

CHAPTER FIVE

MASTER PAY SCALE

(Some modifications to the Master Pay Scale are proposed in this Chapter)

Upper End of Master Pay Scale

5.1 In the course of this review, a considerable number of representations from both staff and management have made us aware of the problems with the top two tiers of ranks paid on the Master Pay Scale (i.e. MPS 48-51 and MPS 44-47). The complaint is centred on the relatively short progression in the four-step pay scale for these two tiers which, in the view of the respondents, does not allow proper recognition of the accumulated experience of senior officers with their predominantly managerial responsibilities. Some representations have contended also that in recent years, there has been a general increase in responsibility and public accountability at the senior level and this should be given due recognition. Similar sentiments have been echoed by the staff representatives whom we met during our visits to departments. The additional suggestion has been made that differentials between upper and lower ranks have been eroded over the years by the tapering of annual pay adjustments for the upper segments of the Master Pay Scale.

5.2 We are satisfied that there is a case to improve the salary structure of the top two tiers of ranks. In formulating our recommendations, however, we are conscious of the fact that in the 1979 overall review, the pay scale for these tiers has already been extended by one point each. We have also taken note of the recommendations in the Tenth Report of the Standing Committee on Directorate Salaries and Conditions of Service and the new levels of pay set for the Directorate as a result. We recognize that there should be a reasonable differential, but not necessarily 15% as recommended in the Report, between the top point of the Master Pay Scale and the bottom point of the Directorate Pay Scale to reflect the increase in responsibilities on advancement to the Directorate level.

Having regard to these considerations, we propose to extend the top end of the Master Pay Scale to a value of \$38700 and to modify the salary structure of the top two tiers with a view to providing a five-step progression for each of them. These changes will result in a differential with the bottom point of the Directorate of about 11.5%, which is more or less in line with the relativity traditionally maintained between the Directorate and Master Pay Scales, and will go some way in achieving the objective of improving the salary progression of officers in the top two tiers.

5.3 We note that in the Technical Inspectorate and Polytechnic Diploma groups, the top rank of a number of grades has a pay scale at MPS 42-44. We recommend that this three-point scale be extended by one step. This will improve the salary structure of the grades concerned. Furthermore, to maintain existing relativities, we propose that ranks with a scale maximum at MPS 44 or above should receive a similar one-step extension.

Modification of Master Pay Scale

5.4 In Chapter 4, we have recommended that the benchmark for grades not requiring a full School Certificate be set at MPS 5. If this recommendation is accepted, the existing points on the Master Pay Scale below MPS 5 will become obsolete as all Master Pay Scale grades will then have a starting salary at or above this benchmark. We recommend that these points be deleted.

5.5 In the light of the proposed deletion of the first four points and the proposed restructuring of the top segments of the Master Pay Scale, we propose that all the points on the Master Pay Scale be revised and re-numbered. In the revision, we have taken the opportunity to produce a more regular pattern in the size of increments throughout the entire scale. The new scale is shown in Table A at the end of this Chapter.

5.6 With the proposed modification, there should be corresponding revisions to both the numbering and the value of the qualification group benchmarks proposed in Chapter 4. These changes are summarized in Table B at the end of this Chapter.

Implementation Arrangements

5.7 We recommend that the revised Master Pay Scale, if accepted, should be implemented forthwith for all grades paid on the Master Pay Scale.

5.8 For grades reviewed in the current phase, the officers concerned should first convert to an appropriate point on the existing Master Pay Scale according to the proposed changes, if any, to their salary scale under the normal conversion arrangements (see paragraph 2.21). They should then convert to the nearest point on the new Master Pay Scale with a dollar value not lower than their salary point on the existing Master Pay Scale. If a rank scale is affected by the modification of the top segments of the Master Pay Scale, officers on the maximum point of the scale for more than one year should convert to the new rank scale maximum.

5.9 For grades yet to be reviewed, the officers concerned should convert to the new Master Pay Scale as follows :-

- (a) officers currently remunerated on MPS Points 1-4 will convert to the new MPS Point 1;
- (b) where a rank scale is affected by the modification of the top segments of the Master Pay Scale, officers on the maximum point of the scale for more than one year will convert to the new scale maximum; and
- (c) the remaining officers will convert to the nearest point on the new Master Pay Scale with a dollar value not lower than their existing salary point.

New Master Pay Scale

Point	Increment		
	\$	\$	%
49	38700	1345	3.60
48	37355	1300	3.61
47	36055	1260	3.62
46 (44B)	34795	1210	3.60
45 (44A)	33585	1170	3.61
44	32415	1130	3.61
43	31285	1290	4.30
42	29995	1235	4.29
41	28760	1185	4.30
40	27575	1140	4.31
39	26435	1170	4.63
38	25265	1115	4.62
37	24150	1080	4.68
36	23070	1025	4.65
35 (33B)	22045	980	4.65
34 (33A)	21065	935	4.64
33	20130	905	4.71
32	19225	865	4.71
31	18360	825	4.70
30	17535	785	4.69
29	16750	750	4.69
28	16000	720	4.71
27	15280	685	4.69
26	14595	650	4.66
25	13945	620	4.65
24	13325	595	4.67
23	12730	570	4.69
22	12160	550	4.74
21	11610	555	5.02
20	11055	525	4.99
19	10530	500	4.99
18	10030	475	4.97
17	9555	455	5.00
16	9100	435	5.02
15	8665	415	5.03
14	8250	395	5.03
13	7855	455	6.15
12	7400	430	6.17
11	6970	405	6.17
10	6565	385	6.23
9	6180	380	6.55
8	5800	355	6.52
7	5445	335	6.56
6	5110	315	6.57
5	4795	295	6.56
4	4500	275	6.51
3	4225	260	6.56
2	3965	240	6.44
1	3725	0	0.00

Qualification Group Benchmarks

<u>Qualification Group</u>	<u>Proposed Benchmark under Existing MPS</u>	<u>Proposed Benchmark under New MPS</u>
<u>Grades not requiring a full School Certificate</u>		
Group I	MPS 5	MPS 1
Group II	5	1
<u>School Certificate Grades</u>		
Group I	7	3
Group II	Not applicable	
<u>Polytechnic Higher Diploma, Diploma and Related Grades</u>		
Group I	17	13
Group II	14	10
Group III	11	7
<u>Technical Inspectorate and Related Grades</u>		
Group I	17	13
Group II	10	6
<u>Matriculation Grades</u>	14	10
<u>Degree and Related Grades (note a)</u>	20	16
<u>Professional and Related Grades (note b)</u>		
Group I	31	27
Group II	31	27
<u>Education Grades</u>	Not applicable	
<u>Specialist Civilian Grades</u>	Not applicable	
<u>Other Grades</u>	Not applicable	
<u>Model Scale 1 Grades</u>		
Workman II	New point on Model Scale 1 with value identical to new MPS 3	
Artisan (note c)	10	6

Notes

- (a) New designation for Group III of Professional, Degree and Related Grades (see Chapter 8)
- (b) New designation for Groups I and II of Professional, Degree and Related Grades (see Chapter 7)
- (c) Grades remunerated on the Artisan and Senior Artisan segments are to be transferred to the Master Pay Scale (see Chapter 3)