquiries

15. Enquiries in connection with this circular should be addressed to Departmental Secretaries. If Departmental Secretaries themselves have enquiries, they may contact the following officers in the Civil Service Bureau:

<u>Name</u>	<u>Post</u>	<u>Tel. Number</u>
Mr George Tsoi	Assistant Secretary (Pay)	2810 3259
Ms Candy Chui	Senior Executive Officer (Pay and Leave) Special Duties	2810 2176
Mr Sunny Yeung	Senior Executive Officer (Pay)	2810 2171



(K S So)
for Secretary for the Civil Service

Existing and New Benchmarks for Each Qualification Groups (QGs)

<u>QGs</u>	<u>Qualification Requirements</u>	<u>Examples of Ranks</u>	<u>Existing Benchmark</u>	<u>New Benchmark</u>
1	Grades not requiring five passes in HKCEE	Clerical Assistant, Postman	MPS 0	MPS 1
2	School Certificate Grades Group I: Grades requiring five passes in HKCEE Group II: Grades requiring five passes in HKCEE plus considerable experience	Assistant Clerical Officer, Postal Officer Confidential Assistant, Assistant Taxation Officer	MPS 2	MPS 3
3	Higher Diploma, Diploma and Related Grades Group I: Higher Diploma Grades Group II: Diploma Grades	Dental Therapist, Physiotherapist II Technical Officer, Survey Officer	MPS 11 MPS 6	MPS 13 MPS 8
4	Technical Inspectorate and Related Grades: Higher Certificate plus experience	Assistant Clerk of Works, Assistant Inspector of Works	MPS 11	MPS 13

<u>QGs</u>	<u>Qualification Requirements</u>	<u>Examples of Ranks</u>	<u>Existing Benchmark</u>	<u>New Benchmark</u>
5	Technician, Supervisory and Related Grades Group I: certificate or apprenticeship plus experience	Amenities Assistant III, Works Supervisor II	MPS 6	no change
6	Technician, Supervisory and Related Grades Group II: craft and skill plus experience, or apprenticeship plus experience	Artisan, Motor Driver	MPS 5	no change
7	Grades requiring two passes at Advanced Level in Hong Kong Advanced Level Examination plus three credits in HKCEE (2A3O)	Court Prosecutor, Liaison Officer II	MPS 4	MPS 8
8	Professional and Related Grades Group I: Membership of a professional institution or equivalent Group II: Grades with pay structure related to grades in Group I	Treasury Accountant, Government Counsel Economist, Administrative Officer	MPS 22	MPS 27
9	Degree and Related Grades	Executive Officer II, Assistant Labour Officer II	MPS 11	MPS 16
10	Model Scale 1 Grades	Workman II, Ganger	MOD 0	no change

<u>QGs</u>	<u>Qualification Requirements</u>	<u>Examples of Ranks</u>	<u>Existing Benchmark</u>	<u>New Benchmark</u>
11	Education Grades	Certificated Master/Mistress, Assistant Education Officer	N/A	Starting salaries to be determined having regard to established relativity with QG 9 (for graduate posts) and QG3 Group I (for non-graduate posts)
12	Other Grades	Air Traffic Control Officer III, Assistant Information Officer	<i>(See Note 1)</i>	

Note 1: No benchmark is set for QG 12 and the starting salary for each rank is determined by reference to (a) relativities with relevant grades in other QGs, and (b) where such relativities are not readily identifiable, the relevant educational attainment for the grades.

Appendix II

New Starting Salaries for Civilian Grades

QG1 - GRADES NOT REQUIRING FIVE PASSES IN HKCEE

Current Benchmark: MPS 0

New Benchmark: MPS 1

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Bailiff's Assistant	Bailiff's Assistant	MPS 2	MPS 3
Clerical Assistant	Clerical Assistant	MPS 0	MPS 1
Communications Controller	Communications Controller	MPS 3	MPS 4
Cultural Services Assistant	Cultural Services Assistant II	MPS 0	MPS 1
Data Processor	Data Processor	MPS 1	MPS 2
Draughtsman	Draughtsman	MPS 2	MPS 3
Meter Reader	Meter Reader II	MPS 1	MPS 2
Office Assistant	Office Assistant	MPS 0	MPS 1
Photogrammetric Operator	Photogrammetric Operator	MPS 3	MPS 4
Photoprinter	Photoprinter II	MPS 1	MPS 2
Postman	Postman	MPS 3	MPS 4
Supplies Assistant	Supplies Assistant	MPS 0	MPS 1
Telephone Operator	Telephone Operator	MPS 1	MPS 2
Timekeeper / Checker	Timekeeper / Checker	MPS 1	MPS 2
Tracer	Tracer	MPS 0	MPS 1
Traffic Assistant	Traffic Assistant	MPS 1	MPS 2
Typist	Typist	MPS 1	MPS 2
Valuation Referencer	Valuation Referencer	MPS 2	MPS 3
Water Sampler	Water Sampler	MPS 1	MPS 2

QG2 - SCHOOL CERTIFICATE GRADES - GROUP I : GRADES REQUIRING FIVE PASSES IN HKCEE

Current Benchmark: MPS 2

New Benchmark: MPS 3

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Calligraphist	Calligraphist	MPS 2	MPS 3
Census and Survey Officer	Assistant Census and Survey Officer	MPS 6	MPS 7
Clerical Officer	Assistant Clerical Officer	MPS 2	MPS 3
Dental Inspector	Dental Inspector	MPS 6	MPS 7
Dental Surgery Assistant	Dental Surgery Assistant	MPS 4	MPS 5
Land Inspector	Land Inspector II	MPS 3	MPS 4
Marine Inspector	Marine Inspector II	MPS 4	MPS 5
Mortuary Officer	Mortuary Officer	MPS 7	MPS 8
Personal Secretary	Personal Secretary II	MPS 3	MPS 4
Police Communications Officer	Police Communications Officer	MPS 5	MPS 6
Postal Officer	Postal Officer	MPS 4	MPS 5
Social Security Assistant	Social Security Assistant	MPS 6	MPS 7
Supplies Supervisor	Supplies Supervisor II	MPS 2	MPS 3
Welfare Worker	Welfare Worker	MPS 6	MPS 7

QG2 - SCHOOL CERTIFICATE GRADES - GROUP II : GRADES REQUIRING FIVE PASSES IN HKCEE PLUS CONSIDERABLE EXPERIENCE

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Bailiff	Bailiff	MPS 12	MPS 13
Confidential Assistant	Confidential Assistant	MPS 8	MPS 9
Hostel Manager / Manageress	Hostel Manager / Manageress	MPS 10	MPS 11
Labour Inspector	Labour Inspector II	MPS 8	MPS 9
Police Translator	Police Translator II	MPS 9	MPS 10

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Supervisor of Typing Services	Supervisor of Typing Services	MPS 16	MPS 17
Tax Inspector	Tax Inspector II	MPS 9	MPS 10
Taxation Officer	Assistant Taxation Officer	MPS 2	MPS 3
Trade Controls Officer	Assistant Trade Controls Officer	MPS 9	MPS 10
Transport Controller	Transport Controller II	MPS 11	MPS 12
Transport Inspector	Transport Inspector	MPS 8	MPS 9

QG3 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES - GROUP I : HIGHER DIPLOMA GRADES

Current Benchmark: MPS 11

New Benchmark: MPS 13

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Chiropodist	Chiropodist II	MPS 13	MPS 15
Dental Therapist	Dental Therapist	MPS 11	MPS 13
Health Inspector	Health Inspector II	MPS 12	MPS 14
Occupational Safety Officer	Occupational Safety Officer II	MPS 11	MPS 13
Occupational Therapist	Occupational Therapist II	MPS 12	MPS 14
Optometrist	Optometrist	MPS 11	MPS 13
Orthoptist	Orthoptist II	MPS 11	MPS 13
Physiotherapist	Physiotherapist II	MPS 12	MPS 14
Radiographer	Radiographer II	MPS 12	MPS 14
Registered Nurse	Registered Nurse	MPS 13	MPS 15

**QG3 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES - GROUP II :
DIPLOMA GRADES**

Current Benchmark: MPS 6

New Benchmark: MPS 8

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Aeronautical Communications Officer	Aeronautical Communications Officer II	MPS 7	MPS 9
Air Traffic Flight Services Officer	Air Traffic Flight Services Officer II	MPS 7	MPS 9
Co-operative Supervisor	Co-operative Supervisor II	MPS 6	MPS 8
Dental Technician	Dental Technician II	MPS 6	MPS 8
Dispenser	Dispenser	MPS 6	MPS 8
Engineering Laboratory Technician	Engineering Laboratory Technician II	MPS 6	MPS 8
Environmental Protection Inspector	Environmental Protection Inspector	MPS 6	MPS 8
Explosives Officer	Explosives Officer II	MPS 7	MPS 9
Field Officer	Field Officer II	MPS 6	MPS 8
Fisheries Supervisor	Fisheries Supervisor II	MPS 6	MPS 8
Fisheries Technical Officer	Fisheries Technical Officer II	MPS 6	MPS 8
Laboratory Technician	Laboratory Technician II	MPS 6	MPS 8
Medical Laboratory Technician	Medical Laboratory Technician II	MPS 6	MPS 8
Pest Control Assistant	Pest Control Assistant II	MPS 7	MPS 9
Printing Officer	Printing Officer	MPS 6	MPS 8
Science Laboratory Technician	Science Laboratory Technician II	MPS 6	MPS 8
Scientific Assistant	Scientific Assistant	MPS 7	MPS 9
Social Work Assistant	Social Work Assistant	MPS 7	MPS 9
Statistical Officer	Statistical Officer II	MPS 6	MPS 8
Survey Officer	Survey Officer	MPS 7	MPS 9
Technical Officer	Technical Officer	MPS 7	MPS 9
Technical Officer (Cultural Services)	Technical Officer II (Cultural Services)	MPS 6	MPS 8
Valuation Officer	Valuation Officer	MPS 7	MPS 9
Veterinary Laboratory Technician	Veterinary Laboratory Technician II	MPS 6	MPS 8

QG4 - TECHNICAL INSPECTORATE AND RELATED GRADES – HIGHER CERTIFICATE PLUS EXPERIENCE

Current Benchmark: MPS 11

New Benchmark: MPS 13

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Air-Conditioning Inspector	Assistant Air-Conditioning Inspector	MPS 11	MPS 13
Building Services Inspector	Assistant Building Services Inspector	MPS 11	MPS 13
Building Supervisor	Assistant Building Supervisor	MPS 11	MPS 13
Clerk of Works	Assistant Clerk of Works	MPS 11	MPS 13
Electrical Inspector	Assistant Electrical Inspector	MPS 11	MPS 13
Electrical Technician	Electrical Technician	MPS 11	MPS 13
Electronics Inspector	Assistant Electronics Inspector	MPS 11	MPS 13
Force Armourer	Force Armourer	MPS 32	MPS 34
Inspector of Works	Assistant Inspector of Works	MPS 11	MPS 13
Inspector (Telecommunications) / Controller (Telecommunications)	Assistant Inspector (Telecommunications)	MPS 11	MPS 13
Marine Controller	Assistant Marine Controller	MPS 22	MPS 24
Mechanical Inspector	Assistant Mechanical Inspector	MPS 11	MPS 13
Motor Vehicle Examiner	Assistant Motor Vehicle Examiner	MPS 11	MPS 13
Police Telecommunications Inspector	Assistant Police Telecommunications Inspector	MPS 12	MPS 14
Quarry Manager	Assistant Quarry Manager	MPS 22	MPS 24
Radar Specialist Mechanic	Radar Specialist Mechanic	MPS 22	MPS 24

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Ship Inspector	Assistant Ship Inspector	MPS 11	MPS 13
Superintendent of Aids to Navigation	Assistant Superintendent of Aids to Navigation	MPS 22	MPS 24
Transport Services Officer	Transport Services Officer II	MPS 11	MPS 13
Waterworks Inspector	Assistant Waterworks Inspector	MPS 11	MPS 13

***QG5 - TECHNICIAN, SUPERVISORY AND RELATED GRADES - GROUP I :
CERTIFICATE OR APPRENTICESHIP PLUS EXPERIENCE***

Current Benchmark: MPS 6

New Benchmark: No change (i.e. MPS 6)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point (No Change)</u>
Amenities Assistant	Amenities Assistant III	MPS 7	MPS 7
Armourer	Armourer III	MPS 9	MPS 9
Consumer Services Inspector	Consumer Services Inspector	MPS 9	MPS 9
Field Assistant	Field Assistant	MPS 7	MPS 7
Foreman	Foreman	MPS 7	MPS 7
Hospital Foreman	Hospital Foreman	MPS 7	MPS 7
Launch Master	Launch Assistant	MPS 4	MPS 4
	Launch Master	MPS 8	MPS 8
Launch Mechanic	Launch Mechanic	MPS 6	MPS 6
Marine Industrial Safety Inspector	Marine Industrial Safety Inspector	MPS 13	MPS 13
Mortuary Technician	Mortuary Technician	MPS 11	MPS 11
Occupational Therapy Assistant	Occupational Therapy Assistant	MPS 7	MPS 7
Printing Technician	Printing Technician II	MPS 6	MPS 6
Projectionist	Projectionist	MPS 6	MPS 6
Radio Mechanic	Radio Mechanic	MPS 6	MPS 6
Radiographic Technician	Radiographic Technician	MPS 7	MPS 7
Tailor	Tailor	MPS 6	MPS 6
Vehicle Tester	Vehicle Tester	MPS 9	MPS 9
Works Supervisor	Works Supervisor II	MPS 9	MPS 9

***QG6 - TECHNICIAN, SUPERVISORY AND RELATED GRADES - GROUP II :
CRAFT AND SKILL PLUS EXPERIENCE OR APPRENTICESHIP PLUS
EXPERIENCE***

Current Benchmark: MPS 5

New Benchmark: No change (i.e. MPS 5)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point (No Change)</u>
Artisan	Artisan	MPS 5	MPS 5
Car Park Attendant I	Car Park Attendant I	MPS 5	MPS 5
Chainman	Chainman	MPS 5	MPS 5
Cook	Cook	MPS 5	MPS 5
Darkroom Technician	Darkroom Technician	MPS 5	MPS 5
Domestic Servant	Domestic Servant	MPS 5	MPS 5
Forest Guard	Forest Guard	MPS 5	MPS 5
Head Property Attendant	Head Property Attendant	MPS 5	MPS 5
Laboratory Attendant	Laboratory Attendant	MPS 5	MPS 5
Leading Sewerman	Leading Sewerman	MPS 5	MPS 5
Motor Driver	Motor Driver	MPS 5	MPS 5
Drain Chargeman	Drain Chargeman	MPS 8	MPS 8
Mortuary Attendant	Mortuary Attendant	MPS 8	MPS 8
Senior Artisan	Senior Artisan	MPS 8	MPS 8
Special Driver	Special Driver	MPS 8	MPS 8

QG7 - GRADES REQUIRING TWO PASSES AT ADVANCED LEVEL IN HONG KONG ADVANCED LEVEL EXAMINATION PLUS THREE CREDITS IN HKCEE

Current Benchmark: MPS 4

New Benchmark: MPS 8

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Assistant Registrar	Assistant Registrar II	MPS 6	MPS 10
Assistant Shipping Master	Assistant Shipping Master	MPS 5	MPS 9
Companies Registration Officer	Companies Registration Officer II	MPS 6	MPS 10

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Controller of Posts	Assistant Controller of Posts II	MPS 6	MPS 10
Court Prosecutor	Court Prosecutor	MPS 9	MPS 13
Housing Manager	Housing Officer	MPS 5	MPS 9
Judicial Clerk	Judicial Clerk	MPS 4	MPS 8
Land Conveyancing Officer	Land Conveyancing Officer II	MPS 6	MPS 10
Land Executive	Land Executive	MPS 9	MPS 13
Land Registration Officer	Land Registration Officer II	MPS 6	MPS 10
Law Clerk	Law Clerk	MPS 4	MPS 8
Liaison Officer	Liaison Officer II	MPS 7	MPS 11
Rent Officer	Rent Officer II	MPS 4	MPS 8
Social Security Officer	Social Security Officer II	MPS 6	MPS 10
Statistics Supervisor	Statistics Supervisor	MPS 5	MPS 9
Supplies Officer	Assistant Supplies Officer	MPS 4	MPS 8

QG8 - PROFESSIONAL AND RELATED GRADES - GROUP I : MEMBERSHIP OF A PROFESSIONAL INSTITUTION OR EQUIVALENT

Current Benchmark: MPS 22

New Benchmark: MPS 27

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point*</u>	<u>New Starting Pay Point*</u>
Architect	Assistant Architect	MPS 14 - 22	MPS 19 - 27
	Architect	MPS 27	MPS 32
Assessor	Assistant Assessor	MPS 11 - 22	MPS 16 - 27
	Assessor	MPS 25	MPS 30
Auditor	Auditor	MPS 24	MPS 29
Bank Examiner	Assistant Bank Examiner	MPS 11 - 22	MPS 16 - 27
	Bank Examiner	MPS 24	MPS 29
Building Services Engineer	Assistant Building Services Engineer	MPS 13 - 22	MPS 18 - 27
	Building Services Engineer	MPS 27	MPS 32

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point*</u>	<u>New Starting Pay Point*</u>
Building Surveyor	Assistant Building Surveyor	MPS 13 - 22	MPS 18 - 27
	Building Surveyor	MPS 25	MPS 30
Dental Officer	Dental Officer	MPS 25	MPS 30
Electrical and Mechanical Engineer	Assistant Electrical and Mechanical Engineer	MPS 13 - 22	MPS 18 - 27
	Electrical and Mechanical Engineer	MPS 27	MPS 32
Electrical Engineer	Assistant Electrical Engineer	MPS 13 - 22	MPS 18 - 27
	Electrical Engineer	MPS 27	MPS 32
Electronics Engineer	Assistant Electronics Engineer	MPS 13 - 22	MPS 18 - 27
	Electronics Engineer	MPS 27	MPS 32
Engineer	Assistant Engineer	MPS 14 - 22	MPS 19 - 27
	Engineer	MPS 27	MPS 32
Estate Surveyor	Assistant Estate Surveyor	MPS 13 - 22	MPS 18 - 27
	Estate Surveyor	MPS 25	MPS 30
Geotechnical Engineer	Assistant Geotechnical Engineer	MPS 14 - 22	MPS 19 - 27
	Geotechnical Engineer	MPS 27	MPS 32
Government Counsel	Government Counsel	MPS 27	MPS 32
Insurance Officer	Assistant Insurance Officer	MPS 11 - 22	MPS 16 - 27
	Insurance Officer	MPS 24	MPS 29
Land Surveyor	Assistant Land Surveyor	MPS 13 - 22	MPS 18 - 27
	Land Surveyor	MPS 25	MPS 30
Landscape Architect	Assistant Landscape Architect	MPS 13 - 22	MPS 18 - 27
	Landscape Architect	MPS 25	MPS 30
Legal Aid Counsel	Legal Aid Counsel	MPS 27	MPS 32
Maintenance Surveyor	Assistant Maintenance Surveyor	MPS 13 - 22	MPS 18 - 27
	Maintenance Surveyor	MPS 25	MPS 30
Marine Officer	Marine Officer	MPS 24	MPS 29

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point*</u>	<u>New Starting Pay Point*</u>
Mechanical Engineer	Assistant Mechanical Engineer	MPS 13 - 22	MPS 18 - 27
	Mechanical Engineer	MPS 27	MPS 32
Medical and Health Officer	Medical and Health Officer	MPS 27	MPS 32
Planning Officer	Assistant Planning Officer	MPS 13 - 22	MPS 18 - 27
	Planning Officer	MPS 26	MPS 31
Quantity Surveyor	Assistant Quantity Surveyor	MPS 14 - 22	MPS 19 - 27
	Quantity Surveyor	MPS 26	MPS 31
Shift Charge Engineer	Shift Charge Engineer	MPS 27	MPS 32
Shipping Safety Officer	Shipping Safety Officer	MPS 24	MPS 29
Solicitor	Solicitor	MPS 27	MPS 32
Structural Engineer	Assistant Structural Engineer	MPS 14 - 22	MPS 19 - 27
	Structural Engineer	MPS 27	MPS 32
Surveyor of Ships	Surveyor of Ships	MPS 29	MPS 34
Telecommunications Engineer	Assistant Telecommunications Engineer	MPS 13 - 22	MPS 18 - 27
	Telecommunications Engineer	MPS 27	MPS 32
Town Planner	Assistant Town Planner	MPS 13 - 22	MPS 18 - 27
	Town Planner	MPS 26	MPS 31
Treasury Accountant	Treasury Accountant	MPS 25	MPS 30
Valuation Surveyor	Assistant Valuation Surveyor	MPS 13 - 22	MPS 18 - 27
	Valuation Surveyor	MPS 25	MPS 30
Veterinary Officer	Veterinary Officer	MPS 24	MPS 29

** For assistant ranks, the pay range is also set out as both the maximum and minimum pay points will be increased.*

QG8 - PROFESSIONAL AND RELATED GRADES - GROUP II : GRADES WITH PAY STRUCTURE RELATED TO GRADES IN GROUP I

Current Benchmark: MPS 22

New Benchmark: MPS 27

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point*</u>	<u>New Starting Pay Point*</u>
Administrative Officer	Administrative Officer	MPS 22	MPS 27
Agricultural Officer	Assistant Agricultural Officer	MPS 11 - 16	MPS 16 - 21
	Agricultural Officer	MPS 22	MPS 27
Cartographer	Assistant Cartographer	MPS 11 - 16	MPS 16 - 21
	Cartographer	MPS 22	MPS 27
Chemist	Chemist	MPS 22	MPS 27
Clinical Psychologist	Clinical Psychologist	MPS 22	MPS 27
Economist	Economist	MPS 22	MPS 27
Environmental Protection Officer	Assistant Environmental Protection Officer	MPS 11 - 16	MPS 16 - 21
	Environmental Protection Officer	MPS 22	MPS 27
Fisheries Officer	Assistant Fisheries Officer	MPS 11 - 16	MPS 16 - 21
	Fisheries Officer	MPS 22	MPS 27
Forestry Officer	Assistant Forestry Officer	MPS 11 - 16	MPS 16 - 21
	Forestry Officer	MPS 22	MPS 27
Occupational Hygienist	Assistant Occupational Hygienist	MPS 11 - 16	MPS 16 - 21
	Occupational Hygienist	MPS 22	MPS 27
Operations Officer	Assistant Operations Officer	MPS 11 - 16	MPS 16 - 21
	Operations Officer	MPS 22	MPS 27
Pest Control Officer	Assistant Pest Control Officer	MPS 11 - 16	MPS 16 - 21
	Pest Control Officer	MPS 22	MPS 27
Pharmacist	Pharmacist	MPS 22	MPS 27
Physicist	Physicist	MPS 22	MPS 27
Scientific Officer	Scientific Officer	MPS 22	MPS 27
Scientific Officer (Medical)	Scientific Officer (Medical)	MPS 22	MPS 27

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point*</u>	<u>New Starting Pay Point*</u>
Statistician	Statistician	MPS 22	MPS 27
Waterworks Chemist	Waterworks Chemist	MPS 22	MPS 27

* For assistant ranks, the pay range is also set out as both the maximum and minimum pay points will be increased.

QG9 - DEGREE AND RELATED GRADES

Current Benchmark: MPS 11

New Benchmark: MPS 16

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Accounting Officer	Accounting Officer II	MPS 11	MPS 16
Analyst / Programmer	Analyst / Programmer II	MPS 13	MPS 18
Archivist	Assistant Archivist	MPS 13	MPS 18
Court Interpreter	Court Interpreter II	MPS 11	MPS 16
Curator	Assistant Curator II	MPS 11	MPS 16
Dietitian	Dietitian	MPS 13	MPS 18
Examiner	Examiner	MPS 11	MPS 16
Executive Officer	Executive Officer II	MPS 12	MPS 17
Experimental Officer	Experimental Officer	MPS 11	MPS 16
Government Transport Manager	Government Transport Manager	MPS 40	MPS 45
Hospital Administrator	Hospital Administrator II	MPS 11	MPS 16
Insolvency Officer	Insolvency Officer II	MPS 11	MPS 16
Intellectual Property Examiner	Intellectual Property Examiner II	MPS 11	MPS 16
Investment Promotion Project Officer	Investment Promotion Project Officer	MPS 40	MPS 45
Labour Officer	Assistant Labour Officer II	MPS 11	MPS 16
Law Translation Officer	Law Translation Officer	MPS 29	MPS 34
Librarian	Assistant Librarian	MPS 11	MPS 16
Management Services Officer	Management Services Officer II	MPS 11	MPS 16
Manager, Cultural Services	Assistant Manager, Cultural Services	MPS 11	MPS 16

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Official Languages Officer	Official Languages Officer II	MPS 11	MPS 16
Simultaneous Interpreter	Simultaneous Interpreter	MPS 29	MPS 34
Social Work Officer	Assistant Social Work Officer	MPS 13	MPS 18
Speech Therapist	Speech Therapist	MPS 13	MPS 18
Trade Officer	Assistant Trade Officer II	MPS 11	MPS 16
Training Officer	Training Officer II	MPS 11	MPS 16
Transport Officer	Transport Officer II	MPS 11	MPS 16

QG10 - MODEL SCALE I GRADE

Current Benchmark: MOD 0

New Benchmark: No change (i.e. MOD 0)

<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point (No Change)</u>
Workman II	MOD 0	MOD 0
Car Park Attendant II	MOD 3	MOD 3
Explosives Depot Attendant	MOD 3	MOD 3
Ganger	MOD 3	MOD 3
Gardener	MOD 3	MOD 3
Property Attendant	MOD 3	MOD 3
Supplies Attendant	MOD 3	MOD 3
Ward Attendant	MOD 3	MOD 3
Workman I	MOD 3	MOD 3
Workshop Attendant	MOD 3	MOD 3

QG11 - EDUCATION GRADES

No benchmark is set for this group, and the starting salaries for graduate posts and non-graduate posts are determined having regard to established relativity with QG 9 and QG3 Group I respectively. Hence the starting salaries for graduate posts will be increased by 5 pay points and those for non-graduate posts by 2 pay points.

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Certificated Master / Mistress	Certificated Master / Mistress	MPS 12	MPS 14
Education Assistant	Education Assistant	MPS 17	MPS 19
Education Officer	Assistant Education Officer	MPS 12	MPS 17
Education Officer (Administration)	Assistant Education Officer (Administration)	MPS 18	MPS 23
Inspector (Graduate)	Assistant Inspector (Graduate)	MPS 20	MPS 25
Inspector (Non-Graduate)	Assistant Inspector (Non-Graduate)	MPS 17	MPS 19
Lecturer (Non-Graduate)	Assistant Lecturer	MPS 17	MPS 19
Primary School Master / Mistress	Assistant Primary School Master / Mistress	MPS 12	MPS 17
Specialist (Education Services)	Specialist (Education Services) II	MPS 20	MPS 25

QG12 - OTHER GRADES

No benchmark is set for this group and the new starting pay will be determined by reference to (a) relativities with relevant grades in other QGs and (b) where such relativities are not readily identifiable, the relevant educational attainment for the grades.

<u>Grade</u>	<u>Basic Rank</u>	<u>Linked to Other QG</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point (Where Applicable)</u>
Air Traffic Control Officer	Air Traffic Control Officer III	7	MPS 20	MPS 24
Chauffeur	Chauffeur	6	MPS 5	MPS 5
Chef	No. 2 Chef	5	MPS 8	MPS 8
Computer Operator	Computer Operator II	3	MPS 4	MPS 6
Court Reporter	Court Reporter	2	MPS 27	MPS 28
Dental Hygienist	Dental Hygienist	3	MPS 3	MPS 5
Domestic Staff	Domestic Staff V	5	MPS 4	MPS 4
Driving Examiner	Driving Examiner II	2	MPS 12	MPS 13
Driving Instructor	Driving Instructor	2	MPS 8	MPS 9
Enrolled Nurse	Enrolled Nurse	3	MPS 5	MPS 7
Entertainment Standards Control Officer	Entertainment Standards Control Officer	9	MPS 11	MPS 16
Estate Assistant	Estate Assistant	6	MPS 2	MPS 2
Explosives Supervisor	Explosives Supervisor	1	MPS 2	MPS 3
Force Welfare Officer	Assistant Force Welfare Officer	9	MPS 22	MPS 27
Hawker Control Officer	Assistant Hawker Control Officer	5	MPS 8	MPS 8
Head Steward	Head Steward	5	MPS 8	MPS 8
Housekeeper	Housekeeper	5	MPS 26	MPS 26
Information Officer	Assistant Information Officer	9	MPS 11	MPS 16
Inoculator	Inoculator	3	MPS 0	MPS 2
Interviewer	Interviewer	9	MPS 30	MPS 35
Laboratory Specialist Services Officer	Laboratory Specialist Services Officer	3	MPS 29	MPS 31
Legal Aid Assistant	Legal Aid Assistant	1	MPS 14	MPS 15

<u>Grade</u>	<u>Basic Rank</u>	<u>Linked to Other QG</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point (Where Applicable)</u>
Leisure Services Manager	Assistant Leisure Services Manager II	3	MPS 11	MPS 13
Master (Correctional Services)	Master (Correctional Services)	11 / 3	MPS 17	MPS 19
Midwife	Midwife	3	MPS 5	MPS 7
Operations and Training Assistant	Operations and Training Assistant	1	MPS 2	MPS 3
Operations and Training Officer	Operations and Training Officer	2	MPS 10	MPS 11
Photographer	Photographer II	1	MPS 2	MPS 3
Police Research Officer	Assistant Police Research Officer	9	MPS 30	MPS 35
Programme Officer	Programme Assistant	2	MPS 2	MPS 3
Proof Reader	Proof Reader	1	MPS 2	MPS 3
Protocol Officer	Assistant Protocol Officer	9	MPS 23	MPS 28
Social Secretary	Assistant Social Secretary	2	MPS 23	MPS 24
Special Photographer	Special Photographer II	1	MPS 7	MPS 8
Staff Officer, Auxiliary Medical Service	Staff Officer, Auxiliary Medical Service	2	MPS 33	MPS 34
Staff Officer, Civil Aid Service	Staff Officer, Civil Aid Service	2	MPS 44	MPS 45
Traffic Warden	Traffic Warden	1	MPS 5	MPS 6
Tribunal Officer	Tribunal Officer	7	MPS 21	MPS 25
Workshop Instructor	Workshop Instructor III	5	MPS 6	MPS 6

TRAINING GRADES

(These grades are linked to the benchmark for QG2. As the benchmark for this QG is to increase by one pay point, the benchmark for the basic ranks of these grades will be increased by one pay point in the TPS.)

Current benchmark : TPS 2

New benchmark : TPS 3

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Aeronautical Communications Officer	Student Aeronautical Communications Officer	TPS 4	TPS 5
Air Traffic Control Officer	Student Air Traffic Control Officer	TPS 10	TPS 11
Air Traffic Flight Services Officer	Air Traffic Flight Services Officer III	TPS 4	TPS 5
Computer Operator	Student Computer Operator	TPS 4	TPS 5
Dental Therapist	Student Dental Therapist	TPS 4	TPS 5
Dispenser	Student Dispenser	TPS 4	TPS 5
Engineering Laboratory Technician	Student Engineering Laboratory Technician	TPS 3	TPS 4
Explosives Officer	Assistant Explosives Officer	TPS 3	TPS 4
Field Officer	Assistant Field Officer	TPS 3	TPS 4
Fisheries Supervisor	Assistant Fisheries Supervisor	TPS 3	TPS 4
Fisheries Technical Officer	Student Fisheries Technical Officer	TPS 3	TPS 4
Health Inspector	Student Health Inspector	TPS 4	TPS 5
Laboratory Technician	Laboratory Technician III	TPS 3	TPS 4
Pest Control Assistant	Student Pest Control Assistant	TPS 4	TPS 5
Registered Nurse	Student Nurse	TPS 5	TPS 6
Scientific Assistant	Student Scientific Assistant	TPS 4	TPS 5
Statistical Officer	Student Statistical Officer	TPS 3	TPS 4
Survey Officer	Survey Officer Trainee	TPS 3	TPS 4

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Technical Officer	Technical Officer Trainee	TPS 3	TPS 4
Valuation Officer	Valuation Officer Trainee	TPS 3	TPS 4
Veterinary Laboratory Technician	Student Veterinary Laboratory Technician	TPS 3	TPS 4

CRAFT APPRENTICE GRADE

(This grade is linked to the benchmark for QG1. As the benchmark for this QG is to increase by one pay point, the benchmark for the basic rank of this grade will be increased by one pay point in the CAPS.)

Current benchmark : CAPS 0

New benchmark : CAPS 1

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Craft Apprentice	Craft Apprentice	CAPS 0	CAPS 1

TECHNICIAN APPRENTICE GRADE

(This grade is linked to the benchmark for QG2. As the benchmark for this QG is to increase by one pay point, the benchmark for the basic rank of this grade will be increased by one pay point in the TAPS.)

Current benchmark : TAPS 0

New benchmark : TAPS 1

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
Technician Apprentice	Technician Apprentice	TAPS 0	TAPS 1

Revised Starting Salaries for the Disciplined Services Grades**I. Officer Grades**

<u>Dept</u>	<u>Basic Rank</u>	<u>Entry Qualification</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
CSD C&ED FSD	Officer Inspector of Customs & Excise Station Officer (Operational)	Degree and Level 1 in Use of Chinese & Use of English in the Common Recruitment Exam (CRE) or equivalent	GDS(O) 7	GDS(O) 9
		<ul style="list-style-type: none"> • Degree/Associate Degree/Higher Diploma • Registered Nurse (Psychiatry) [<i>for Officer in CSD only</i>] 	GDS(O) 6	GDS(O) 8
		<ul style="list-style-type: none"> • 2A 3O/Diploma • Registered Nurse (General) [<i>for Officer in CSD only</i>] 	GDS(O) 5	GDS(O) 7
		<ul style="list-style-type: none"> • 5Es in HKCEE/Higher Certificate/Technical Diploma • 1A 3O [<i>for Officer in CSD only</i>] 	GDS(O) 3	GDS(O) 5
CSD	Industrial Officer (Correctional Services)	Degree in relevant subject and Level 1 in Use of Chinese & Use of English in the CRE or equivalent	GDS(O) 7	GDS(O) 9
		Degree/ Associate Degree/ Higher Diploma in relevant subject	GDS(O) 6	GDS(O) 8
		2A 3O plus 1 year's experience	GDS(O) 5	GDS(O) 7
		1A 3O plus 1 year's experience	GDS(O) 3	GDS(O) 5

<u>Dept</u>	<u>Basic Rank</u>	<u>Entry Qualification</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
CSD (cont'd)	Technical Instructor (Correctional Services)	Apprenticeship/ institutional training + Experience (total not less than 10 years)	GDS(O) 2	GDS(O) 4
FSD ImmD	Station Officer(Control) Ambulance Officer Immigration Officer	Degree and Level 1 in Use of Chinese & Use of English in the CRE or equivalent	GDS(O) 5	GDS(O) 7
		Degree/ Associate Degree/ Higher Diploma	GDS(O) 4	GDS(O) 6
		2A 3O	GDS(O) 3	GDS(O) 5
GFS	Air Crewman Officer III	2A 3O	GDS(O) 1d	GDS(O) 1b
		5Es in HKCEE	GDS(R) 4	GDS(R) 7
	Aircraft Engineer	An aircraft maintenance engineer's licence plus 5 years' experience	GDS(O) 17	GDS(O) 22
	Aircraft Technician Cadet Pilot	Apprenticeship 2A 3O	GDS(R) 3 GDS(O) 1d	GDS(R) 3 GDS(O) 1b
HKPF	Inspector of Police	Degree and Level 1 in Use of Chinese & Use of English in the Common Recruitment Exam (CRE) or equivalent	PPS 21	PPS 25
		Degree/Associate Degree/ Higher Diploma	PPS 20	PPS 24
		2A 3O	PPS 19	PPS 23
ICAC	Commission Against Corruption Officer (Lower)	Degree	ICAC 15	ICAC 18
		Higher Diploma	ICAC 13	ICAC 17
		2A 3O	ICAC 12	ICAC 16
		Lower than 2A 3O	ICAC 10	ICAC 12
	Commission Against Corruption Controller	Degree	ICAC 15	ICAC 18
		Higher Diploma	ICAC 13	ICAC 17
		2A 3O	ICAC 12	ICAC 16
	Lower than 2A 3O	ICAC 10	ICAC 12	

II. Rank and File Grades

<u>Dept</u>	<u>Basic Rank</u>	<u>Entry Qualification</u>	<u>Current Starting Pay Point</u>	<u>New Starting Pay Point</u>
CSD C&ED FSD	Assistant Officer II	5Es in HKCEE	GDS(R) 3	GDS(R) 4
	Customs Officer	3Es in HKCEE	GDS(R) 2	GDS(R) 3
	Ambulanceman Fireman (Operational and Marine)	Up to completion of F.5	GDS(R) 1	GDS(R) 2
FSD	Fireman (Workshops)	3Es in HKCEE	GDS(R) 1	GDS(R) 2
CSD	Instructor (Correctional Services)	5 years' experience /Apprenticeship/ Institutional training in various trades	GDS(R) 2	GDS(R) 3
FSD	Senior Fireman (Control) Senior Fireman (Canteen Supervisor)	5 Es in HKCEE	GDS(R) 13	GDS(R) 14
ImmD	Immigration Assistant	5Es in HKCEE	GDS(R) 2	GDS(R) 3
HKPF	Police Constable	5Es in HKCEE	PPS 2	PPS 3
		3Es in HKCEE	PPS 1	PPS 2
ICAC	Assistant Commission Against Corruption Officer	5Es in HKCEE	ICAC 3	ICAC 4
		Lower than 5Es in HKCEE	ICAC 1	ICAC 2
	Commission Against Corruption Investigator (Main Stream)	5Es in HKCEE	ICAC 3	ICAC 4
		Lower than 5Es in HKCEE	ICAC 1	ICAC 2
	Commission Against Corruption Investigator (Attendant Stream)	5Es in HKCEE	ICAC 3	ICAC 4
		Lower than 5Es in HKCEE	ICAC 1	ICAC 2

New Pay Scale of Air Crewman Officer III Rank

GDS(R) 7 → GDS (R) 9 → GDS(O) 1b → GDS(O) 1a → GDS(O) 1 →

GDS(O) 2 → GDS(O) 3 → GDS(O) 4 → GDS(O) 5 → GDS(O) 6 →

GDS(O) 7 → GDS(O) 8 → GDS(O) 9 → GDS(O) 10 → GDS(O) 11 →

GDS(O) 12 → GDS(O) 13 → GDS(O) 14 → GDS(O) 15 → GDS(O) 16

Note:

1. GDS(R) refers to the General Disciplined Services (Rank and File) Pay Scale.
2. GDS(O) refers to the General Disciplined (Officer) Pay Scale.
3. The starting pay for Air Crewman Officer III with 5Es in HKCEE is GDS(R) 7.
4. The starting pay for Air Crewman Officer III with 2A3O is GDS(O) 1b.

Amendment Sheet for Annex 4.1 to the Civil Service Regulations

**List of ranks whose pay scales
have already been adjusted in
recognition of the requirement to work shifts and irregular hours**

(I) Ranks on Master Pay Scale and Training Pay Scale

Aeronautical Communications Officer I
Aeronautical Communications Officer II
Aeronautical Communications Supervisor
Air Traffic Flight Services Officer I
Air Traffic Flight Services Officer II
Air Traffic Flight Services Officer III
Air Traffic Control Officer III
Assistant Census and Survey Officer
Assistant Chief Bailiff
Assistant Computer Operation Manager
Assistant Hawker Control Officer
Assistant Laundry Manager
Assistant Police Telecommunications Inspector
Bailiff
Bailiff's Assistant
Census and Survey Officer
Chief Hawker Control Officer
Chief Scientific Assistant
Communications Controller
Computer Operator I
Computer Operator II
Enrolled Nurse

Ranks

Enrolled Nurse (Psychiatric)
Hawker Control Officer
Head Property Attendant
Legal Aid Assistant
Midwife
Nursing Officer
Nursing Officer (Psychiatric)
Police Communications Assistant (old rank scale)
Police Communications Computer Operator (old rank scale)
Police Communications Officer
Police Telecommunications Inspector
Police Translator I
Police Translator II
Postal Officer
Principal Hawker Control Officer
Registered Nurse
Registered Nurse (Psychiatric)
Scientific Assistant
Senior Bailiff
Senior Census and Survey Officer
Senior Computer Operator
Senior Hawker Control Officer
Senior Legal Aid Assistant
Senior Police Communications Officer
Senior Scientific Assistant
Senior Tax Inspector

Ranks

Senior Traffic Warden

Senior Transport Controller

Student Aeronautical Communications Officer

Student Air Traffic Control Officer

Student Computer Operator

Student Nurse

Student Nurse (Psychiatric)

Student Scientific Assistant

Tax Inspector I

Tax Inspector II

Telephone Operator (old rank scale)

Traffic Warden

Transport Controller I

Transport Controller II

(II) Rank on Model Scale 1 Pay Scale

Property Attendant

Note

Officers remunerated from the Police Pay Scale, the General Disciplined Services Pay Scale and the Independent Commission Against Corruption (ICAC) Pay Scale are **not** eligible for Shift Duty Allowance.

Technical Measure 1:
Realignment of Incremental Date of Serving Civil Servants

- The incremental date of a serving civil servant will be re-aligned to the date when the new starting salaries take effect if –
 - (a) the rank on which the officer serves falls within –
 - (i) QG 3,4,7,8,9,11 or those ranks within QG 12 with adjustment pegged to one of the above-mentioned QGs; or
 - (ii) an officer rank of the disciplined grades; and
 - (b) the officer’s pay point immediately before the effective date of the new starting salaries is two or more pay points¹ below the new starting salaries.

- For those officers whose incremental date will be re-aligned to the date when the new starting salaries take effect, they will earn their next annual increment one year after the implementation date if they have not yet reached the maximum pay point of the pay scales of their ranks.

¹ Where there is omitted point or incremental jump between the new starting salaries and the existing pay of an officer, such omitted points or incremental jump shall not be taken into account. Furthermore, if the incremental date for all civil servants in the entry rank of a grade is set at the same day as a matter of appointment policy, no re-alignment of incremental date is necessary even if an officer’s existing pay is two or more pay points below the new, higher starting salary.

Technical Measure 2:
Special Conversion Arrangement for
Serving Civil Servants Appointed on or after 1 April 2000

- For a serving officer in an entry rank in the disciplined grades with incremental jump(s), for whom incremental jump(s) has been awarded before the implementation date of the new starting salaries -

Salary A: The pay point as determined by the normal conversion rules.

Salary B: A pay point on the new pay scale such that his salary in the subsequent years, after taking into account annual increment and any incremental jump(s), would not be worse off than the case if he joined the rank as a new recruit on the implementation date and moved up the pay scale in the subsequent years, earning annual increment and incremental jump(s) along the way.

- The new pay point for the officer on the implementation date will be the higher of Salary A or Salary B.
