

GENERAL DISCIPLINED SERVICES (R) PAY SCALE
Immigration Service

Existing pay scale		Proposed pay scale		Immigration Service
DPS (R)	\$	\$	GDS(R)	
3	3950	4310	1	Immigration Assistant: GDS(R) 1-15, with long service increments at GDS(R) 16 (after 18 years' service) and GDS(R) 17 (after 25 years' service). Entry at GDS(R) 1, 2, 3 or 4 depending on qualifications. There will be an incremental jump after completion of first year (see conversion arrangements for recruits entering at different levels shown in conversion tables).
4	4080	4450	2	
5	4225	4590	3	
6	4365	4740	4	
7	4505	4890	5	
8	4655	5050	6	
9	4795	5210	7	
10	4950	5380	8	
11	5095	5560	9	
12	5235	5750	10	
13	5385	5950	11	
14	5495	6150	12	
15	5620	6355	13	
16	5755	6560	14	
		6770	15	
17#	5885	6980	16#	
18#	6020	7190	17#	
19	6165	7400	18	
20	6310	7610	19	
21	6460	7830	20	
22	6630	8060	21	
23	6795	8290	22	
24	6975	8520	23	
25	7155	8750	24	
		9000	25	
		9250	26	
		9500	27) N/A
		9780	28)
		10080	29)
		10380	30)

Long Service Increment

CONVERSION TABLE - IMMIGRATION ASSISTANT
SENIOR IMMIGRATION ASSISTANT

	Existing pay scale		Proposed pay scale	
	DPS(R)	\$	GDS(R)	\$
Immigration Assistant	3	3950	1	4310
Minimum entry			(2)	4450
	4	4080	3	4590
	5	4225	4	4740
	6	4365	5	4890
	7	4505	6	5050
* * *	*	*	*	*
Completed F5	4	4080	2	4450
			(3)	4590
	5	4225	4	4740
	6	4365	5	4890
	7	4505	6	5050
* * *	*	*	*	*
3 subjects at Grade E at HKCE	5	4225	3	4590
			(4)	4740
	6	4365	5	4890
	7	4505	6	5050
* * *	*	*	*	*
5 subjects at Grade E at HKCE including English Language	6	4365	4	4740
			(5)	4890
	7	4505	6	5050
	8	4655	7	5210
	9	4795	8	5380
	10	4950	9	5560
	11	5095	10	5750
	12	5235	11	5950
	13	5385	12	6150
	14	5495	13	6355
	15	5620	14	6560
	16	5755	15	6770
	17#	5885	16#	6980
	18#	6020	17#	7190

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

Long Service Increment

	Existing pay scale		Proposed pay scale	
	DPS(R)	\$	GDS(R)	\$
Senior Immigration Assistant	17	5885	16	6980
	18	6020	17	7190
	19	6165	18	7400
	20	6310	19	7610
	21	6460	20	7830
	22	6630	21	8060
	23	6795	22	8290
	24	6975	23	8520
	25	7155	24	8750

GENERAL DISCIPLINED SERVICES (O) PAY SCALE
Immigration Service

Existing pay scale		Proposed pay scale		Immigration Service
DPS (O)	\$	\$	GDS(O)	
1	6165	6950	1	Assistant Immigration Officer : GDS(O)1-11. Entry at GDS(O) 1, 3, 4 or 5 depending on qualifications. There will be an incremental jump after completion of first year (see conversion arrangements for recruits entering at different levels shown in conversion tables).
2	6460	7260	2	
3	6795	7640	3	
4	7155	8020	4	
5	7635	8500	5	
6	8110	9050	6	
7	8580	9600	7	
8	9070	10150	8	
9	9550	10700	9	
10	10035	11250	10	
11	10515	11830	11	
12	11080	12430	12	Immigration Officer : GDS(O) 12-18
13	11645	13090	13	
14	12215	13750	14	
15	12820	14430	15	
16	13435	15110	16	
17	14060	15790	17	
18	14680	16470	18	
19	15310	17150	19	Senior Immigration Officer : GDS(O) 19-23
20	15935	17830	20	
21	16565	18510	21	
22	17070	19190	22	
23	17710	19925	23	Chief Immigration Officer : GDS(O) 24-29
24	18475	20675	24	
25	19290	21425	25	
26	20105	22265	26	
27	20930	23105	27	
28	21770	23965	28	
29	22620	24880	29	Assistant Principal Immigration Officer : GDS(O) 30-33
30	23570	25810	30	
31	24530	26780	31	
32	25670	27780	32	
33	26810	28780	33	Principal Immigration Officer : GDS(O) 34-37
34	28070	29850	34	
35	29325	31000	35	
36	30595	32200	36	
37	31865	33550	37	
		34900	38	N/A

CONVERSION TABLE - ASSISTANT IMMIGRATION OFFICER
 IMMIGRATION OFFICER
 SENIOR IMMIGRATION OFFICER
 CHIEF IMMIGRATION OFFICER
 ASSISTANT PRINCIPAL IMMIGRATION OFFICER
 PRINCIPAL IMMIGRATION OFFICER

	Existing pay scale		Proposed pay scale	
	DPS(0)	\$	GDS(0)	\$
Assistant Immigration Officer				
Minimum entry	1	6165	1 (2)	6950 7260
	2	6460	3	7640
	3	6795	4	8020
	4	7155	5	8500
	5	7635	6	9050
	6	8110	7	9600
* *	*	*	*	*
2 'A' 3 'O' or equivalent	3	6795	3 (4)	7640 8020
	4	7155	5	8500
	5	7635	6	9050
	6	8110	7	9600
* *	*	*	*	*
HK Polytechnic Higher Diploma or equivalent	4	7155	4 (5)	8020 8500
	5	7635	6	9050
	6	8110	7	9600
* *	*	*	*	*
Degree	5	7635	5 (6)	8500 9050
	6	8110	7	9600
	7	8580	8	10150
	8	9070	9	10700
	9	9550	10	11250
	10	10035	11	11830
	11	10515	11	11830
* *	*	*	*	*

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)	\$
Immigraton Officer	12	11080	12	12430
	13	11645	13	13090
	14	12215	14	13750
	15	12820	15	14430
	16	13435	16	15110
	17	14060	17	15790
	18	14680	18	16470
Senior Immigration Officer	19	15310	19	17150
	20	15935	20	17830
	21	16565	21	18510
	22	17070	22	19190
	23	17710	23	19925
Chief Immigration Officer	24	18475	24	20675
	25	19290	25	21425
	26	20105	26	22265
	27	20930	27	23105
	28	21770	28	23965
	29	22620	29	24880
Assistant Principal Immigration Officer	30	23570	30	25810
	31	24530	31	26780
	32	25670	32	27780
	33	26810	33	28780
Principal Immigration Officer	34	28070	34	29850
	35	29325	35	31000
	36	30595	36	32200
	37	31865	37	33550

PROPOSED PAY SCALES FOR THE IMMIGRATION SERVICE

	GDS(R)	\$
Chief Immigration	25	9000
Assistant	26	9250
	27	9500
	28	9780
	29	10080

	GDS(O)	\$
Immigration Officer	4	8020
(New Style)	5	8500
	6	9050
	7	9600
	8	10150
	9	10700
	10	11250
	11	11830
	12	12430
	13	13090
	14	13750
	15	14430
	16	15110
	17	15790
	18	16470