

Standing Committee on Disciplined Services Salaries and Conditions of Service:  
Report on Grade Structure Review for the Disciplined Services Grades

\*\*\*\*\*

The following is issued on behalf of the Standing Committee on Disciplined Services Salaries and Conditions of Service:

The Standing Committee on Disciplined Services Salaries and Conditions of Service (the Standing Committee) today (23 June) submitted its report on the Grade Structure Review (GSR) for the Disciplined Services Grades to the Chief Executive (CE).

At the invitation of the Government, the Standing Committee has conducted a Grade Structure Review for the disciplined services grades. Separately, the Standing Committee on Directorate Salaries and Conditions of Service (the Directorate Committee) has completed a review on the appropriate pay scale and ranking for each of the Heads of Disciplined Services. The report sets out the Standing Committee’s key findings, considerations and recommendations. The Directorate Committee’s findings and recommendations related to the pay scale and ranking for the Heads of Disciplined Services have been incorporated into this Report.

“The GSR for the disciplined services grades involves some 63 000 disciplined services staff members in 29 grades and over 100 ranks. During the GSR, we have looked into the uniqueness and characteristics of each of the disciplined services, with particular regard to the major changes and challenges in the nature of their responsibilities and the operating environment in the past decade, as well as the general trend of recruitment, retention, career progression, staff management and morale situation. We have made our best judgement after taking into account all relevant information and considerations. We have also worked closely with the Directorate Committee in relation to the review on the appropriate pay scale and ranking for the Heads of Disciplined Services,” Chairman of the Standing Committee, Dr Chui Hong-sheung, said.

The Standing Committee focused its attention on the pay scale and structure of each of the grades and ranks in the disciplined services. Balancing the host of applicable factors (in particular the uniqueness and characteristics of the disciplined services, the major changes and challenges in the nature of their

responsibilities and the operating environment, and the general trend of recruitment and retention) in a holistic fashion, the Standing Committee has made a package of recommendations on pay scales and increments. The Standing Committee has also looked into the conditions of service and manpower structure of the disciplined services departments/agencies. A summary of the key recommendations and observations is at **Annex**.

“In line with our terms of reference, we have provided opportunities for the management and staff to express their views, whether in writing or during meeting sessions,” Dr Chui said. In the course of conducting the review, besides inviting the managements and the staff sides of disciplined services to make submissions, the Standing Committee organised 19 visits to the seven disciplined services departments/agencies and held a series of meetings with the managements as well as staff sides. The Standing Committee has considered all submissions received and views expressed in their entirety.

“We trust that our recommendations, if implemented, will render the remuneration packages of the disciplined services commensurate with the present-day demand on them as well as the complexities and hardship inherent in their work, and will enable the disciplined services to attract, retain and motivate talents of a suitable calibre. The whole community will benefit from the long-term, healthy development of the disciplined services,” Dr Chui added.

“The Standing Committee would like to express our heartfelt appreciation to all disciplined services staff for their commitment, dedication, and contribution to maintaining the safety, security and stability of Hong Kong in the time of severe challenges,” Dr Chui said.

The report on the GSR for the Disciplined Services Grades has been uploaded to the website of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service at [http://www.jsscs.gov.hk/reports/en/scds\\_gsr\\_2021\\_eng.pdf](http://www.jsscs.gov.hk/reports/en/scds_gsr_2021_eng.pdf).

The Standing Committee advises the CE on matters related to the salaries and conditions of service of the disciplined services except for the Heads of Disciplined Services. The Standing Committee is chaired by Dr Chui Hong-sheung, with Ms Margaret Cheng Wai-ching as Chairman of its Police Sub-Committee, Mr Wilfred Wong Kam-pui as Chairman of its General

Disciplined Services Sub-Committee, Mr Victor Lam Hoi-cheung as Chairman of its ICAC Sub-Committee, and Mr Mac Chan Ho-ting, Mrs Edith Chan Ngan Man-ling, Ms Dilys Chau Suet-fung, Ms Ivy Cheung Wing-han, Professor Chong Tai-leung, Ms Quince Chong Wai-yan, Ms Melissa Kaye Pang, Mr Philip Tsai Wing-chung and Hon Tony Tse Wai-chuen as Members.

The Directorate Committee advises the CE on matters affecting the pay and conditions of service of the Directorate of the general civil service (excluding the Judiciary and directorate officers below Heads of Disciplined Services). The Directorate Committee is presently chaired by Mrs Ann Kung Yeung Yun-chi. Its Members are Professor Karen Chan Ka-yin, Ms Margaret Cheng Wai-ching, Mr Nelson Lam Chi-yuen, Mr Kevin Lam Sze-cay and Ms Zabrina Lau Shing-yan.

Ends/Wednesday, June 23, 2021

**Summary of the key recommendations on the Grade Structure Review  
for the Disciplined Services Grades**

<b>Issues</b>	<b>Recommendations</b>
<b>1. Pay Scales</b>	
(a) Rank and File (R&F) grades	<ul style="list-style-type: none"><li>• For the Junior Police Officer (JPO) grade of the Hong Kong Police Force (HKPF) –<ul style="list-style-type: none"><li>- raising the scale minimum by one pay point and the scale maximum by two pay points for the recruitment rank, i.e. the Police Constable (PC) rank;</li><li>- raising the scale minimum and scale maximum of the Police Sergeant rank by two and four pay points respectively; and</li><li>- raising the scale minimum and scale maximum of the Police Station Sergeant rank by two and three pay points respectively. The uplifted scale maximum is to be pitched at a new pay point on the Police Pay Scale (PPS) (i.e. PPS 33a), with a dollar value set at around the mid-point between PPS 33 and 34.</li></ul></li><li>• For all ranks, except for the JPO grade of HKPF and the Immigration Assistant (IA) grade of the Immigration Department (ImmD) –<ul style="list-style-type: none"><li>- raising the scale minima by one pay point and the scale maxima by two pay points for all the recruitment ranks;</li><li>- raising the scale minima and scale maxima by two pay points for all second tier ranks; and</li><li>- raising the scale minima by two pay points and the scale maxima by three pay points for all top tier ranks.</li></ul></li><li>• For the IA grade of ImmD –<ul style="list-style-type: none"><li>- for the recruitment rank, i.e. the IA rank, raising the scale minimum and scale maximum by two pay points. The uplifted scale minimum is to be pitched at a new pay point on the General Disciplined Services (Rank and File) Pay Scale (GDS(R)) (i.e. GDS(R)4a), with a dollar value set at around the mid-point between GDS(R)4 and 5;</li><li>- for the second tier rank, i.e. the Senior IA rank, raising the scale minimum and scale maximum by two pay points; and</li></ul></li></ul>

Issues	Recommendations
	<ul style="list-style-type: none"> <li>- for the top tier rank, i.e. the Chief IA rank, raising the scale minimum and scale maximum by two and four pay points respectively. The uplifted scale maximum is to be pitched at a new pay point on GDS(R) (i.e. GDS(R)31a), with a dollar value set at around the mid-point between the newly created GDS(R)31 and 32.</li> </ul>
(b) Officer grades other than the Independent Commission Against Corruption (ICAC) grades	<ul style="list-style-type: none"> <li>• For the Police Inspector/Superintendent (IP/SP) grade of HKPF –               <ul style="list-style-type: none"> <li>- raising the scale minima and scale maxima of non-directorate ranks by one pay point; and</li> <li>- raising the scale maximum of the Chief Superintendent of Police rank, by adding a new increment to PPS 55 (i.e. PPS 55(5)).</li> </ul> </li> <li>• For the non-directorate Officer grades, other than the IP/SP grade of HKPF –               <ul style="list-style-type: none"> <li>- raising the scale minima and scale maxima by one pay point for all recruitment ranks, except for the Cadet Pilot rank of the Pilot grade of the Government Flying Service (GFS) with its pay scale remaining unchanged, and the Immigration Officer (IO) rank of the IO grade of ImmD, and the Station Officer (Control) (StnO(C)) rank of the StnO/Divisional Officer grade and the Ambulance Officer (AmO) rank of the AmO grade of the Fire Services Department (FSD) with their scale minima to be raised by two pay points and scale maxima to be raised by one pay point; and</li> <li>- raising the scale minima and scale maxima by one pay point for all promotion ranks, except for the Senior Aircraft Engineer rank of the Aircraft Engineer (AE) grade of GFS with its scale minimum to be raised by one pay point and the scale maximum to be raised by two pay points.</li> </ul> </li> </ul>
(c) ICAC grades	<ul style="list-style-type: none"> <li>• For all non-directorate ranks, raising the scale minima and scale maxima by one pay point, except for the Commission Against Corruption Controller (CACC) rank; and Assistant Commission Against Corruption Officer (ACACO) and</li> </ul>

Issues	Recommendations		
	<p>Commission Against Corruption Investigator (Main Stream) ranks with the scale minima and scale maxima of the latter two ranks to be raised by one and two pay points respectively.</p> <ul style="list-style-type: none"> <li>For the CACC rank, raising the scale minimum by three pay points and introducing an additional pay point at ICAC Pay Scale 23 as the scale maximum to plug the existing one-point pay gap between the CACC rank and the Senior CACC rank.</li> </ul>		
(d) Recalibration of PPS	<ul style="list-style-type: none"> <li>Recalibrating PPS 20 to 30 with a more even incremental creep ranging from 3% to 5%.</li> </ul>		
(e) Entry pay and qualifications	<ul style="list-style-type: none"> <li>Introducing an additional entry point at GDS(R)6 for new recruits with valid and recognised enrolled nurse (or registered nurse) qualifications for the Assistant Officer (AO) II rank of the AO grade of the Correctional Services Department (CSD).</li> </ul>		
(f) Others	<ul style="list-style-type: none"> <li>Renaming General Disciplined Services (Commander) Pay Scale (GDS(C)), General Disciplined Services (Officer) Pay Scale (GDS(O)) and GDS(R) as “Disciplined Services (Commander) Pay Scale”, “Disciplined Services (Officer) Pay Scale” and “Disciplined Services (Rank and File) Pay Scale” respectively; and</li> <li>Removing redundant pay points of PPS 1a, GDS(R)1a, GDS(O)1c and GDS(O)1d.</li> </ul>		
<b>2. Increments</b>			
(a) Incremental Jumps (IJs)	<ul style="list-style-type: none"> <li>Granting one to two additional IJs to the following ranks – <table border="1" data-bbox="639 1697 1481 2004"> <tr> <td data-bbox="639 1697 874 2004">HKPF</td> <td data-bbox="874 1697 1481 2004"> <ul style="list-style-type: none"> <li>- one additional IJ to the PC rank upon completion of three years of satisfactory in-rank service</li> <li>- two additional IJs to the IP rank upon completion of three years of satisfactory in-rank service</li> </ul> </td> </tr> </table> </li> </ul>	HKPF	<ul style="list-style-type: none"> <li>- one additional IJ to the PC rank upon completion of three years of satisfactory in-rank service</li> <li>- two additional IJs to the IP rank upon completion of three years of satisfactory in-rank service</li> </ul>
HKPF	<ul style="list-style-type: none"> <li>- one additional IJ to the PC rank upon completion of three years of satisfactory in-rank service</li> <li>- two additional IJs to the IP rank upon completion of three years of satisfactory in-rank service</li> </ul>		

Issues	Recommendations	
	ImmD	- two additional IJs to the IA rank, one upon completion of two years of satisfactory in-rank service, and the other, five years and passing a qualifying examination for promotion
	GFS	- a maximum of two IJs to the AE rank who have obtained specified professional qualifications; and - a maximum of two IJs to Aircraft Technician rank who have obtained specified approval or authorisation
	FSD	- one additional IJ to the Station Officer (Operational) and StnO(C) ranks upon completion of two years of satisfactory in-rank service; and - one additional IJ to the Fireman (Fn) and Ambulanceman (Ambm) ranks upon completion of two years of satisfactory in-rank service
	Customs and Excise Department (C&ED)	- one additional IJ to the Customs Officer (CO) rank upon completion of two years of satisfactory in-rank service
	CSD	- one additional IJ to the AOII rank upon completion of two years of satisfactory in-rank service
	ICAC	- one additional IJ to the ACACO rank upon commencement of the second agreement
	<ul style="list-style-type: none"> <li>• Replacing the existing four IJs of the Pilot II (PII) rank of the Pilot grade of GFS by granting two IJs to the PII rank upon completion of three years of satisfactory in-rank service; and two IJs to the Pilot I rank upon completion of two years and five years of satisfactory in-rank service respectively.</li> </ul>	

Issues	Recommendations
(b) Long Service Increments (LSIs)	<ul style="list-style-type: none"> <li>Granting one additional LSI to the six basic R&amp;F ranks for which LSIs are already available, namely AOII, CO, Fn, Ambm, IA and PC ranks upon completion of 36 years of satisfactory in-rank service.</li> </ul>
<b>3. Grade Structure and Manpower Support</b>	
(a) Upgrading of existing posts	<ul style="list-style-type: none"> <li>The Standing Committee on Directorate Salaries and Conditions of Service recommends upgrading the post of Controller, GFS from Directorate Pay Scale Point 3 (D3) equivalent to D4 equivalent, and creating a new pay point and an incremental scale equivalent to D4 (i.e. GDS(C))3a) between GDS(C)3 and GDS(C)4 as a consequential arrangement.</li> </ul>
(b) Additional directorate posts	<ul style="list-style-type: none"> <li>Supporting the proposals of creating one additional Deputy Director/Deputy Commissioner post each in ImmD, FSD, C&amp;ED and CSD, all pitched at D3 equivalent.</li> </ul>
<b>4. Non-fringe Benefits Types of Allowance</b>	
Job-related Allowance (JRA)	<ul style="list-style-type: none"> <li>The Standing Committee on Disciplined Services Salaries and Conditions of Service will be pleased and is prepared to consider and offer views on any JRA proposals when invited by the Government in accordance with the established mechanism.</li> </ul>
<b>5. Fringe benefits</b>	
Medical and dental benefits	<ul style="list-style-type: none"> <li>Making available life-long medical and dental benefits to ICAC staff (regardless of their appointment terms and when they joined the service) invalidated as a result of injury on duty.</li> </ul>