**Current and Recommended Starting Salaries
for Basic Ranks in the 14 Qualification Groups
covered in the Pay Comparison Survey**

Qualification Group	Starting Salaries for Basic Ranks	
	Current	**Recommended**

1
(Grades not requiring a full School Certificate)
 	
Benchmark:
Existing-MPS 1
New-MPS 0
	Ranging from :
	
	MPS 1
	           2
	           3
	           4
		Correspondingly lowered by one MPS point :
		
		MPS 0
		           1
		           2
		           3
		
		on account of a lowering of the Benchmark from MPS 1 to MPS 0.

2
(Full School Certificate)
 	
Benchmark:
Existing-MPS 3
New-MPS 2
	Ranging from :
	
	MPS 3
	           4
	           5
	           6
	           7
	           8
	           9
		Correspondingly lowered to :
		
		MPS 2
		           3
		           4
		           5
		           6
		           7
		           8
		
		on account of a lowering of the Benchmark from MPS 3 to MPS 2.

3
(Full School Certificate plus considerable experience)
 	
Benchmark:
(Not Set)
	Ranging from :
	
	MPS 3
	           9
	         10
	         11
	         12
	         13
	         17
		Correspondingly lowered to :
		
		MPS 2
		           8
		           9
		         10
		         11
		         12
		         16
		
		on account of a lowering of the Benchmark for QG 2 from MPS 3 to MPS 2.

Qualification Group	Starting Salaries for Basic Ranks	
	Current	Recommended
4 *(Higher Diploma)* Benchmark: *Existing*-MPS 13 *New*-MPS 11	Ranging from : MPS 13 14 15	Correspondingly lowered to : MPS 11 12 13 on account of a lowering of the Benchmark from MPS 13 to MPS 11.
5 *(Diploma)* Benchmark: *Existing*-MPS 10 *New*-MPS 6	Ranging from : MPS 10 11	Correspondingly lowered to : MPS 6 7 on account of a lowering of the Benchmark from MPS 10 to MPS 6.
6 *(School Certificate plus one year's training or F.4 plus two years' training)* Benchmark: *Existing*-MPS 7 *New*-MPS 3	Ranging from : MPS 7 8 9	Correspondingly lowered to : MPS 3 4 5 on account of a lowering of the Benchmark from MPS 7 to MPS 3.
7 *(Higher Certificate plus experience)* Benchmark: *Existing*-MPS 13 *New*-MPS 11	Ranging from : MPS 13 14 24 34	Correspondingly lowered to : MPS 11 12 22 32 on account of a lowering of the Benchmark from MPS 13 to MPS 11.

Qualification Group	Starting Salaries for Basic Ranks	
	Current	Recommended

8
(Certificate or apprenticeship plus experience)
 	
Benchmark:
 	
Existing-MPS 6
 	
New-MPS 6
	Ranging from :
	
	MPS 6
	            7
	            8
	            9
	            11
	            13
	
	There are 5 grades with Assistant ranks with a pay scale ranging from :
	
	MPS 3-5
	            4-7
	
	where the starting salary is set having regard to the starting salary of the basic rank.
		Remain unchanged at :
		
		MPS 6
		            7
		            8
		            9
		            11
		            13
		
		on account of no change to the Benchmark.
		
		As with the basic rank, the pay scale of the Assistant ranks remain unchanged as :
		
		MPS 3-5
		            4-7

9
(Craft & skill / apprenticeship plus experience)
 	
Benchmark:
 	
Existing-MPS 6
 	
New-MPS 5
	Ranging from :
	
	MPS 6
	            9
		Correspondingly lowered to :
		
		MPS 5
		            8
		
		on account of a lowering of the Benchmark from MPS 6 to MPS 5.

10
(Matriculated)
 	
Benchmark:
 	
Existing-MPS 10
 	
New-MPS 4
	Ranging from :
	
	MPS 10
	            11
	            12
	            13
	            15
		Correspondingly lowered to :
		
		MPS 4
		            5
		            6
		            7
		            9
		
		on account of a lowering of the Benchmark from MPS 10 to MPS 4.

Qualification Group	Starting Salaries for Basic Ranks	
	Current	Recommended

11 *(Professional-Group I (Professional membership))* Benchmark: *Existing*-MPS 27 *New*-MPS 22	Ranging from : MPS 28
	           29
	           30
	           31
	           32
	           34
	
	There are 24 grades with Assistant ranks with a pay scale ranging from : MPS 16-27
	           18-27
	           18-31
	           19-27
	           27-29
		Correspondingly lowered to : MPS 23
		           24
		           25
		           26
		           27
		           29
		
		on account of a lowering of the Benchmark from MPS 27 to MPS 22.
		
		Correspondingly lowered to :
		
		MPS 11-22
		           13-22
		           13-26
		           14-22
		           22-24
		
		on account of a lowering of the Benchmark for QG 13 from MPS 16 to MPS 11 and that of the Benchmark for QG 11 from MPS 27 to MPS 22.

12 *(Professional-Group II (Honours Degree))* Benchmark: *Existing*-MPS 27 *New*-MPS 22	All set at MPS 27, which is the Benchmark for the Professional group.
	
	There are 9 grades with Assistant ranks with pay scales ranging from : MPS 16-21
	           18-22
		Correspondingly lowered to MPS 22 on account of a lowering of the Benchmark of QG 11 (Professional Group) from MPS 27 to MPS 22.
		
		Correspondingly lowered to :
		
		MPS 11-16
		           13-17
		
		on account of a lowering of the Benchmark for QG 13 from MPS 16 to MPS 11 and maintaining the gap of 5 to 6 pay points between the maximum salary of the Assistant rank and the new starting salary of the basic rank in QG 12 (i.e. MPS 22).

Qualification Group	Starting Salaries for Basic Ranks	
	Current	**Recommended**

13
 (Degree)
 	
 <u>Benchmark:</u>
 Existing-MPS 16
 New-MPS 11
	Ranging from :
	
	 MPS 16
	             17
	             18
	             34
	             45
		Correspondingly lowered to :
		
		 MPS 11
		             12
		             13
		             29
		             40
		
		 on account of a lowering of the Benchmark from MPS 16 to MPS 11.

14
 (MOD 1)
 	
 <u>Benchmark:</u>
 Existing-current MS 1
 New-new MS 0
	Ranging from :
	
	 Current MS 1
	                  4
		Correspondingly lowered and re-numbered as :
		
		 new MS 0
		               3
		
		 on account of a lowering of the Benchmark (which is also the lowest point on the Model Scale 1 Pay Scale) from \$9,785 to \$8,615.