

CHAPTER SIX

SPECIAL CONVERSION ARRANGEMENTS

Introduction

6.1 In Chapters 4 and 5, we propose a consolidated Police Pay Scale (PPS) for the police, General Disciplined Services Pay Scales (GDS(R), GDS(O) and GDS(C) for rank and file, officers and senior commanders respectively) for the other four disciplined services, and individual pay scales for each rank in these services. This chapter outlines the special conversion arrangements we propose for serving officers who will convert from the old to the new pay scales on implementation of our recommendations.

The existing conversion rules

6.2 We have taken note of the existing conversion rules adopted by the Standing Commission as set out in its Report No. 5 of 1980. We consider that some deviations from standard practice are inescapable if the overall objectives underlying our recommendations are to be achieved. They are required mainly because our recommendations in this report are not a matter of simple revision of pay but the introduction of new sets of pay scales, changes in rank scales and the provision of incremental jumps for basic recruitment ranks.

Special conversion rules

6.3 Having regard to the overriding considerations that no officer should receive less pay on conversion and that an officer who joined a rank before the introduction of incremental jumps should not lose out when compared with a new recruit appointed after implementation of the new measures, **we recommend** that the special rules for conversion should be as follows :-

- (a) the point in the new scale to which an officer should convert is the point which he would have reached if he had entered the new scale on the same date and at the same entry point as he entered his present rank in the old scale;
- (b) rule (a) means that, with the exception of Senior Firemen (Control) and Instructors (Correctional Services), officers in a basic recruitment rank who have completed one year of service should convert not to the corresponding point but to the next higher numbered point on the new scale, subject to this not being above the scale maximum (excluding long service incremental points);

- (c) in addition to (b), officers in the Police Constable, Fireman, Ambulanceman and Assistant Officer II ranks who have completed five years' service or more and have successfully passed their respective qualifying examination for promotion should convert to one further higher numbered point on the new scale, subject also to this not being above the scale maximum (excluding long service incremental points).

The special conversion tables are set out in **Annexes 4 and 5.**