

GENERAL DISCIPLINED SERVICES (R) PAY SCALE
Customs and Excise Service

Existing pay scale		Proposed pay scale		Customs and Excise Service
DPS (R)	\$	\$	GDS(R)	
		4310	<u>1</u>	N/A
5	4225	4450	<u>2</u>	Customs Officer :
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).
17	5885	6560	14	
18	6020	6770	15	
19	6165	6980	<u>16</u>	
20#	6310	7190	<u>17#</u>	Senior Customs Officer:
21#	6460	7400	18#	GDS(R) 17-25
22	6630	7610	19	
23	6795	7830	20	
24	6975	8060	21	
25	7155	8290	22	
26	7370	8520	23	
27	7605	8750	24	
<u>28</u>	7855	9000	<u>25</u>	
29	8100	9250	26	Chief Customs Officer :
30	8345	9500	27	GDS(R) 26-30
31	8580	9780	28	
32	8830	10080	29	
<u>33</u>	9075	10380	<u>30</u>	

Long Service Increment

CONVERSION TABLE - CUSTOMS OFFICER
 SENIOR CUSTOMS OFFICER
 CHIEF CUSTOMS OFFICER

	Existing pay scale		Proposed pay scale	
	DPS(R)	\$	GDS(R)	\$
Customs Officer Minimum entry	5	4225	2	4450
			(3)	4590
	6	4365	4	4740
	7	4505	5	4890
	8	4655	6	5050
	9	4795	7	5210
* * *	*	*	*	*
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.

Annex 5.10 (Cont'd)

	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
# Long Service Increment				
Senior Customs Officer	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
Chief Customs Officer	29	8100	26	9250
	30	8345	27	9500
	31	8580	28	9780
	32	8830	29	10080
	33	9075	30	10380

GENERAL DISCIPLINED SERVICES (O) PAY SCALE
Customs and Excise Service

Existing pay scale		Proposed pay scale		Customs and Excise Service
DPS (O)	\$	\$	GDS(O)	
		6950	1)
		7260	2)
		7640	3) N/A
		8020	4)
		8500	5)
4	7155	9050	6	Inspector of C&E :
5	7635	9600	7	GDS(O)6-20. Entry at 6, 8, 9 or 10 depending on
6	8110	10150	8	qualifications. There will be an incremental
7	8580	10700	9	jump after completion of first year (see
8	9070	11250	10	conversion arrangements for recruits entering at
9	9550	11830	11	different levels shown in conversion tables).
10	10035	12430	12	
11	10515	13090	13	
12	11080	13750	14	
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	Senior Inspector of C&E :
20	15935	19190	22	GDS(O) 21-25
21	16565	19925	23	
22	17070	20675	24	
23	17710	21425	25	
24	18475	22265	26	Assistant Superintendent of C&E :
25	19290	23105	27	GDS(O) 26-31
26	20105	23965	28	
27	20930	24880	29	
28	21770	25810	30	
29	22620	26780	31	
30	23570	27780	32	Superintendent of C&E :
31	24530	28780	33	GDS(O) 32-35
32	25670	29850	34	
33	26810	31000	35	
34	28070	32200	36	Senior Superintendent of C&E :
35	29325	33550	37	GDS(O) 36-38
36	30595	34900	38	
37	31865			

CONVERSION TABLE - INSPECTOR OF C&E
 SENIOR INSPECTOR OF C&E
 ASSISTANT SUPERINTENDENT OF C&E
 SUPERINTENDENT OF C&E
 SENIOR SUPERINTENDENT OF C&E

	Existing pay scale		Proposed pay scale	
	DPS(O)	\$	GDS(O)	\$
Inspector of C&E				
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)	\$
Senior Inspector of C&E	19	15310	21	18510
	20	15935	22	19190
	21	16565	23	19925
	22	17070	24	20675
	23	17710	25	21425
Assistant Superintendent of C&E	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 C&E	30	23570	32	27780
	31	24530	33	28780
	32	25670	34	29850
	33	26810	35	31000
Senior Superintendent of C&E	34	28070	36	32200
	35	29325	37	33550
	36	30595	38	34900
	37	31865	38	34900