

Annex 3.1

**Pay Scales for the Disciplined Services  
Recommended in Report No. 2 of the Standing Commission  
(October 1979)**

**Royal Hong Kong Police Force**

<u>Rank &amp; File</u>	<u>Previous</u>	<u>Proposed</u>	<u>Long Service Increment</u> (1)
Constable	PF 1-13 (\$1,445-\$1,985)	DPS(R) 8-21 (\$1,780-\$2,570)	22, 23 (\$2,640,\$2,710)
Sergeant	PF 14-21 (\$2,035-\$2,445)	DPS(R) 22-29 (\$2,640-\$3,250)	-
Station Sergeant	PF 22-29 (\$2,535-\$3,105)	DPS(R) 30-37 (\$3,350-\$4,050)	-

Note (1): Long Service Increments were introduced with effect from 1 January 1979. The first increment is awarded after 18 years of fully satisfactory service in the recruitment rank of all disciplined services. The second one is awarded after a further 7 years, i.e. 25 years of service.

Annex 3.1 (Cont'd)

<u>Officer</u>	<u>Previous</u>	<u>Proposed</u>	<u>Long Service Increment</u>
Inspector	MPS 23-36 (\$3,155-\$5,865)	DPS(O) 10-23 (\$4,050-\$7,250)	-
Senior Inspector	-	DPS(O) 19-23 <sup>(2)</sup> (\$6,250-\$7,250)	-
Chief Inspector	MPS 37-39 (\$6,175-\$6,795)	DPS(O) 24-28 (\$7,550-\$8,850)	-
Superintendent	MPS 40-45 (\$7,110-\$8,945)	DPS(O) 29-31 (\$9,200-\$10,000)	-
Senior Superintendent	MPS 46-48 (\$9,330-\$10,100)	DPS(O) 32-34 (\$10,400-\$11,200)	-

Note (2): The Standing Commission recommended that the Senior Inspector rank should be assigned specific points in the scale. Inspectors who qualify for early promotion to Senior Inspector should advance to the minimum point of the Senior Inspector scale while an Inspector who is promoted after reaching the minimum point of the Senior Inspector's scale should receive the normal one increment on promotion.

**Fire Services**

<u>Rank &amp; File</u>	<u>Previous</u>	<u>Proposed</u>	<u>Long Service Increment</u>
Fireman	FS 1-15 (\$1,315-\$1,925)	DPS(R) 5-19 (1,610-\$2,440)	20, 21 (\$2,500, \$2,570)
Senior Fireman	FS 16-23 (\$1,965-\$2,275)	DPS(R) 20-28 (\$2,500-\$3,150)	-
Principal Fireman	FS 24-29 (\$2,355-\$2,810)	DPS(R) 29-33 (\$3,250-\$3,650)	-
<u>Officer</u>			
Assistant Station Officer <sup>(3)</sup>	MPS 19-23 (\$2,560-\$3,155)	-	-

Note (3): The Standing Commission considered it misleading and counter-productive to recruit new officers as Assistant Station Officers. It was proposed that the ranks of Assistant Station Officer and Station Officer be combined to form a new rank of Station Officer.

Annex 3.1 (Cont'd)

<u>Officer</u>	<u>Previous</u>	<u>Proposed</u>	<u>Long Service Increment</u>
Station Officer	MPS 27-36 (\$3,850-\$5,865)	DPS(O) 8-23 (\$3,650-\$7,250)	-
Senior Station Officer	-	DPS(O) 19-23 <sup>(4)</sup> (\$6,250-7,250)	-
Assistant Divisional Officer	MPS 37-39 (\$6,175-\$6,795)	DPS(O) 24-28 (\$7,550-\$8,850)	-
Divisional Officer	MPS 40-45 (\$7,110-\$8,945)	DPS(O) 29-31 (\$9,200-10,000)	-
Senior Divisional Officer	MPS 46-48 (\$9,330-\$10,100)	DPS(O) 32-34 (\$10,400-\$11,200)	-

Note (4): The Standing Commission recommended that provision should be made for a new Senior Station Officer rank within the overall pay scale for Station Officers, on the same basis as the Police Inspector/Senior Inspector combined rank.

**Ambulance Command**

<u>Rank &amp; File</u>	<u>Previous</u>	<u>Proposed</u>	<u>Long Service Increment</u>
Ambulanceman	AM 1-15 (\$1,315-\$1,925)	DPS(R) 5-19 (1,610-\$2,440)	20, 21 (\$2,500,\$2,570)
Senior Ambulanceman	AM 16-23 (\$1,965-\$2,275)	DPS(R) 20-28 (\$2,500-\$3,150)	-
Principal Ambulanceman	AM 24-29 (\$2,355-\$2,810)	DPS(R) 29-33 (\$3,250-\$3,650)	-
<u>Officer</u>			
Ambulance Officer	MPS 19-36 (\$2,560-\$5,865)	DPS(O) 6-18 (\$3,250-\$6,000)	-
Senior Ambulance Officer	MPS 37-39 (\$6,175-\$6,795)	DPS(O) 19-23 (\$6,250-\$7,250)	-
Superintendent (Ambulance)	MPS 40-42 (\$7,110-\$7,810)	DPS(O) 24-28 (\$7,550-\$8,850)	-
Assistant Chief Ambulance Officer	MPS 43-45 (\$8,185-\$8,945)	DPS(O) 29-31 (\$9,200-\$10,000)	-

## Correctional Services

<u>Rank &amp; File</u>	<u>Previous</u>	<u>Proposed</u>	<u>Long Service Increment</u>
Assistant Officer II	PR 1-12 (\$1,315-\$1,905)	DPS(R) 5-19 (1,610-\$2,440)	20, 21 (\$2,500,\$2,570)
Assistant Officer I	PR 13-20 (\$2,010-\$2,810)	DPS(R) 20-33 (\$2,500-\$3,650)	-
Instructor (Prisons)	PR 5-14 (1,505-\$2,120)	DPS(R) 9-21 (\$1,840-\$2,570)	-
<u>Officer</u>			
Officer	MPS 18-31 (\$2,425-\$4,640)	DPS(O) 6-18 (3,250-\$6,000)	-
Industrial Officer (Prisons)	"	"	-
Principal Officer	MPS 32-37 (\$4,855-\$6,175)	DPS(O) 19-23 (\$6,250-\$7,250)	-
Principal Industrial Officer (Prisons)	"	"	-
Chief Officer	MPS 38-42 (\$6,485-\$7,810)	DPS(O) 24-28 (\$7,500-\$8,850)	-
Chief Industrial Officer (Prisons)	"	"	-
Superintendent	MPS 43-45 (\$8,185-\$8,945)	DPS(O) 29-31 (\$9,200-\$10,000)	-
Superintendent of Prisons Industries	"	"	-
Senior Superintendent	MPS 46-48 (\$9,300-\$10,100)	DPS(O) 32-34 (\$10,400-\$11,200)	-

## Customs &amp; Excise Service

<u>Rank &amp; File</u>	<u>Previous</u>	<u>Proposed</u>	<u>Long Service Increment</u>
Customs Officer	CE 1-15 (\$1,315-\$1,925)	DPS(R) 5-19 (1,610-\$2,440)	20, 21 (\$2,500,\$2,570)
Senior Customs Officer	CE 16-24 (\$1,965-\$2,355)	DPS(R) 20-28 (\$2,500-\$3,150)	-
Chief Customs Officer	CE 25-29 (\$2,440-\$2,810)	DPS(R) 29-33 (\$3,250-\$3,650)	-
<u>Officer</u>			
Inspector of Customs & Excise	MPS 17-30 (\$2,290-\$4,435)	DPS(O) 6-18 (3,250-\$6,000)	-
Senior Inspector of Customs & Excise	MPS 32-36 (\$4,855-\$5,865)	DPS(O) 19-23 (\$6,250-\$7,250)	-
Assistant Superintendent of Customs & Excise	MPS 38-42 (\$6,485-\$7,810)	DPS(O) 24-28 (\$7,550-\$8,850)	-
Superintendent of Customs & Excise	MPS 43-45 (\$8,185-\$8,945)	DPS(O) 29-31 (\$9,200-\$10,000)	-
Senior Superintendent of Customs & Excise	MPS 46-48 (\$9,330-\$10,100)	DPS(O) 32-34 (\$10,400-\$11,200)	-

**Immigration Service**

<u>Rank &amp; File</u>	<u>Previous</u>	<u>Proposed</u>	<u>Long Service Increment</u>
Immigration Assistant	IM 1-13 (\$1,115-\$1,620)	DPS (R) 1-13 (\$1,410-\$2,080)	14, 15 (\$2,140,\$2,200)
Senior Immigration Assistant	IM 14-21 (\$1,660-\$1,965)	DPS (R) 14-21 (\$2,140-\$2,570)	-
<u>Officer</u>			
Assistant Immigration Officer	MPS 13-24 (\$1,770-\$3,320)	DPS (O) 1-11 (\$2,440-\$4,250)	-
Immigration Officer	MPS 25-31 (\$3,485-\$4,640)	DPS (O) 12-18 (\$4,500-\$6,000)	-
Senior Immigration Officer	MPS 32-37 (\$4,855-\$6,175)	DPS (O) 19-23 (\$6,250-\$7,250)	-
Chief Immigration Officer	MPS 38-42 (\$6,485-\$7,810)	DPS (O) 24-28 (\$7,550-\$8,850)	-
Assistant Principal Immigration Officer	MPS 43-45 (\$8,185-\$8,945)	DPS (O) 29-31 (\$9,200-\$10,000)	-
Principal Immigration Officer	MPS 46-48 (\$9,330-\$10,100)	DPS (O) 32-34 (\$10,400-\$11,200)	-