

**GENERAL DISCIPLINED SERVICES (R) PAY SCALE**  
**Correctional Services**

Existing pay scale		Proposed pay scale		Correctional Services
DPS (R)	\$	\$	GDS(R)	
		4310	<u>1</u>	N/A
5	4225	4450	<u>2</u>	Assistant Officer II:
6	4365	4590	3	GDS(R) 2-16, with long service
7	4505	4740	4	increments at GDS(R) 17 (after 18
8	4655	4890	5	years' service) and GDS(R) 18
9	4795	5050	6	(after 25 years' service). Entry
10	4950	5210	7	at GDS(R) 2, 3, 4 or 5 depending on
11	5095	5380	8	qualifications. There will be an
12	5235	5560	9	incremental jump after completion
13	5385	5750	10	of first year (see conversion
14	5495	5950	11	arrangements for recruits entering
15	5620	6150	12	at different levels shown in
16	5755	6355	13	conversion tables). An incremental
17	5885	6560	14	jump will be awarded not earlier
18	6020	6770	15	than end of 5th year of service on
<u>19</u>	6165	6980	<u>16</u>	passing the promotion examination.
20#	6310	7190	17#	Assistant Officer I:
21#	6460	7400	18#	GDS(R) 17-30
22	6630	7610	19	
23	6795	7830	20	
24	6975	8060	21	
25	7155	8290	22	
26	7370	8520	23	
27	7605	8750	24	
28	7855	9000	25	
29	8100	9250	26	
30	8345	9500	27	
31	8580	9780	28	
32	8830	10080	29	
<u>33</u>	9075	10380	<u>30</u>	

# Long Service Increment

CONVERSION TABLE - ASSISTANT OFFICER II  
ASSISTANT OFFICER I

	Existing pay scale		Proposed pay scale	
	DPS(R)	\$	GDS(R)	\$
<b>Assistant Officer II</b> Minimum entry	5	4225	2	4450
			(3)	4590
	6	4365	4	4740
	7	4505	5	4890
	8	4655	6	5050
* * *	*	*	*	*
Completed F5	6	4365	3	4590
			(4)	4740
	7	4505	5	4890
	8	4655	6	5050
	9	4795	7	5210
* * *	*	*	*	*
3 subjects at Grade E at HKCE	7	4505	4	4740
			(5)	4890
	8	4655	6	5050
	9	4795	7	5210
	* * *	*	*	*
5 subjects at Grade E at HKCE including English Language	8	4655	5	4890
			(6)	5050
	9	4795	7	5210

Bracketed point denotes the point to be omitted in recognition of the incremental jump on completion of first year of service.

	Existing pay scale		Proposed pay scale	
	DPS(R)	\$	GDS(R)	\$
	10	4950	8	5380
	11	5095	9	5560
	12	5235	10	5750
	13	5385	11	5950
	14	5495	12	6150
	15	5620	13	6355
	16	5755	14	6560
	17	5885	15	6770
	18	6020	16	6980
	19	6165	16	6980
	20#	6310	17#	7190
	21#	6460	18#	7400

An Assistant Officer II who has 5 years' service or more and has successfully passed the qualifying examination for promotion will convert to the next higher numbered point shown above subject to this not being above the normal scale maximum (GDS(R)16).

# Long Service Increment

<b>Assistant Officer I</b>	20	6310	17	7190
	21	6460	18	7400
	22	6630	19	7610
	23	6795	20	7830
	24	6975	21	8060
	25	7155	22	8290
	26	7370	23	8520
	27	7605	24	8750
	28	7855	25	9000
	29	8100	26	9250
	30	8345	27	9500
	31	8580	28	9780
	32	8830	29	10080
	33	9075	30	10380

**GENERAL DISCIPLINED SERVICES (R) PAY SCALE**  
**Correctional Services**

Existing pay scale		Proposed pay scale		Correctional Services
DPS (R)	\$	\$	GDS(R)	
		4310	1	)
		4450	2	)
		4590	3	) N/A
		4740	4	)
		4890	5	)
9	4795	5050	6	Instructor
10	4950	5210	7	(Correctional Services) :
11	5095	5380	8	GDS(R) 6-22
12	5235	5560	9	
13	5385	5750	10	
14	5495	5950	11	
15	5620	6150	12	
16	5755	6355	13	
17	5885	6560	14	
18	6020	6770	15	
19	6165	6980	16	
20	6310	7190	17	
21	6460	7400	18	
22	6630	7610	19	
23	6795	7830	20	
24	6975	8060	21	
25	7155	8290	22	
		8520	23	)
		8750	24	)
		9000	25	)
		9250	26	) N/A
		9500	27	)
		9780	28	)
		10080	29	)
		10380	30	)

## CONVERSION TABLE - INSTRUCTOR (CORRECTIONAL SERVICES)

	Existing pay scale		Proposed pay scale	
	DPS(R)	\$	GDS(R)	\$
<b>Instructor (Correctional Services)</b>	9	4795	6	5050
	10	4950	7	5210
	11	5095	8	5380
	12	5235	9	5560
	13	5385	10	5750
	14	5495	11	5950
	15	5620	12	6150
	16	5755	13	6355
	17	5885	14	6560
	18	6020	15	6770
	19	6165	16	6980
	20	6310	17	7190
	21	6460	18	7400
	22	6630	19	7610
	23	6795	20	7830
	24	6975	21	8060
	25	7155	22	8290

**GENERAL DISCIPLINED SERVICES (O) PAY SCALE**  
**Correctional Services**

Existing pay scale		Proposed pay scale		Correctional Services
DPS(O)	\$	\$	GDS(O)	
		6950	1	)
		7260	2	)
		7640	3	) N/A
		8020	4	)
		8500	5	)
4	7155	9050	6	Officer/Industrial Officer
5	7635	9600	7	(Correctional Services) :
6	8110	10150	8	GDS(O) 6-20. Entry at 6, 8, 9 or 10
7	8580	10700	9	depending on qualifications. There
8	9070	11250	10	will be an incremental jump after
9	9550	11830	11	completion of first year (see
10	10035	12430	12	conversion arrangements for recruits
11	10515	13090	13	entering at different levels shown in
12	11080	13750	14	conversion tables).
13	11645	14430	15	
14	12215	15110	16	
15	12820	15790	17	
16	13435	16470	18	
17	14060	17150	19	
18	14680	17830	20	
19	15310	18510	21	Principal Officer/Principal Industrial
20	15935	19190	22	Officer (Correctional Services) :
21	16565	19925	23	GDS(O) 21-25
22	17070	20675	24	
23	17710	21425	25	
24	18475	22265	26	Chief Officer/Chief Industrial Officer
25	19290	23105	27	(Correctional Services) :
26	20105	23965	28	GDS(O) 26-31
27	20930	24880	29	
28	21770	25810	30	
29	22620	26780	31	
30	23570	27780	32	Superintendent of Correctional
31	24530	28780	33	Services/Superintendent of
32	25670	29850	34	Correctional Services Industries :
33	26810	31000	35	GDS(O) 32-35
34	28070	32200	36	Senior Superintendent of Correctional
35	29325	33550	37	Services :
36	30595	34900	38	GDS(O) 36-38
37	31865			

CONVERSION TABLE - OFFICER/INDUSTRIAL OFFICER (CORRECTIONAL SERVICES)  
 PRINCIPAL OFFICER/PRINCIPAL INDUSTRIAL OFFICER  
 (CORRECTIONAL SERVICES)  
 CHIEF OFFICER/CHIEF INDUSTRIAL OFFICER (CORRECTIONAL SERVICES)  
 SUPERINTENDENT OF CORRECTIONAL SERVICES/SUPERINTENDENT OF  
 CORRECTIONAL SERVICES INDUSTRIES  
 SENIOR SUPERINTENDENT OF CORRECTIONAL SERVICES

	Existing pay scale		Proposed pay scale	
	DPS(0)	\$	GDS(0)	\$
<b>Officer/Industrial Officer (Correctional Services)</b>				
Minimum entry	4	7155	6 (7)	9050 9600
	5	7635	8	10150
	6	8110	9	10700
	7	8580	10	11250
	8	9070	11	11830
	9	9550	12	12430
* * *	* * *	* * *	* * *	* * *
2 'A' 3 'O' or equivalent	6	8110	8 (9)	10150 10700
	7	8580	10	11250
	8	9070	11	11830
	9	9550	12	12430
* * *	* * *	* * *	* * *	* * *
HK Polytechnic Higher Diploma or equivalent	7	8580	9 (10)	10700 11250
	8	9070	11	11830
	9	9550	12	12430
* * *	* * *	* * *	* * *	* * *
Degree	8	9070	10 (11)	11250 11830
	9	9550	12	12430
	10	10035	13	13090
	11	10515	14	13750
	12	11080	15	14430
	13	11645	16	15110
	14	12215	17	15790
	15	12820	18	16470
	16	13435	19	17150
	17	14060	20	17830
	18	14680	20	17830

Bracketed point denotes the point to be omitted in recognition of the incremental jump on completion of first year of service.

	Existing pay scale		Proposed pay scale	
	DPS(O)	\$	GDS(O)	\$
Principal Officer/ Principal Industrial Officer (Correctional Services)	19	15310	21	18510
	20	15935	22	19190
	21	16565	23	19925
	22	17070	24	20675
	23	17710	25	21425
Chief Officer/ Chief Industrial Officer (Correctional Services)	24	18475	26	22265
	25	19290	27	23105
	26	20105	28	23965
	27	20930	29	24880
	28	21770	30	25810
	29	22620	31	26780
Superintendent of Correctional Services/ Superintendent of Correctional Services Industries	30	23570	32	27780
	31	24530	33	28780
	32	25670	34	29850
	33	26810	35	31000
Senior Superintendent of Correctional Services	34	28070	36	32200
	35	29325	37	33550
	36	30595	38	34900
	37	31865	38	34900