

SCHEDULE OF EDUCATION GRADES

Grade	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)
<u>Non-Graduate</u>										
Certificated Master/ Mistress	Certificated	17-23(26)*	Assistant	24 - 31	Senior Assistant	32 - 37	Prin. Assistant	38 - 40		
Lecturer (Non-graduate)			Assistant	23 - 37	Assistant	23 - 37	Lecturer	38 - 40		
Inspector (Non-graduate)					Assistant	23 - 37	Inspector	38 - 40		
Education Assistant					Assistant	23 - 37	Senior	38 - 40		
<u>Graduate</u>										
Education Officer			Assistant	20 - 37	Officer	38 - 43	Prin. II	44 - 47	Prin. I	48 - 51
Lecturer (Graduate)			Lecturer	29 - 37	Senior	38 - 43	Principal	44 - 47	Vice-Prin.	48 - 51
Inspector (Graduate)			Assistant	29 - 37	Inspector	38 - 43	Senior	44 - 47	Principal	48 - 51
Education Officer (Administration)			Assistant	26 - 37	Officer	38 - 47			Senior	48 - 51
<u>Related - Non-Graduate</u>										
Workshop Instructor	III #	9 - 17	II	18 - 23(26)*	I	24 - 31				

\* Additional increments after three, two and two years of service respectively

# formerly Trade Instructor

## SCHEDULE OF OTHER GRADES

Grade	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	
Chauffeur	Chauffeur	9 - 13	Personal Chauffeur	14 - 15	Senior	16 - 17													
Chef	No. 2 Chef	11 - 15	Head Chef	16 - 19															
Document Examiner	Examiner	37 - 40	Chief	38 - 43															
Entertainment Standards Control Officer	Officer	20 - 37																	
Estate Caretaker	Caretaker	6 - 12	Senior	13 - 14	Head	15 - 16													
Executive Assistant	Assistant	18 - 30	Senior	31 - 37	Chief	38 - 43													
Explosives Supervisor	II	7 - 12	I	13 - 16															
Fire Services Training Officer (Physical Education)	Assistant	29 - 39	Officer	40 - 44															
Government House Domestic Staff	V	7 - 10	IV	11 - 13	III	14 - 15	II	16 - 19	I	20 - 22									
Head Steward	Head Steward	11 - 15	Chief Steward	16 - 19															
Housekeeper	Housekeeper	29 - 34																	
Information Officer	Asst. II	7 - 17	Asst. I	18 - 31	Officer	32 - 37	Senior	38 - 43	Principal	44 - 47	Chief	48 - 51							
Inoculator	Inoculator	5 - 14	Senior	15 - 17															
Lay Magistrate	Lay Magistrate	38																	
Master (Prisons)	Master	22 - 31	Senior	32 - 37															
Music Officer**	Asst. II	17 - 24	Asst. I	25 - 31	Officer	32 - 37	Senior	38 - 47	Chief	48 - 51									
Observer/Crewman (RIKAAF)	Observer/Crewman	13 - 31																	
Personal Assistant to H.E. the Governor	Personal Assistant	38 - 43																	
Photographer	II	5 - 11	I	12 - 15	Senior	16 - 17													

\*\* Subject to Finance Committee approval

Grade	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)
Programme Officer	Prog. Asst.	7 - 17	Assistant	18 - 31	Officer	32 - 37	Senior	38 - 43	Principal	44 - 47	Chief	48 - 51
Proof Reader	Proof Reader	5 - 15	Senior	16 - 24	Chief	25 - 30						
Protocol Officer	Officer	38 - 47										
Reception Officer	Officer	20 - 31										
Recreation and Sport Officer**	Asst. II	17 - 24	Asst. I	25 - 34	Officer	35 - 40	Senior	41 - 47	Chief	48 - 51		
Scientific Evidence Officer	Officer	37 - 40										
Secretary (Functions)	Secretary	30 - 32										
Social Secretary	Assistant	27 - 29	Secretary	33 - 35								
Special Photographer	II	11 - 22	I	23 - 28	Senior	29 - 31						
Surveyor Attendant	Attendant	6 - 13										
Technical Instructor (Prisons)	Instructor	20 - 25										
Traffic Warden	Warden	7 - 13	Senior	14 - 17								
Training Assistant (Civil Aid Services)	Assistant	5 - 15										
Training Officer (Civil Aid Services)	Officer	13 - 31	Senior	32 - 37	Principal	38 - 47						
Training Officer/ Medical Defence Staff Officer (Auxiliary Medical Service)	Training Officer	13 - 31	Asst. M.D.S.O.	32 - 37	M.D.S.O.	48 - 51						

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SCHEDULE OF SPECIALIST CIVILIAN GRADES

Grade	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)
Force Armourer	Armourer	37 - 39	Senior	40 - 47	Senior	48 - 51
Force Welfare Officer	Assistant	31 - 39	Officer	40 - 47		
Interviewer	Interviewer	39 - 43	Head	44 - 47		
Legal Aid Assistant	Assistant	19				
Physical Training Instructor	Assistant	24 - 32	Instructor	33 - 40		
Police Research Officer**	Assistant	39 - 43	Officer	44 - 47	Senior	48 - 51

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SCHEDULE OF DISCIPLINED SERVICES GRADES (RANK AND FILE)

Service	Rank	Pay Scale DPS(R)	Rank	Pay Scale DPS(R)	Rank	Pay Scale DPS(R)
Royal Hong Kong Police Force	Constable	8 - 21(23)*	Sergeant	22 - 29	Station Sergeant	30 - 37
Fire Services	Fireman	5 - 19(21)*	Senior Fireman	20 - 28	Principal Fireman	29 - 33
Ambulance Command	Ambulanceman	5 - 19(21)*	Senior Ambulanceman	20 - 28	Principal Ambulanceman	29 - 33
Customs and Excise Service	Customs Officer	5 - 19(21)*	Senior Customs Officer	20 - 28	Chief Customs Officer	29 - 33
Prisons Service	Assistant Officer II	5 - 19(21)*	Assistant Officer I	20 - 33		
	Instructor (Prisons)**	9 - 25				
Immigration Service	Immigration Assistant	1 - 13(15)*	Senior Immigration Assistant	14 - 21		

\* Additional increments after 18 and 25 years of service respectively

\*\* Subject to Finance Committee approval

SCHEDULE OF INDEPENDENT COMMISSION AGAINST CORRUPTION GRADES

Grade	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)	Rank	Pay Scale (MPS)
Surveillance	Assistant Commission Against Corruption Investigator	11 - 18	Commission Against Corruption Team Leader	19 - 21	Commission Against Corruption Controller	23 - 26	Senior Commission Against Corruption Controller	28 - 33		
Commission Against Corruption Officer	Assistant Commission Against Corruption Officer	11 - 21	Commission Against Corruption Officer (Middle/Lower)	23 - 40	Commission Against Corruption Officer (Upper)	41 - 47	Senior Commission Against Corruption Officer	48 - 51		

SCHEDULE OF MODEL SCALE 1 GRADES

Grade	Rank	Pay Scale (MOD)	Rank	Pay Scale (MOD)	Rank	Pay Scale (MOD)	Rank	Pay Scale (MOD)	Rank	Pay Scale (MOD)
Aids to Navigation Attendant					Attendant	11 - 17	Mechanic	18 - 22		
Animal House Attendant					Attendant	11 - 17				
Artisan					Artisan	11 - 17				
Barber			Barber	5 - 10						
Car Park Attendant			II	5 - 10						
Caretaker#	Caretaker	1 - 4								
Chainman					Chainman	11 - 17				
Cobbler					Cobbler	11 - 17				
Communications Attendant					Attendant	11 - 17				
Cook					Cook	11 - 17				
Darkroom Technician					Darkroom Technician	11 - 17				
Depot Attendant			Attendant	5 - 10						
Domestic Servant			II	5 - 10					Senior	18 - 22
Drain Chargeman									Drain Chargeman	18 - 22
Fisherman			II	5 - 10						
Forest Guard										
Ganger			Ganger	5 - 10						
Gardener			Gardener	5 - 10						
Laboratory Attendant										
Laundry Worker					Attendant	11 - 17				
Leading Sewerman					Laundry Worker	11 - 17				
Lift Operator			Lift Operator	5 - 10						
Meat Porter			Meat Porter	5 - 10						
Mortuary Attendant					Senior	11 - 17			Attendant	18 - 22
Motor Driver					Driver	11 - 17			Assistant	18 - 22
Operating Theatre Assistant										



Grade	Rank	Pay Scale (MOD)	Rank	Pay Scale (MOD)	Rank	Pay Scale (MOD)	Rank	Pay Scale (MOD)
Rock Driller								
Sailmaker Rigger			Sailmaker Rigger	11 - 17			Rock Driller	18 - 22
Senior Artisan							Senior Artisan	18 - 22
Shot Firer							Shot Firer	18 - 22
Special Driver							Special Driver	18 - 22
Steward							Steward	18 - 22
Supplies Attendant								
Ward Attendant			Attendant	5 - 10				
Watchman <sup>##</sup>			Attendant	5 - 10				
Workman II	II	1 - 4	Watchman	5 - 10				
Workman I			I					
Workshop Attendant			Attendant	5 - 10				

## Recommendation has been made for merging the Caretaker and Watchman grades