

**TYPES OF JOB-RELATED ALLOWANCES  
APPLICABLE TO THE DISCIPLINED SERVICES**

- (A) **Extraneous Duties Allowance (Supplementary Duties) -**  
there are three separate levels of payment in accordance  
with the degree of skill required :

Level 1 - payable to staff for performing supplementary  
duties or additional responsibilities requiring little  
or no special skill. The standard rate is 5% of MPS  
point 1 (\$135) :

CSD      Assistant Officers I/II on physical  
         education duties

C&E      Customs Officers/Senior Customs Officers in  
         Anti-Smuggling Divisions who are qualified and  
         are regularly engaged in the use of breathing  
         apparatus

Rank & File on Photographer II duties

RHKPF    Rank & File who have passed an elementary test in  
         music and who are on Bandsman duties

Rank & File who have passed an elementary test  
and are engaged full-time as finger-print workers

Rank & File at Police Tactical Unit, Fanling who  
have passed the cooking course at PTS and are on  
cooking duties

Level 2 - payable to staff for performing supplementary  
duties or additional responsibilities requiring some  
skill or the passing of a test. The standard rate is  
7.5% of MPS point 1 (\$203) :-

CSD      Rank & File on full-time driving duties

Rank & File on Photographer I duties

Assistant Officers I/II working as supervisors of  
Electrical Workshops at Stanley Prison

Assistant Officers I on construction and  
maintenance duties

Assistant Officers II on general nursing duties  
in various work locations

Annex 5.1 (Cont'd)

Assistant Officers I working as Prison Locksmiths in the following institutions :-

- (i) Lai Chi Kok Reception Centre
- (ii) Pik Uk Correctional Institution
- (iii) Stanley Prison
- (iv) Siu Lam Psychiatric Centre
- (v) Victoria Prison
- (vi) Sha Tsui Detention Centre

C&E Rank & File on full-time driving duties

Rank & File who have passed the FSD course in Scuba diving

Rank & File on Photographer I duties

Senior Customs Officers and Customs Officers of the Customs and Excise Dog Unit engaged full time as Dog Handlers

FSD Rank & File who regularly drive any two vehicles classified by the department as Group I

Rank & File who have passed the FSD course in Scuba diving

Imm Rank & File on driving duties

RHKPF Rank & File who regularly drive ordinary vehicles on duty

Rank & File in the Police Dog Unit engaged full time as Dog Handlers

Rank & File engaged as Wireless Telephone operators

Water Team members of the Special Duties Unit who have passed the five-week diving course using compressed air and are engaged in regular diving duties

Rank & File engaged full-time as Laboratory Assistants

Rank & File engaged as Police Artists

Rank & File engaged as finger print workers

Rank & File who have passed intermediate test in music and on Bandsman duties

Inspectorate & Rank & File who regularly drive motor scooters/cycles on duty

Level 3 - payable to staff for performing supplementary duties or additional responsibilities requiring specialised skills or the passing of an advanced test. The standard rate is 10% of MPS point 1 (\$270) :-

CSD Rank & File on bus driving duties

FSD Rank & File competent to drive all vehicles (excluding ambulances) in Group I & II, and to operate all types of mobile pumps and airport appliances, and engaged on regular driving duties

RHKPF Rank & File who have passed the advanced driving test and are engaged on regular driving duties

Water Team members of the Special Duties Unit who in addition to the five-week diving course using compressed air have passed a higher-standard four-week diving course using pure oxygen and are engaged in regular diving duties

Annex 5.1 (Cont'd)

(B) **Non-standard Extraneous Duties Allowances**<sup>(1)</sup>

C&E, FSD, RHKPF	Sea-going members of the disciplined services holding Certificates in Navigation	Special - \$675 Class 1st Class - \$675 2nd Class - \$540 3rd Class - \$203
	Sea-going members of the disciplined services holding Certificates in Engineering	1st Class - \$405 2nd Class - \$324 3rd Class - \$203
	Sea-going members of the RHKPF holding Marine Police Efficiency Certificates	\$243

Note (1) : There are two types of Extraneous Duties Allowances which do not have standard rates : the Extraneous Duties Allowance (Responsibility) and the Extraneous Duties Allowance (Non-standard). Only the latter is at present applicable to the disciplined services.

(C) **Hardship Allowance (Obnoxious Duties) -**  
the standard rate is 9% of MPS point 1 (\$243) :-

CSD	Assistant Officers I/II of the Special Search Squad
C&E	Senior Inspectors of Customs & Excise, Inspectors of Customs & Excise, Senior Customs Officers and Customs Officers in Anti-Smuggling Division, Hong Kong Island and N.T. Regions performing ship-searching duties
	Inspectors of Customs & Excise, Senior Customs Officers and Customs Officers in Air Passenger Division, Kowloon Region performing apron patrol and escort duties

Annex 5.1 (Cont'd)

- (D) **Hardship Allowance (Management Considerations) -**  
this allowance is paid at non-standard rates in the following job situations :-

CSD Remote Stations	Lantau, Hei Ling Chau -
Allowance for staff	\$425 p.m.
stationed on Lantau	
Island or Hei Ling	
Chau or at Cape	
Collinson Training	
Centre (CCTC) who	CCTC - \$210 p.m.
have completed six	
months' continuous	
residential service	
there (2)	

Note (2) : The Remote Stations Allowance was introduced as an incentive for staff to work in remote areas and to compensate for the extra cost and inconvenience of living there. An additional allowance of \$100 p.m. for each child (up to a maximum of four children) is payable if the child is required to attend school in the urban area.

Assistant Officers	\$200 p.m.
inflicting corporal	
punishment	
Instructors	90% of the difference
(Correctional	between the
Services) at	substantive salary of
Detention Centres	Instructor
	(Correctional
	Services) and the
	initial salary of AO I
Staff posted to	Constant close
work in contact	contact: \$243 p.m.
with mental	Regular but less
patients or	frequent contact: \$135
mentally retarded	p.m.
persons	

Annex 5.1 (Cont'd)

C&E	Officers performing	Inspectorate - \$160 p.m.
Imm,	regular and frequent	Junior Officer - \$80 p.m.
RHKPF	detective duties (3)	

Note (3) : The detective allowance, as it is commonly known, is paid in recognition of the impracticability of staff engaged on detective duties claiming reimbursement of numerous small out-of-pocket expenses on items such as travelling, meals, refreshments, cigarettes and token signs of hospitality.

RHKPF	Remote Stations Allowance for Divisional Superintendent and Inspectorate Officers of Islands Divisions who are required to live on outlying islands	\$425 p.m.
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(E) **Special Allowances** - the circumstances under which Special Allowances are paid vary and there are no standard rates, the amount to be paid depending on the merits of each case. In the disciplined services, the only Special Allowance granted is :-

RHKPF	Special allowance to Special Duties Unit Officers (4)	\$720 p.m.
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Note (4) : The Special Duties Unit was established in 1977 for counter-terrorist activities. The payment of a special allowance to Police Officers of the Unit is in recognition of the arduous physical training they must undergo, the extreme hazards in their operational duties, the need to maintain exceptional standard of performance, and to remain on 24-hour call.