

**Standing Committee on Disciplined Services
Salaries and Conditions of Service**

Terms of Reference

- I. To advise and make recommendations to the Chief Executive of the Hong Kong Special Administrative Region of the People's Republic of China in respect of the Disciplined Services on –
- (a) the principles and practices governing grade, rank and salary structures including the creation and abolition of grades and ranks at all levels;
 - (b) salary levels and structure of individual grades;
 - (c) the evaluation of jobs for the purpose of determining salaries and conditions of service;
 - (d) conditions of service and benefits other than salary that are relevant to the determination of remuneration;
 - (e) assessment of levels of, and eligibility for, allowances payable specifically to Disciplined Services staff;
 - (f) any matters affecting the Disciplined Services that require to be specially considered in relation to the machinery for the regular overall review of public service pay below the bottom point of the directorate in the general civil service;
 - (g) annual pay awards for ranks and grades remunerated at levels equivalent to or above the bottom point of the directorate in the general civil service;
 - (h) creation of permanent posts in ranks and grades remunerated at levels equivalent to or above the bottom point of the directorate in the general civil service;
 - (i) consultative machinery and procedures to enable management and staff to discuss matters within the Standing Committee's terms of reference;
 - (j) the need for special or regular reviews to be commissioned or undertaken by the Standing Committee itself, on matters within its purview; and
 - (k) matters referred to the Standing Committee by the Chief Executive or matters which the Standing Committee considers appropriate to its terms of reference.

- II. The Standing Committee shall not advise on the salaries and conditions of service of the Heads of the Disciplined Services unless specifically invited to do so by the Chief Executive.
- III. The Standing Committee shall operate through sub-committees: the Police Sub-Committee, the General Disciplined Services Sub-Committee, the Independent Commission Against Corruption (ICAC) Sub-Committee and such other sub-committees as the Standing Committee may establish. All submissions to the Standing Committee shall be considered in the first instance by the sub-committees, which shall be responsible for formulating their own recommendations separately. The Standing Committee shall oversee the work of the sub-committees, approve their recommendations (amended if the Standing Committee sees fit) and submit them to the Chief Executive.
- IV. The Standing Committee shall participate in the annual pay trend survey exercise through nominating one or two members to the Pay Trend Survey Committee.
- V. The Heads of the Disciplined Services may jointly or individually refer any matters relating to the pay and conditions of service of the Disciplined Services to the Standing Committee. In addition, the Official Side and Staff Side of the Police Force Council, the Disciplined Services Consultative Council and the ICAC Staff Consultative Committee may jointly or individually refer such matters to the Standing Committee.
- VI. The Standing Committee shall give due weight to any wider community interests, including financial and economic considerations, which in its view are relevant.
- VII. The Standing Committee shall not consider cases of individual officers nor be involved in appointments, promotions and discipline matters.
- VIII. The Standing Committee shall consider in the light of experience whether any amendments to its terms of reference are desirable, and if so, recommend appropriate changes.
- IX. In carrying out its terms of reference, the Standing Committee, through its sub-committees, shall ensure that adequate opportunities are provided for staff associations or management to express their views. The Standing Committee, through its sub-committees, may also receive views from other bodies which in its view have a direct interest.

**Membership of the
Standing Committee on Disciplined Services
Salaries and Conditions of Service**

Chairman

The Hon Henry Fan Hung-ling, SBS, JP
(Taking leave of absence from 28 October 2008)

Mr Barry Cheung Chun-yuen, JP
(Acting Chairman from 28 October 2008)

Sub-Committee Chairmen

Ms Wong Mee-chun, JP (General Disciplined Services Sub-Committee)

Mr Barry Cheung Chun-yuen, JP (ICAC Sub-Committee)

Ms Chiang Lai-yuen (Police Sub-Committee)

Members

Mr William Chan Fu-keung

Miss Elaine Chan Wing-yi

Mr Robert Philip Cutler *(until 27 November 2008)*

The Hon Ip Kwok-him, GBS, JP

Mr Michael Lee Tze-hau

Mr Mark Lin, JP

Membership of the Sub-Committees

General Disciplined Services Sub-Committee

Ms Wong Mee-chun, JP (Chairman)
Mr William Chan Fu-keung
Miss Elaine Chan Wing-yi
Mr Barry Cheung Chun-yuen, JP
Mr Robert Philip Cutler (*until 27 November 2008*)
The Hon Mr Ip Kwok-him, GBS, JP
Mr Michael Lee Tze-hau

ICAC Sub-Committee

Mr Barry Cheung Chun-yuen, JP (Chairman)
Miss Elaine Chan Wing-yi (*since 28 May 2008*)
Ms Chiang Lai-yuen
The Hon Ip Kwok-him, GBS, JP
Mr Mark Lin, JP
Ms Wong Mee-chun, JP

Police Sub-Committee

Ms Chiang Lai-yuen (Chairman)
Mr William Chan Fu-keung
Miss Elaine Chan Wing-yi
Mr Robert Philip Cutler (*until 27 November 2008*)
Mr Michael Lee Tze-hau
Mr Mark Lin, JP

List of Submissions Received
(from December 2007 to 15 November 2008)

The Committee received submissions from the following –

Correctional Services Department

- ✧ Commissioner of Correctional Services
- ✧ Correctional Services Officers' Association
- ✧ Hong Kong Chinese Civil Servants' Association – Instructor's Branch (Correctional Services)
- ✧ Hong Kong Chinese Civil Servants' Association – Technical Instructors Branch
- ✧ Hong Kong Correctional Services Department Assistant Officers General Association
- ✧ Individual staff

Customs and Excise Department

- ✧ Commissioner of Customs and Excise
- ✧ Association of Customs & Excise Service Officers
- ✧ Hong Kong Chinese Civil Servants' Association – Customs Officer Grade Branch
- ✧ Hong Kong Customs and Excise Staff General Association
- ✧ Hong Kong Customs Officers Union
- ✧ Staff Association of Customs & Excise Service Senior Officers
- ✧ Individual staff

Fire Services Department

- ✧ Director of Fire Services
- ✧ Hong Kong Fire Services Control Staff's Union
- ✧ Hong Kong Fire Services Department Ambulancemen's Union
- ✧ Hong Kong Fire Services Department Ambulance Officers Association
- ✧ Hong Kong Fire Services Department Staffs General Association
- ✧ Hong Kong Fire Services Officers Association
- ✧ Individual staff

Government Flying Service

- ✧ Controller, Government Flying Service
- ✧ Government Flying Service Aircrewman Officers Association
- ✧ Government Flying Service Aircraft Engineers Association
- ✧ Government Flying Service Aircraft Technicians Union
- ✧ Government Flying Service Pilots Union
- ✧ Individual staff

Hong Kong Police Force

- ✧ Commissioner of Police
- ✧ Police Force Council Staff Side
- ✧ Individual staff (including former staff)

Immigration Department

- ✧ Director of Immigration
- ✧ Hong Kong Immigration Assistants Union
- ✧ Hong Kong Immigration Department Staff Association
- ✧ Hong Kong Immigration Department Rank & File General Union
- ✧ Immigration Service Officers Association

Independent Commission Against Corruption

- ✧ Commissioner, ICAC
- ✧ ICAC Community Relations Department Staff Representatives
- ✧ ICAC Departmental Grades Staff Committee
- ✧ ICAC Operations Department Staff Representatives

Others

- ✧ Disciplined Services Consultative Council (Staff Side)
- ✧ Government Disciplined Services General Union
- ✧ Hong Kong Chinese Civil Servants' Association
- ✧ Hong Kong Chinese Civil Servants' Association – General Disciplined Services Consultative Committee

Visits to the Disciplined Services by Members of the Standing Committee

Correctional Services Department

- ✧ Stanley Prison on 1 March 2008
- ✧ Ma Po Ping Prison and Tong Fuk Centre on 26 April 2008

Customs and Excise Department

- ✧ Lok Ma Chau Control Point and Customs Drug Investigation Bureau on 11 January 2008
- ✧ Ports and Maritime Command, Revenue and General Investigation Bureau and Intellectual Property Investigation Bureau on 15 March 2008

Fire Services Department

- ✧ Rescue Training Centre, Tsim Sha Tsui Fire Station and Central Fireboat Station on 25 January 2008
- ✧ New Projects Division, Fire Services Communication Centre and Mobile Command Unit on 23 February 2008

Government Flying Service

- ✧ Demonstration of rescue operation at Soko Islands and visit to Headquarters on 4 January 2008

Hong Kong Police Force

- ✧ Wanchai Police Station on 16 November 2007
- ✧ Police Tactical Unit Headquarters on 30 November 2007
- ✧ Crime Wing Headquarters on 21 February 2008
- ✧ Police College on 27 February 2008
- ✧ Marine Police Headquarters on 9 May 2008

Immigration Department

- ✧ Lo Wu Control Point and Ma Tau Kok Detention Centre on 26 January 2008
- ✧ Harbour Division and Investigation Sub-division on 29 February 2008

Independent Commission Against Corruption

- ✧ Operations Department on 17 January 2008
- ✧ Corruption Prevention Department and Community Relations Department on 15 February 2008

**General Disciplined Services Pay Scales
(as at 1 April 2008)**

General Disciplined Services (Rank and File) Pay Scale		General Disciplined Services (Officer) Pay Scale		General Disciplined Services (Commander) Pay Scale	
Pay Point	\$	Pay Point	\$	Pay Point	\$
27	29,365	38	97,545	4	181,450
26	28,525	37	93,765		
25	27,665	36	89,995		(151,200) [#]
24	26,870	35	86,630		(146,950)*
23	26,185	34	83,420	3	142,700
22	25,460	33	80,430		
21	24,760	32	77,625		(130,300) [#]
20	24,105	31	74,845		(126,500)*
19	23,465	30	72,135	2	122,700
18	22,815	29	69,540		
17	22,150	28	66,985		(113,150) [#]
16	21,540	27	64,585		(109,700)*
15	20,940	26	62,225	1	106,400
14	20,340	25	59,885		
13	19,745	24	57,770		
12	19,150	23	55,675		
11	18,565	22	53,645		
10	17,980	21	51,850		
9	17,415	20	50,170		
8	16,830	19	48,320		
7	16,250	18	46,585		
6	15,750	17	44,665		
5	15,100	16	42,750		
4	14,685	15	40,810		
3	14,275	14	38,895		
2	13,860	13	37,030		
1	13,480	12	35,165		
1a	13,105	11	33,455		
		10	31,845		
		9	30,280		
		8	28,705		
		7	27,155		
		6	25,620		
		5	24,050		
		4	22,690		
		3	21,620		
		2	20,540		
		1	19,665		
		1a	18,820		
		1b	18,010		
		1c	17,240		
		1d	16,500		

Note

- (1) * denotes an increment on completion of two years of service in the rank.
(2) # denotes a second increment after a further three years of service.

**Police Pay Scale
(as at 1 April 2008)**

Pay Point	\$
35	48,320
34	46,585
33	44,665
32	42,785
31	40,900
30	39,070
29	37,265
28	35,495
27	33,720
26	32,255
25	31,285
24	30,370
23	29,460
22	28,785
21	28,065
20	27,330
19	26,635
18	25,895
17	25,170
16	24,475
15	23,805
14	23,125
13	22,470
12	21,835
11	21,305
10	20,590
9	19,975
8	19,360
7	18,805
6	18,230
5	17,695
4	17,180
3	16,655
2	16,160
1	15,690
1a	15,235

Pay Point	\$
59	202,000
	(172,000)*
58	166,900
	(151,200)#
	(146,950)*
57	142,700
	(130,300)#
	(126,500)*
56	122,700
	(113,150)#
	(109,700)*
55	106,400
54	97,545
53	93,765
52	89,995
51	86,630
50	83,420
49	80,430
48	77,625
47	74,845
46	72,135
45	69,540
44	66,985
43	64,585
42	62,225
41	59,885
40	57,770
39	55,675
38	53,645
37	51,850
36	50,170

Note

- (1) PPS 55-59 are pay points for officers at the directorate level.
- (2) * denotes an increment on completion of two years of service in the rank.
- (3) # denotes a second increment after a further three years of service.

**ICAC Pay Scale
(as at 1 April 2008)**

Pay Point	\$
29	53,740
28	51,160
27	48,145
26	46,685
25	44,545
24	42,335
23	40,170
22	37,995
21	35,810
20	34,140
19	32,480
18	31,105
17	29,730
16	28,350
15	27,310
14	26,965
13	26,265
12	25,550
11	24,180
10	22,815
9	21,550
8	20,305
7	19,050
6	17,730
5	16,410
4	15,100
3	14,550
2	13,995
1	13,490

Pay Point	\$
	(172,000)*
48	166,900
	(151,200)#
	(146,950)*
47	142,700
	(130,300)#
	(126,500)*
46	122,700
	(113,150)#
	(109,700)*
45	106,400
44	97,545
43	93,765
42	89,995
41	86,630
40	83,420
39	80,370
38	77,580
37	74,775
36	72,060
35	69,240
34	66,660
33	64,055
32	61,485
31	58,875
30	56,295

Note

- (1) IPS 3 and IPS 15 are not points for pay progression.
- (2) IPS 45-48 are pay points for officers at the directorate level.
- (3) * denotes an increment on completion of two years of service in the rank.
- (4) # denotes a second increment after a further three years of service.

Disciplined Services Grades and Ranks of Correctional Services Department

Rank	Pay Scale as at 1 April 2008	No. of Posts	% of Total
<i>Directorate</i>			
Commissioner of Correctional Services	GDS(C) 4 \$181,450	1	0.02%
Deputy Commissioner of Correctional Services	GDS(C) 3 \$142,700 – \$151,200	1	0.02%
Assistant Commissioner of Correctional Services	GDS(C) 2 \$122,700 – \$130,300	4	0.07%
General Manager (Correctional Services Industries)	GDS(C) 1 \$106,400 – \$113,150	1	0.02%
Chief Superintendent of Correctional Services	GDS(C) 1 \$106,400 – \$113,150	2	0.03%
<i>Sub-total</i>		9	0.16%
<i>Officer/Superintendent of Correctional Services Grade (Officer Cadre)</i>			
Senior Superintendent of Correctional Services	GDS(O) 36 – 38 \$89,995 – \$97,545	12	0.20%
Superintendent of Correctional Services	GDS(O) 32 – 35 \$77,625 – \$86,630	37	0.62%
Chief Officer	GDS(O) 26 – 31 \$62,225 – \$74,845	62	1.04%
Principal Officer	GDS(O) 21 – 25 \$51,850 – \$59,885	223	3.75%
Officer	GDS(O) 5 – 20 \$24,050 – \$50,170	613	10.32%
<i>Sub-total</i>		947	15.93%
<i>Industrial Officer (Correctional Services) Grade (Officer Cadre)</i>			
Superintendent of Correctional Services Industries	GDS(O) 32 – 35 \$77,625 – \$86,630	3	0.05%
Chief Industrial Officer (Correctional Services)	GDS(O) 26 – 31 \$62,225 – \$74,845	9	0.15%
Principal Industrial Officer (Correctional Services)	GDS(O) 21 – 25 \$51,850 – \$59,885	21	0.35%
Industrial Officer (Correctional Services)	GDS(O) 5 – 20 \$24,050 – \$50,170	23	0.39%
<i>Sub-total</i>		56	0.94%

Rank	Pay Scale as at 1 April 2008	No. of Posts	% of Total
<i>Technical Instructor (Correctional Services) Grade (Officer Cadre)</i>			
Technical Instructor (Correctional Services)	GDS(O) 4 – 13 \$22,690 – \$37,030	111	1.87%
<i>Sub-total</i>		111	1.87%
<i>Assistant Officer Grade (Rank and File)</i>			
Assistant Officer I	GDS(R) 14 – 27 \$20,340 – \$29,365	1 868	31.45%
Assistant Officer II	GDS(R) 2 – 13 \$13,860 – \$19,745	2 778	46.77%
<i>Sub-total</i>		4 646	78.22%
<i>Instructor (Correctional Services) Grade (Rank and File)</i>			
Instructor (Correctional Services)	GDS(R) 3 – 19 \$14,275 – \$23,465	171	2.88%
<i>Sub-total</i>		171	2.88%
<i>Total</i>		5 940	100%

Note

- (1) Figures on number of posts show the position as at 1 January 2008.
- (2) The percentages may not add up to 100% due to rounding.

Examples of Workload Indicators of Correctional Services Department

Workload Indicators	1988	1998	2006	2007
Average daily number of prisoners	9 230	10 066	10 303	9 987
Occupancy rate (%)	NA	115%	108.2%	102.8%
Average number of prisoners engaged in industrial work managed by Correctional Services Industries	6 711	5 553	6 277	5 856
Commercial value of production/services managed by Correctional Services Industries	\$178.7M	\$422.8M	\$398.9M	\$412.4M
Average daily number of prisoners and inmates under re-integration cum supervision schemes	NA	2 001	1 544	1 570
Average daily number of young prisoners and inmates engaged in correctional education	NA	994	820	786
No. of cases under aftercare supervision	NA	3 359	2 748	2 899
No. of psychological counselling and welfare services sessions and visits	34 354	68 727	177 979	171 858

Source: Controlling Officer's Reports (HKSAR Government Estimates)

Recommended Pay Scales for Non-directorate Ranks of Correctional Services Department

Rank	Existing Pay Scale	Recommended Pay Scale
<i>Assistant Officer Grade</i>		
Assistant Officer II	GDS(R) 2 – 13 ^(Note 1) plus two Long Service Increments, one each upon completion of 18 and 25 years of in-rank service at GDS(R) 14 and 15 respectively	GDS(R) 2 – 14 ^(Note 1) plus four Long Service Increments, one each upon completion of 12, 18, 24 and 30 years of in-rank service at GDS(R) 15, 16, 17 and 18 respectively
Assistant Officer I	GDS(R) 14 – 27	GDS(R) 15 – 29 ^(Note 3)
<i>Officer/Superintendent of Correctional Services Grade</i>		
Officer	GDS(O) 5 – 20 ^(Note 2)	GDS(O) 5 – 21 ^(Note 4)
Principal Officer	GDS(O) 21 – 25	GDS(O) 22 – 26
Chief Officer	GDS(O) 26 – 31	GDS(O) 27 – 32
Superintendent of Correctional Services	GDS(O) 32 – 35	GDS(O) 33 – 36
Senior Superintendent of Correctional Services	GDS(O) 36 – 38	GDS(O) 37 – 39 ^(Note 3)
<i>Instructor (Correctional Services) Grade</i>		
Instructor (Correctional Services)	GDS(R) 3 – 19	GDS(R) 3 – 20
<i>Technical Instructor (Correctional Services) Grade</i>		
Technical Instructor (Correctional Services)	GDS(O) 4 – 13	GDS(O) 4 – 14
<i>Industrial Officer (Correctional Services) Grade</i>		
Industrial Officer (Correctional Services)	GDS(O) 5 – 20 ^(Note 2)	GDS(O) 5 – 21 ^(Note 4)
Principal Industrial Officer (Correctional Services)	GDS(O) 21 – 25	GDS(O) 22 – 26
Chief Industrial Officer (Correctional Services)	GDS(O) 26 – 31	GDS(O) 27 – 32
Superintendent of Correctional Services Industries	GDS(O) 32 – 35	GDS(O) 33 – 36

Note

- (1) The Assistant Officer II rank at present has two incremental jumps, first one upon completion of one year of service and second one upon five years of service subject to passing the promotion examination.
- (2) The Officer and Industrial Officer (Correctional Services) ranks at present have one incremental jump upon completion of one year of service.
- (3) New pay points of GDS(R) 28, GDS(R) 29 and GDS(O) 39 are proposed.
- (4) In addition to (2) above, two more incremental jumps, one each upon completion of five and eight years of service, are proposed for the Officer and Industrial Officer ranks subject to passing the promotion examination.

Disciplined Services Grades and Ranks of Customs and Excise Department

Rank	Pay Scale as at 1 April 2008	No. of Posts	% of Total
<i>Directorate</i>			
Commissioner of Customs and Excise	GDS(C) 4 \$181,450	1	0.02%
Deputy Commissioner of Customs and Excise	GDS(C) 3 \$142,700 – \$151,200	1	0.02%
Assistant Commissioner of Customs and Excise	GDS(C) 2 \$122,700 – \$130,300	4*	0.09%
Chief Superintendent of Customs and Excise	GDS(C) 1 \$106,400 – \$113,150	2	0.04%
<i>Sub-total</i>		8	0.17%
<i>Inspector/Superintendent of Customs and Excise Grade (Officer Cadre)</i>			
Senior Superintendent of Customs and Excise	GDS(O) 36 – 38 \$89,995 – \$97,545	17	0.37%
Superintendent of Customs and Excise	GDS(O) 32 – 35 \$77,625 – \$86,630	32	0.71%
Assistant Superintendent of Customs and Excise	GDS(O) 26 – 31 \$62,225 – \$74,845	72	1.59%
Senior Inspector of Customs and Excise	GDS(O) 21 – 25 \$51,850 – \$59,885	300	6.61%
Inspector of Customs and Excise	GDS(O) 5 – 20 \$24,050 – \$50,170	419	9.24%
<i>Sub-total</i>		840	18.52%
<i>Customs Officer Grade (Rank and File)</i>			
Chief Customs Officer	GDS(R) 23 – 27 \$26,185 – \$29,365	309	6.81%
Senior Customs Officer	GDS(R) 14 – 22 \$20,340 – \$25,460	988	21.78%
Customs Officer	GDS(R) 2 – 13 \$13,860 – \$19,745	2 391	52.71%
<i>Sub-total</i>		3 688	81.30%
<i>Total</i>		4 536	100%

Note

- (1) Figures on number of posts show the position as at 1 January 2008.
- (2) * Including one supernumerary post.
- (3) The percentages may not add up to 100% due to rounding.

Examples of Workload Indicators of Customs and Excise Department

Workload Indicators	1988	1998	2006	2007
No. of seizure cases of dutiable commodities and articles other than dutiable commodities (value)	9 905 (\$46.6M)	23 724 (\$322.1M)	38 900 (\$332.1M)	45 876 (\$368.8M)
Dangerous drugs seizure cases	304	795	638	695
Intellectual property rights investigation	-	4 234	10 725	10 578
No. of Intellectual property seizure cases (value)	920 (\$55.9M)	2 283 (\$1,543M)	9 860 (\$183.7M)	9 837 (\$185.9M)
Dutiable commodities licences/permits issued	35 574	176 782	120 246	117 668
Duty collected (value)	\$3,799M	\$7,905M	\$6,956.5M	\$7,031.4M
Duty recovered, licence fees, customs attendance fees and other related payments collected	\$4.3M	\$69.7M	\$7.2M	\$8.5M
Anti-illicit-cigarette seizure cases (cigarettes seized : '000 sticks)	-	47 (73 742)	1 567 (66 999)	965 (103 400)
Anti-illicit-fuel seizure cases (hydrocarbon oil seized : '000 litres)	-	236 (900)	1 214 (804)	1 152 (897)

Source: Controlling Officer's Reports (HKSAR Government Estimates)

**Recommended Pay Scales for Non-directorate Ranks of
Customs and Excise Department**

Rank	Existing Pay Scale	Recommended Pay Scale
<i>Customs Officer Grade</i>		
Customs Officer	GDS(R) 2 – 13 ^(Note 1) plus two Long Service Increments, one each upon completion of 18 and 25 years of in-rank service at GDS(R) 14 and 15 respectively	GDS(R) 4 ^(Note 2) – 14 ^(Note 3) plus four Long Service Increments, one each upon completion of 12, 18, 24 and 30 years of in-rank service at GDS(R) 15, 16, 17 and 18 respectively
Senior Customs Officer	GDS(R) 14 – 22	GDS(R) 15 – 23
Chief Customs Officer	GDS(R) 23 – 27	GDS(R) 24 – 29 ^(Note 4)
<i>Inspector/Superintendent of Customs and Excise Grade</i>		
Inspector of Customs and Excise	GDS(O) 5 – 20 ^(Note 1)	GDS(O) 5 – 21 ^(Note 5)
Senior Inspector of Customs and Excise	GDS(O) 21 – 25	GDS(O) 22 – 26
Assistant Superintendent of Customs and Excise	GDS(O) 26 – 31	GDS(O) 27 – 32
Superintendent of Customs and Excise	GDS(O) 32 – 35	GDS(O) 33 – 36
Senior Superintendent of Customs and Excise	GDS(O) 36 – 38	GDS(O) 37 – 39 ^(Note 4)

Note

- (1) The Customs Officer and Inspector of Customs and Excise ranks at present have one incremental jump upon completion of one year of service.
- (2) We have no objection to the removal of sub-entry levels below five passes in HKCEE for the Customs Officer rank.
- (3) In addition to (1) above, one more incremental jump upon completion of five years of service is proposed for the Customs Officer rank subject to passing the promotion examination.
- (4) New pay points of GDS(R) 28, GDS(R) 29 and GDS(O) 39 are proposed.
- (5) In addition to (1) above, two more incremental jumps, one each upon completion of five and eight years of service, are proposed for the Inspector of Customs and Excise rank subject to passing the promotion examination.

Disciplined Services Grades and Ranks of Fire Services Department

Rank	Pay Scale as at 1 April 2008	No. of Posts	% of Total
<i>Directorate</i>			
Director of Fire Services	GDS(C) 4 \$181,450	1	0.01%
Deputy Director of Fire Services	GDS(C) 3 \$142,700 – \$151,200	1	0.01%
Chief Fire Officer	GDS(C) 2 \$122,700 – \$130,300	6	0.07%
Chief Ambulance Officer	GDS(C) 2 \$122,700 – \$130,300	1	0.01%
Deputy Chief Fire Officer	GDS(C) 1 \$106,400 – \$113,150	7	0.08%
Deputy Chief Ambulance Officer	GDS(C) 1 \$106,400 – \$113,150	1	0.01%
<i>Sub-total</i>		17	0.19%
<i>Station Officer / Divisional Officer Grade (Officer Cadre)</i>			
Senior Divisional Officer	GDS(O) 36 – 38 \$89,995 – \$97,545	30	0.34%
Divisional Officer	GDS(O) 32 – 35 \$77,625 – \$86,630	42	0.48%
Assistant Divisional Officer	GDS(O) 26 – 31 \$62,225 – \$74,845	145	1.66%
Senior Station Officer*	GDS(O) 21 – 25 \$51,850 – \$59,885	662	7.59%
Station Officer*	GDS(O) 5 – 25 \$24,050 – \$59,885		
(* Including 29 Senior Station Officer (Control)/Station Officer (Control) posts)			
<i>Sub-total</i>		879	10.07%
<i>Ambulance Officer Grade (Officer Cadre)</i>			
Senior Assistant Chief Ambulance Officer	GDS(O) 36 – 38 \$89,995 – \$97,545	3	0.03%
Assistant Chief Ambulance Officer	GDS(O) 32 – 35 \$77,625 – \$86,630	6	0.07%
Superintendent (Ambulance)	GDS(O) 26 – 31 \$62,225 – \$74,845	9	0.10%
Senior Ambulance Officer	GDS(O) 21 – 25 \$51,850 – \$59,885	41	0.47%
Ambulance Officer	GDS(O) 5 – 20 \$24,050 – \$50,170	69	0.79%
<i>Sub-total</i>		128	1.46%

Rank	Pay Scale as at 1 April 2008	No. of Posts	% of Total
<i>Fireman Grade (Rank and File)</i>			
Principal Fireman (including 58 Principal Fireman (Control) posts)	GDS(R) 23 – 27 \$26,185 – \$29,365	665	7.63%
Senior Fireman (including 119 Senior Fireman (Control) posts)	GDS(R) 14 – 22 \$20,340 – \$25,460	1 141	13.08%
Fireman	GDS(R) 3 – 13 \$14,275 – \$19,745	3 622	41.54%
<i>Sub-total</i>		5 428	62.25
<i>Ambulanceman Grade (Rank and File)</i>			
Principal Ambulanceman	GDS(R) 23 – 27 \$26,185 – \$29,365	249	2.86%
Senior Ambulanceman	GDS(R) 14 – 22 \$20,340 – \$25,460	567	6.50%
Ambulanceman	GDS(R) 3 – 13 \$14,275 – \$19,745	1 452	16.65%
<i>Sub-total</i>		2 268	26.01%
<i>Total</i>		8 720	100%

Note

- (1) Figures on number of posts show the position as at 1 January 2008, and exclude 16 Station Officer/Divisional Officer grade posts in other departments, i.e. 1 Divisional Officer, 1 Assistant Divisional Officer and 9 Senior Station Officer/Station Officer posts in the Home Affairs Department; 1 Assistant Divisional Officer and 1 Senior Station Officer/Station Officer posts in the Architectural Services Department, as well as 3 Senior Station Officer/Station Officer posts in the Social Welfare Department.
- (2) Station Officer and Senior Station Officer ranks are on through scale.
- (3) The percentages may not add up to 100% due to rounding.

Examples of Workload Indicators of Fire Services Department

Workload Indicators	1988	1998	2006	2007
All fire calls	21 817	37 846	33 268	31 638
Special service calls	13 735	20 813	21 383	22 083
Emergency ambulance calls attended by first responders	NA	NA	25 223	38 917
Turnouts of fire appliances to emergency calls	NA	154 681	121 655	115 184
Emergency move-ups of fire appliances to provide operational coverage			23 353	35 135
Complaints of imminent fire hazards received	8 639*	5 299	4 411	4 345
Fire Hazard Abatement Notices issued in respect of floating obstructions to means of escape (MOE) and locked exits	NA	2 721	449	732
Licences renewed/issued (including timber stores, dangerous goods stores and dangerous goods vehicles)	585 [#]	6 514	6 107	5 989
Fire Hazard Abatement Notices issued (other than floating obstructions to MOE and locked exits)	NA	12 432	2 039	2 264
Building plans processed	8 219	9 878	12 488	12 683
Inspection of fire service installations and equipment (including those to verify the accuracy of maintenance certificates)	9 657	38 127	86 997	90 889
Inspection of fire safety in hospitals/clinics, schools, child care centres, food premises, places of public entertainment, karaoke establishments, and drug dependent persons treatment and rehabilitation centres	NA	31 866	33 959	35 749
Inspection of fire safety in commercial premises and composite buildings			14 418	15 228
Lectures and advisory services given	379	5 236	28 228	30 185
Prosecutions instituted	1 216	540	486	574
Emergency calls for ambulance service	225 465	394 493	539 903	573 657
Urgent calls for ambulance service	196 201 [^]	69 250	34 771	36 916
Turnouts of ambulances, ambulance motor cycles and Rapid Response Vehicles to calls	NA	NA	627 979	667 505
Emergency move-ups of ambulance to provide operational coverage	NA	NA	45 630	66 619

Note

- (1) * Complaints on fire safety standards and fire hazards.
- (2) # Issue of licences for timber stores and dangerous goods stores only.
- (3) ^ Non-emergency calls for ambulance service.

Source: Controlling Officer's Reports (HKSAR Government Estimates)

Recommended Pay Scales for Non-directorate Ranks of Fire Services Department

Rank	Existing Pay Scale	Recommended Pay Scale
Fire Stream		
<i>Fireman Grade</i>		
Fireman	GDS(R) 3 – 13 ^(Note 1) plus two Long Service Increments, one each upon completion of 18 and 25 years of in-rank service at GDS(R) 14 and 15 respectively	GDS(R) 4 ^(Note 4) – 14 plus four Long Service Increments, one each upon completion of 12, 18, 24 and 30 years of in-rank service at GDS(R) 15, 16, 17 and 18 respectively
Senior Fireman	GDS(R) 14 – 22	GDS(R) 15 – 23
Principal Fireman	GDS(R) 23 – 27	GDS(R) 24 – 29 ^(Note 5)
<i>Station Officer / Divisional Officer Grade</i>		
Station Officer ^(Note 2)	GDS(O) 5 – 25 ^(Note 3)	GDS(O) 5 – 21 ^(Note 6)
Senior Station Officer ^(Note 2)	GDS(O) 21 – 25	GDS(O) 22 – 26
Assistant Divisional Officer	GDS(O) 26 – 31	GDS(O) 27 – 32
Divisional Officer	GDS(O) 32 – 35	GDS(O) 33 – 36
Senior Divisional Officer	GDS(O) 36 – 38	GDS(O) 37 – 39 ^(Note 5)
Ambulance Stream		
<i>Ambulanceman Grade</i>		
Ambulanceman	GDS(R) 3 – 13 ^(Note 1) plus two Long Service Increments, one each upon completion of 18 and 25 years of in-rank service at GDS(R) 14 and 15 respectively	GDS(R) 4 ^(Note 4) – 14 plus four Long Service Increments, one each upon completion of 12, 18, 24 and 30 years of in-rank service at GDS(R) 15, 16, 17 and 18 respectively
Senior Ambulanceman	GDS(R) 14 – 22	GDS(R) 15 – 23
Principal Ambulanceman	GDS(R) 23 – 27	GDS(R) 24 – 29 ^(Note 5)
<i>Ambulance Officer Grade</i>		
Ambulance Officer	GDS(O) 5 – 20 ^(Note 3)	GDS(O) 5 – 21 ^(Note 7)
Senior Ambulance Officer	GDS(O) 21 – 25	GDS(O) 22 – 26
Superintendent (Ambulance)	GDS(O) 26 – 31	GDS(O) 27 – 32

Rank	Existing Pay Scale	Recommended Pay Scale
<i>Ambulance Officer Grade</i>		
Assistant Chief Ambulance Officer	GDS(O) 32 – 35	GDS(O) 33 – 36
Senior Assistant Chief Ambulance Officer	GDS(O) 36 – 38	GDS(O) 37 – 39 ^(Note 5)
Mobilising and Communications Stream		
<i>Fireman Grade</i>		
Senior Fireman (Control)	GDS(R) 14 – 22	GDS(R) 15 – 23 ^(Note 8)
Principal Fireman (Control)	GDS(R) 23 – 27	GDS(R) 24 – 29 ^(Note 5)
<i>Station Officer Grade</i>		
Station Officer (Control) (Note 2)	GDS(O) 5 – 25 ^(Note 3)	GDS(O) 5 – 21 ^(Note 6)
Senior Station Officer (Control) ^(Note 2)	GDS(O) 21 – 25	GDS(O) 22 – 26

Note

- (1) The Fireman and Ambulanceman ranks at present have two incremental jumps, first one upon completion of one year of service and second one upon completion of five years of service and subject to passing the promotion examination.
- (2) The Station Officer and Senior Station Officer ranks of the Fire Stream, and the Station Officer (Control) and Senior Station Officer (Control) ranks of the Mobilising and Communications Stream, are respectively on through scale.
- (3) The Station Officer, Station Officer (Control) and Ambulance Officer ranks at present have one incremental jump upon completion of one year of service.
- (4) We have no objection to the removal of sub-entry levels below five passes in HKCEE for the Fireman and Ambulanceman ranks.
- (5) New pay points of GDS(R) 28, GDS(R) 29 and GDS(O) 39 are proposed.
- (6) Only officers who have acquired the necessary qualifications in the respective streams will advance to GDS(O) 22 and beyond.
- (7) In addition to (3) above, two incremental jumps on completion of five and eight years of service are proposed for the Ambulance Officer rank subject to acquiring the necessary qualifications for promotion.
- (8) One incremental jump on completion of five years of service is proposed for the Senior Fireman (Control) rank subject to passing the promotion examination.

Disciplined Services Grades and Ranks of Government Flying Service

Rank	Pay Scale as at 1 April 2008	No. of Posts	% of Total
<i>Directorate</i>			
Controller, Government Flying Service	GDS(C) 3 \$142,700 – \$151,200	1	0.60%
Chief Pilot	GDS(C) 1 \$106,400 – \$113,150	2	1.21%
Chief Aircraft Engineer	GDS(C) 1 \$106,400 – \$113,150	1	0.60%
<i>Sub-total</i>		4	2.41%
<i>Pilot Grade</i>			
Senior Pilot	GDS(O) 36 – 38 \$89,995 – \$97,545	8	4.82%
Pilot I	GDS(O) 26 – 35 \$62,225 – \$86,630	16	9.64%
Pilot II	GDS(O) 14 – 25 \$38,895 – \$59,885	13	7.83%
Cadet Pilot	GDS(O) 1b – 2 \$18,010 – \$20,540	4	2.41%
<i>Sub-total</i>		41	24.70%
<i>Air Crewman Officer Grade</i>			
Senior Air Crewman Officer	GDS(O) 36 – 38 \$89,995 – \$97,545	1	0.60%
Air Crewman Officer I	GDS(O) 26 – 35 \$62,225 – \$86,630	4	2.41%
Air Crewman Officer II	GDS(O) 17 – 25 \$44,665 – \$59,885	6	3.61%
Air Crewman Officer III	GDS(R) 7, 9 and GDS(O) 1b – 16 \$16,250 – \$42,750	16	9.64%
<i>Sub-total</i>		27	16.26%

Rank	Pay Scale as at 1 April 2008	No. of Posts	% of Total
<i>Aircraft Engineer Grade</i>			
Senior Aircraft Engineer	GDS(O) 36 – 37 \$89,995 – \$93,765	4	2.41%
Aircraft Engineer	GDS(O) 22 – 35 \$53,645 – \$86,630	20	12.05%
<i>Sub-total</i>		24	14.46%
<i>Aircraft Technician Grade</i>			
Chief Aircraft Technician	GDS(O) 12 – 24 \$35,165 – \$57,770	2	1.21%
Senior Aircraft Technician	GDS(O) 6 – 11 \$25,620 – \$33,455	21	12.65%
Aircraft Technician	GDS(R) 3, 5, 7, 9, 11 and GDS(O) 1 – 5 \$14,275 – \$24,050	47	28.31%
<i>Sub-total</i>		70	42.17%
<i>Total</i>		166	100%

Note

- (1) Figures on number of posts show the position as at 1 January 2008.
- (2) The percentages may not add up to 100% due to rounding.

Recommended Pay Scales for Non-directorate Ranks of Government Flying Service

Rank	Existing Pay Scale	Recommended Pay Scale
<i>Pilot Grade</i>		
Cadet Pilot	GDS(O) 1b – 2	GDS(O) 1b – 2
Pilot II	GDS(O) 14 – 25	GDS(O) 14 – 26 ^(Note 2)
Pilot I	GDS(O) 26 – 35	GDS(O) 27 – 36
Senior Pilot	GDS(O) 36 – 38	GDS(O) 37 – 39 ^(Note 3)
<i>Air Crewman Officer Grade</i>		
Air Crewman Officer III	GDS(R) 7, 9 and GDS(O) 1b – 16 ^(Note 1)	GDS(R) 7, 9 and GDS(O) 1b – 17 ^(Note 4)
Air Crewman Officer II	GDS(O) 17 – 25	GDS(O) 18 – 26
Air Crewman Officer I	GDS(O) 26 – 35	GDS(O) 27 – 36
Senior Air Crewman Officer	GDS(O) 36 – 38	GDS(O) 37 – 39 ^(Note 3)
<i>Aircraft Engineer Grade</i>		
Aircraft Engineer	GDS(O) 22 – 35	GDS(O) 22 – 36
Senior Aircraft Engineer	GDS(O) 36 – 37	GDS(O) 37 – 38
<i>Aircraft Technician Grade</i>		
Aircraft Technician	GDS(R) 3, 5, 7, 9, 11 and GDS(O) 1 – 5	GDS(R) 3, 5, 7, 9, 11 and GDS(O) 1 – 6
Senior Aircraft Technician	GDS(O) 6 – 11	GDS(O) 7 – 12
Chief Aircraft Technician	GDS(O) 12 – 24	GDS(O) 13 – 25

Note

- (1) The Air Crewman Officer III rank at present has four incremental jumps, the first two upon passing the qualifying examination at Level 3 of the crewman training, and another two upon passing the qualifying examination at Level 5 of the crewman training.
- (2) Two incremental jumps are proposed for Pilot II who have obtained dual licences for both helicopter and fixed-wing aircraft and are required to perform Pilot I flying duties frequently. Another two incremental jumps are also proposed for Pilot II who have obtained an Instrument Rating and become qualified to operate as Captain in coastal and day offshore search and rescue in accordance with the Government Flying Service Operations Manual approved by the Civil Aviation Department and are required to perform Pilot I flying duties frequently.
- (3) New pay point of GDS(O) 39 is proposed.
- (4) In addition to (1) above, three more incremental jumps are proposed for the Air Crewman Officer III rank, one each upon passing the qualifying examination at Levels 1, 2 and 4 of the crewman training respectively.

Disciplined Services Grades and Ranks of Hong Kong Police Force

Rank	Pay Scale as at 1 April 2008	No. of Posts	% of Total
<i>Directorate</i>			
Commissioner of Police	PPS 59 \$202,000	1	0.004%
Deputy Commissioner of Police	PPS 58 \$166,900 – \$172,000	2	0.007%
Senior Assistant Commissioner of Police	PPS 57 \$142,700 – \$151,200	4	0.015%
Assistant Commissioner of Police	PPS 56 \$122,700 – \$130,300	14	0.051%
Chief Superintendent of Police	PPS 55 \$106,400 – \$113,150	45	0.163%
<i>Sub-total</i>		66	0.24%
<i>Police Inspector/Superintendent Grade</i>			
Senior Superintendent of Police	PPS 52 – 54 \$89,995 – \$97,545	87	0.32%
Superintendent of Police	PPS 48 – 51 \$77,625 – 86,630	258	0.94%
Chief Inspector of Police	PPS 42 – 47 \$62,225 – 74,845	508	1.84%
Senior Inspector of Police	PPS 37 – 41 \$51,850 – 59,885	1 631	5.92%
Inspector of Police	PPS 23 – 41 \$29,460 – 59,885		
<i>Sub-total</i>		2 484	9.02%
<i>Junior Police Officer Grade</i>			
Police Station Sergeant	PPS 21 – 29 \$28,065 – \$37,265	1 286	4.67%
Police Sergeant	PPS 14 – 22 \$23,125 – 28,785	4 647	16.87%
Police Constable	PPS 2 – 14 \$16,160 – 23,125	19 068	69.20%
<i>Sub-total</i>		25 001	90.74%
<i>Total</i>		27 551	100%

Note

- (1) Figures on number of posts show the position as at 1 January 2008.
- (2) Inspector of Police and Senior Inspector of Police are on through scale.
- (3) The percentages may not add up to 100% due to rounding.

Examples of Workload Indicators of Hong Kong Police Force

Workload Indicators	1988	1998	2006	2007
Response to 999 calls				
◇ Total calls	253 060	552 804	661 041	684 348
◇ Emergency calls		86 152	63 368	76 345
All types of report to police	981 744	1 077 728	1 273 454	1 303 403
Offenders arrested by uniformed officers	24 212	61 264	75 848	74 533
Overall crimes reported	79 184	71 962	81 125	80 796
Violent crimes reported	15 724	14 682	14 847	14 934
Calls received by Police Hotline	1 203	8 764	46 725	48 272
Traffic accident figures				
◇ Slight injury	11 733	10 729	12 346	12 765
◇ Fatal/serious injury	4 580	3 262	2 396	2 458
Prosecutions for speeding offences	129 535	194 811	216 198	216 945
Illegal immigrants arrested	20 987	14 613	3 173	3 007
Vietnamese illegal immigrants intercepted	18 098	900	602	622
Crowd management events	-	229	364	391

Source: Controlling Officer's Reports (HKSAR Government Estimates)

Recommended Pay Scales for Non-directorate Ranks of Hong Kong Police Force

Rank	Existing Pay Scale	Recommended Pay Scale
<i>Junior Police Officer Grade</i>		
Police Constable	PPS 2 – 14 ^(Note 1) plus two Long Service Increments, one each upon completion of 18 and 25 years of in-rank service at PPS 15 and 16 respectively	PPS 3 ^(Note 2) – 15 plus four Long Service Increments, one each upon completion of 12, 18, 24 and 30 years of in-rank service at PPS 16, 17, 18 and 19 respectively
Police Sergeant	PPS 14 – 22	PPS 15 – 23
Police Station Sergeant	PPS 21 – 29	PPS 22 – 31
<i>Police Inspector/Superintendent Grade</i>		
Inspector of Police ^(Note 3)	PPS 23 – 41 ^(Note 4)	PPS 23 – 37 ^(Note 5)
Senior Inspector of Police ^(Note 3)	PPS 37 – 41	PPS 38 – 42
Chief Inspector of Police	PPS 42 – 47	PPS 43 – 48
Superintendent of Police	PPS 48 – 51	PPS 49 – 52
Senior Superintendent of Police	PPS 52 – 54	PPS 53 – 54a ^(Note 6)

Note

- (1) The Police Constable rank at present has four incremental jumps, first one upon passing out, a second one upon completion of one year of service, a third one on completion of two years of service and a fourth one upon completion of five years of service and passing the promotion examination.
- (2) We have no objection to the removal of sub-entry levels below five passes in HKCEE for the Police Constable rank.
- (3) The Inspector of Police and Senior Inspector of Police ranks are on through scale.
- (4) The Inspector of Police rank at present has three incremental jumps, first two upon completion of one year of service and a third one on completion of two years of service.
- (5) Only officers who passed the promotion examination will advance to PPS 38 and beyond.
- (6) New pay point of PPS 54a is proposed.

Disciplined Services Grades and Ranks of Immigration Department

Rank	Pay Scale as at 1 April 2008	No. of Posts	% of Total
<i>Directorate</i>			
Director of Immigration	GDS(C) 4 \$181,450	1	0.02%
Deputy Director of Immigration	GDS(C) 3 \$142,700 – \$151,200	1	0.02%
Assistant Director of Immigration	GDS(C) 2 \$122,700 – \$130,300	6	0.12%
Senior Principal Immigration Officer	GDS(C) 1 \$106,400 – \$113,150	2	0.04%
<i>Sub-total</i>		10	0.20%
<i>Immigration Officer Grade (Officer Cadre)</i>			
Principal Immigration Officer	GDS(O) 36 – 38 \$89,995 – \$97,545	12	0.24%
Assistant Principal Immigration Officer	GDS(O) 32 – 35 \$77,625 – \$86,630	24	0.48%
Chief Immigration Officer	GDS(O) 26 – 31 \$62,225 – \$74,845	84	1.67%
Senior Immigration Officer	GDS(O) 21 – 25 \$51,850 – \$59,885	365	7.25%
Immigration Officer	GDS(O) 5 – 20 \$24,050 – \$50,170	1 172	23.28%
<i>Sub-total</i>		1 657	32.92%
<i>Immigration Assistant Grade (Rank and File)</i>			
Chief Immigration Assistant	GDS(R) 22 – 26 \$25,460 – \$28,525	538	10.69%
Senior Immigration Assistant	GDS(R) 13 – 21 \$19,745 – \$24,760	1 959	38.91%
Immigration Assistant	GDS(R) 3 – 12 \$14,275 – \$19,150	871	17.30%
<i>Sub-total</i>		3 368	66.90%
<i>Total</i>		5 035	100%

Note

- (1) Figures on number of established posts show the position as at 1 January 2008.
- (2) The percentages may not add up to 100% due to rounding.

Examples of Workload Indicators of Immigration Department

Workload Indicators	1988	1998	2006	2007
No. of entry visa processed	42 406	89 993	143 943	165 135
No. of visit visa/permit (including iPermit) processed	NA	423 750	421 031	433 447
Passengers/vehicles/vessels examined (including land, sea and air)	64 028 491	128 470 527	222 093 150	238 406 380
No. of applications for extension of stay	666 555	1 193 272	248 037	274 262
Operations conducted by the Immigration Task Force (including investigation of forgery and illegal migration cases)	-	3 448	28 711	30 795
Investigations conducted	24 560	65 746	66 030	58 203
Offenders prosecuted	4 914	24 887	15 365	11 037
Torture claim cases received	-	-	514	1 583
Identity cards and certificates of registered particulars issued	1 489 553	554 278	527 063	597 868
Identity cards issued under the territory-wide identity card replacement exercise	NA	NA	1 521 272	524 491
Verification of eligibility of permanent identify card application	NA	89 770	63 729	61 428
Birth/death/marriage/adoption certificates issued	147 536	106 856	121 675	126 184
No. of applications for passport	203 416	423 048	496 736	538 723
Requests for assistance by Hong Kong residents in distress outside Hong Kong and by their family members	NA	570	1 818	1 474
Telephone calls received and made via '1868' hotline	NA	NA	110 148	105 313

Source: Controlling Officer's Reports (HKSAR Government Estimates)

Recommended Pay Scales for Non-directorate Ranks of Immigration Department

Rank	Existing Pay Scale	Recommended Pay Scale
<i>Immigration Assistant Grade</i>		
Immigration Assistant	GDS(R) 3 – 12 ^(Note 1) plus two Long Service Increments, one each upon completion of 18 and 25 years of in-rank service at GDS(R) 13 and 14 respectively	GDS(R) 3 – 13 plus four Long Service Increments, one each upon completion of 12, 18, 24 and 30 years of in-rank service at GDS(R) 14, 15, 16 and 17 respectively
Senior Immigration Assistant	GDS(R) 13 – 21	GDS(R) 14 – 22
Chief Immigration Assistant	GDS(R) 22 – 26	GDS(R) 23 – 28 ^(Note 2)
<i>Immigration Officer Grade</i>		
Immigration Officer	GDS(O) 5 – 20 ^(Note 1)	GDS(O) 5 – 21 ^(Note 3)
Senior Immigration Officer	GDS(O) 21 – 25	GDS(O) 22 – 26
Chief Immigration Officer	GDS(O) 26 – 31	GDS(O) 27 – 32
Assistant Principal Immigration Officer	GDS(O) 32 – 35	GDS(O) 33 – 36
Principal Immigration Officer	GDS(O) 36 – 38	GDS(O) 37 – 39 ^(Note 2)

Note

- (1) The Immigration Assistant and Immigration Officer ranks at present have one incremental jump upon completion of one year of service.
- (2) New pay points of GDS(R) 28 and GDS(O) 39 are proposed.
- (3) In addition to (1) above, two more incremental jumps, one each upon completion of five and eight years of service, are proposed for the Immigration Officer rank subject to passing the promotion examination.

Disciplined Services Grades and Ranks of ICAC

Rank	Pay Scale as at 1 April 2008	No. of Posts	% of Total
<i>Directorate</i>			
Director of Operations, Commission Against Corruption	IPS 48 \$166,900 – \$172,000	1	0.10%
Deputy Director of Operations, Commission Against Corruption	IPS 47 \$142,700 – \$151,200	2	0.19%
Senior Assistant Director of Community Relations, Commission Against Corruption	IPS 47 \$142,700 – \$151,200	1	0.10%
Senior Assistant Director of Corruption Prevention, Commission Against Corruption	IPS 47 \$142,700 – \$151,200	1	0.10%
Assistant Director, Commission Against Corruption	IPS 46 \$122,700 – \$130,300	8	0.77%
Secretary to the Commission Against Corruption	IPS 46 \$122,700 – \$130,300	1	0.10%
<i>Sub-total</i>		14	1.36%
<i>Commission Against Corruption Officer Grade</i>			
Senior Commission Against Corruption Officer	IPS 42 – 44 \$89,995 – \$97,545	41	3.93%
Commission Against Corruption Officer (Upper)	IPS 35 – 41 \$69,240 – \$86,630	113	10.84%
Commission Against Corruption Officer (Middle)	IPS 28 – 34 \$51,160 – \$66,660	378	36.28%
Commission Against Corruption Officer (Lower)	IPS 12 – 34 \$25,550 – \$66,660		
Assistant Commission Against Corruption Officer	IPS 2 – 12 \$13,995 – \$25,550	380	36.47%
<i>Sub-total</i>		912	87.52%

Rank	Pay Scale as at 1 April 2008	No. of Posts	% of Total
<i>Commission Against Corruption Investigator Grade</i>			
Chief Commission Against Corruption Controller	IPS 28 – 34 \$51,160 – \$66,660	6	0.58%
Senior Commission Against Corruption Controller	IPS 22 – 27 \$37,995 – \$48,145	13	1.25%
Commission Against Corruption Controller	IPS 12 – 20 \$25,550 – \$34,140	21	2.02%
Commission Against Corruption Investigator (Main Stream)	IPS 2 – 12 \$13,995 – \$25,550	71	6.81%
Commission Against Corruption Investigator (Attendant Stream)	IPS 2 – 7 \$13,995 – \$19,050	5	0.48%
<i>Sub-total</i>		116	11.14%
<i>Total</i>		1 042	100%

Note

- (1) IPS 3 and IPS 15 are not points for pay progression.
- (2) Figures on number of posts show the position as at 1 January 2008 and exclude 15 frozen/reserve posts.
- (3) Commission Against Corruption Officer (Middle) and (Lower) ranks are on through scale.
- (4) The percentages may not add up to 100% due to rounding.

Examples of Workload Indicators of ICAC

Workload Indicators	1988	1998	2006	2007
Corruption reports received (excluding election reports)	2 253	3 555	3 339	3 600
✧ Concerning public sector	1 100	1 695	1 302	1 224
✧ Concerning private sector	1 153	1 860	2 037	2 376
Election complaints received	90	459	57	913
Total caseload during the year	1 652	3 774	4 022	5 054
✧ Investigations completed	1 161	2 268	2 584	2 799
✧ Investigations carried forward	491	1 506	1 438	2 255
Assignment reports produced	61	102	96	92
Areas of corruption prevention awaiting study	74	221	254	266
Government departments/public bodies reached	57	110	96	118
Visits made to secondary schools and Tertiary Institutes reached	-	479	492	445

Source: Controlling Officer's Reports (HKSAR Government Estimates) and ICAC Annual Reports

Recommended Pay Scales for Non-directorate Ranks of ICAC

Rank	Existing Pay Scale	Recommended Pay Scale
<i>Commission Against Corruption Officer Grade</i>		
Assistant Commission Against Corruption Officer	IPS 2 – 12	IPS 4 ^(Note 2) – 14 ^(Note 3)
Commission Against Corruption Officer (Lower) ^(Note 1)	IPS 12 – 34	IPS 12 – 28 ^(Notes 3, 4)
Commission Against Corruption Officer (Middle) ^(Note 1)	IPS 28 – 34	IPS 29 – 35
Commission Against Corruption Officer (Upper)	IPS 35 – 41	IPS 36 – 42
Senior Commission Against Corruption Officer	IPS 42 – 44	IPS 43 – 44a ^(Note 5)
<i>Commission Against Corruption Investigator Grade</i>		
Commission Against Corruption Investigator (Attendant Stream)	IPS 2 – 7	IPS 2 – 8
Commission Against Corruption Investigator (Main Stream)	IPS 2 – 12	IPS 4 ^(Note 2) – 14 ^(Note 3)
Commission Against Corruption Controller	IPS 12 – 20	IPS 12 – 21
Senior Commission Against Corruption Controller	IPS 22 – 27	IPS 23 – 28
Chief Commission Against Corruption Controller	IPS 28 – 34	IPS 29 – 35

Note

- (1) The Commission Against Corruption Officer (Lower) and Commission Against Corruption Officer (Middle) ranks are on through scale.
- (2) We have no objection to the removal of sub-entry levels below five passes in HKCEE for the Commission Against Corruption Investigator (Main Stream) and Assistant Commission Against Corruption Officer ranks.
- (3) One incremental jump is proposed for the second agreement in the Commission Against Corruption Investigator (Main Stream), Assistant Commission Against Corruption Officer and Commission Against Corruption Officer (Lower) ranks.
- (4) Only officers who passed the advancement qualifying examination will advance to IPS 29 and beyond.
- (5) New pay point of IPS 44a is proposed.

Current Disciplined Services Directorate Ranks

Disciplined services pay scales	Comparable civilian directorate ranks	Directorate ranks in the Disciplined Services
GDS(C) 1 IPS 45 PPS 55	D1 ^(Note 1)	Chief Aircraft Engineer Chief Pilot Chief Superintendent of Correctional Services Chief Superintendent of Customs and Excise Chief Superintendent of Police Deputy Chief Ambulance Officer Deputy Chief Fire Officer General Manager (Correctional Services Industries) Senior Principal Immigration Officer
GDS(C) 2 IPS 46 PPS 56	D2	Assistant Commissioner of Correctional Services Assistant Commissioner of Customs and Excise Assistant Commissioner of Police Assistant Director of Immigration Assistant Director, Commission Against Corruption Chief Ambulance Officer Chief Fire Officer Secretary to the Commission Against Corruption
GDS(C) 3 IPS 47 PPS 57	D3	Controller, Government Flying Service Deputy Commissioner of Correctional Services Deputy Commissioner of Customs and Excise Deputy Director of Fire Services Deputy Director of Immigration Deputy Director of Operations, Commission Against Corruption Senior Assistant Commissioner of Police Senior Assistant Director of Community Relations, Commission Against Corruption Senior Assistant Director of Corruption Prevention, Commission Against Corruption
IPS 48 PPS 58	D4/D5 ^(Note 2)	Deputy Commissioner of Police Director of Operations, Commission Against Corruption
GDS(C) 4	D6	Commissioner of Correctional Services Commissioner of Customs and Excise Director of Fire Services Director of Immigration
PPS 59	D8	Commissioner of Police

Note

- (1) The salaries at the minimum and maximum pay points GDS(C) 1 / IPS 45 / PPS 55 are about 3% higher than those of D1 on the Directorate Pay Scale.
- (2) PPS 58 and IPS 48 start with the second pay point of D4 and end at the pay point of D5 on the Directorate Pay Scale.

Recommended General Disciplined Services Pay Scales 2008-09

General Disciplined Services (Rank and File) Pay Scale		General Disciplined Services (Officer) Pay Scale		General Disciplined Services (Commander) Pay Scale	
Pay Point	\$	Pay Point	\$	Pay Point	\$
29*	31,750	39*	100,780		(186,900)*
28*	30,540	38	97,545	4	181,450
27	29,365	37	93,765		
26	28,525	36	89,995		(155,750)*
25	27,665	35	86,630		(151,200)
24	26,870	34	83,420		(146,950)
23	26,185	33	80,430	3	142,700
22	25,460	32	77,625		
21	24,760	31	74,845		(134,200)*
20	24,105	30	72,135		(130,300)
19	23,465	29	69,540		(126,500)
18	22,815	28	66,985	2	122,700
17	22,150	27	64,585		
16	21,540	26	62,225		(116,550)*
15	20,940	25	59,885		(113,150)
14	20,340	24	57,770		(109,700)
13	19,745	23	55,675	1	106,400
12	19,150	22	53,645		
11	18,565	21	51,850		
10	17,980	20	50,170		
9	17,415	19	48,320		
8	16,830	18	46,585		
7	16,250	17	44,665		
6	15,750	16	42,750		
5	15,100	15	40,810		
4	14,685	14	38,895		
3	14,275	13	37,030		
2	13,860	12	35,165		
1	13,480	11	33,455		
1a	13,105	10	31,845		
		9	30,280		
		8	28,705		
		7	27,155		
		6	25,620		
		5	24,050		
		4	22,690		
		3	21,620		
		2	20,540		
		1	19,665		
		1a	18,820		
		1b	18,010		
		1c	17,240		
		1d	16,500		

Note

- (1) * denotes new pay points or increments recommended.
- (2) On the GDS(C) Pay Scale, the figures in brackets represent an increment on completion of every two years of service in the rank. GDS(C) 4 is applicable to four Heads of Disciplined Services, who are under the ambit of the Standing Committee on Directorate Salaries and Conditions of Service.

Recommended Police Pay Scale 2008-09

Pay Point	\$
38	53,645
37	51,850
36	50,170
35	48,320
34	46,585
33	44,665
32	42,785
31	40,900
30	39,070
29	37,265
28	35,495
27	33,720
26	32,255
25	31,285
24	30,370
23	29,460
22	28,785
21	28,065
20	27,330
19	26,635
18	25,895
17	25,170
16	24,475
15	23,805
14	23,125
13	22,470
12	21,835
11	21,305
10	20,590
9	19,975
8	19,360
7	18,805
6	18,230
5	17,695
4	17,180
3	16,655
2	16,160
1	15,690
1a	15,235

Pay Point	\$
	(208,050)*
59	202,000
	(177,150)*
	(172,000)
58	166,900
	(155,750)*
	(151,200)
	(146,950)
57	142,700
	(134,200)*
	(130,300)
	(126,500)
56	122,700
	(116,550)*
	(113,150)
	(109,700)
55	106,400
54a*	100,780
54	97,545
53	93,765
52	89,995
51	86,630
50	83,420
49	80,430
48	77,625
47	74,845
46	72,135
45	69,540
44	66,985
43	64,585
42	62,225
41	59,885
40	57,770
39	55,675

Note

- (1) * denotes new pay points or increments recommended.
- (2) PPS 55-59 represent pay points for officers at the directorate level. The figures in brackets represent an increment on completion of every two years of service in the rank. PPS 59 is applicable to the Commissioner of Police, who is under the ambit of the Standing Committee on Directorate Salaries and Conditions of Service.

**Recommended ICAC Pay Scale
2008-09**

Pay Point	\$	Pay Point	\$
32	61,485		(177,150)*
31	58,875		(172,000)
30	56,295	48	166,900
29	53,740		
28	51,160		(155,750)*
27	48,145		(151,200)
26	46,685		(146,950)
25	44,545	47	142,700
24	42,335		
23	40,170		(134,200)*
22	37,995		(130,300)
21	35,810		(126,500)
20	34,140	46	122,700
19	32,480		
18	31,105		(116,550)*
17	29,730		(113,150)
16	28,350		(109,700)
15	27,310	45	106,400
14	26,965		
13	26,265	44a*	100,780
12	25,550	44	97,545
11	24,180	43	93,765
10	22,815	42	89,995
9	21,550	41	86,630
8	20,305	40	83,420
7	19,050	39	80,370
6	17,730	38	77,580
5	16,410	37	74,775
4	15,100	36	72,060
3	14,550	35	69,240
2	13,995	34	66,660
1	13,490	33	64,055

Note

- (1) ICAC Pay Scale (IPS) Point 3 and IPS 15 are not points for pay progression.
- (2) * denotes new pay points or increments recommended.
- (3) IPS 45-48 represent pay points for officers at the directorate level. The figures in brackets represent an increment on completion of every two years of service in the rank.

