

CHAPTER 7

UPPER END OF THE MASTER PAY SCALE/ DISCIPLINED SERVICES PAY SCALE

Introduction

7.1 In the course of our first major review of individual grades, it was suggested to us that the pay of senior professionals and related ranks was inadequate, and that it was necessary to adjust the upper end of the Master Pay Scale to improve the situation. While we recognised the need for this adjustment, we also considered that, because of the promotion and supervisory relationship between these senior ranks and the bottom ranks of the Directorate, any adjustment to the upper end of the Master Pay Scale must take account of Directorate pay levels. In other words, the top points of the Master Pay Scale should have a reasonable relationship with the bottom point of the Directorate scale. In the latter part of 1979, we were given to understand that the Directorate scale would soon be reviewed by the Standing Committee on Directorate Salaries and Conditions of Service, and we therefore stated in paragraph 7.5 of our Report No. 2 our intention to take a further look at the upper end of the Master Pay Scale and equivalent points on the Disciplined Services Pay Scale which we had introduced in the light of the outcome of the Directorate pay review.

Rationale for Adjustment

7.2 During our deliberations, we noted that all adjustments of the pay scales since 1971 had been within the framework of the 48-point Master Pay Scale and thus upward changes in grade pay scales had usually been confined to the middle and lower ranks. There was very little room for manoeuvre at the senior professional and related levels. Since in the vast majority of cases such changes had involved raising scales at the lower end, there had been compression of grade pay minima and maxima.

7.3 If the levels of responsibility of senior ranks were to be adequately reflected in pay, if the management structure was not to be seriously weakened, and if experienced civil servants were to be retained, something had to be done to improve the upper end of the Master Pay Scale and the Disciplined Services Pay Scale.

Recommendation

7.4 After careful consideration, we came to the conclusion that the problem could best be resolved by extending the Master Pay Scale and the Disciplined Services Pay Scale by three points, and by making minor adjustments to the value of the increments above Master Pay Scale Point 45 and Disciplined Services Pay Scale Point 31 to arrive at the maximum we considered appropriate, having regard to the likely minimum for the Directorate. We tendered our advice on this subject to His Excellency the Governor in a letter dated 16th April 1980, the text of which is in Appendix XI. Our recommended revised scales, together with the previous ones, are shown in Table F at the end of this Chapter. (As a result of the recent award arising from the Pay Trend Survey, these figures have been further revised and the up-to-date figures are shown in the last column of the Table.)

7.5 In the process of formulating our advice on extending the upper end of the Master Pay Scale and the Disciplined Services Pay Scale, and whilst accepting the need to pay realistic salaries to those at the upper levels, we have been conscious of the extent of the difference in the level of these salaries and those paid to staff at the bottom of the scale.

7.6 One of our Members, the Hon. Father McGovern has consistently stated at meetings when this matter has been discussed that he is unable to support what are, in his view, such large increases for the higher paid, unless more is done to improve the living standards of the lower paid. He has therefore dissented from the advice given.

7.7 The remainder of us are also concerned to improve the living standards of the lowest paid, and we have already made this clear in our Reports Nos. 1 and 2. Accordingly, we have proposed, in Chapter 6 of this Report, further improvements for staff paid from Model Scale 1. We shall continue to pay close and sympathetic attention to the pay of junior civil servants to ensure that they remain among the better paid at this level in Hong Kong.

Revision of Existing Rank Scales

7.8 We proposed that existing rank scales should be revised as follows :

- (a) Ranks on the existing Master Pay Scale Points 46 - 48 or the Disciplined Services Pay Scale equivalents should be converted to the revised Master Pay Scale Points 48 - 51 or the Disciplined Services Pay Scale equivalents;

- (b) Ranks on the existing Master Pay Scale Points 43 - 45 or the Disciplined Services Pay Scale equivalents should be converted to the revised Master Pay Scale Points 44 - 47 or the Disciplined Services Pay Scale equivalents;
- (c) Ranks with a maximum on the existing Master Pay Scale Point 45 or the Disciplined Services Pay Scale equivalent should have that maximum extended to the revised Master Pay Scale Point 47 or the Disciplined Services Pay Scale equivalent;
- (d) Ranks with a maximum on the existing Master Pay Scale Point 42 or the Disciplined Services Pay Scale equivalent should have that maximum extended to the revised Master Pay Scale Point 43 or the Disciplined Services Pay Scale equivalent.

For those ranks at the upper end of the Master Pay Scale which were not covered by the above, we suggested that these could be dealt with administratively within the spirit and the context of our overall objectives. As mentioned in paragraph 3.18 of Chapter 3, we propose that conversion to the revised scales should be in accordance with revised rules set out in paragraph 3.17 of the same Chapter. Examples of the effect of our proposed revised conversion arrangements on the adjustments to the upper end of the Master Pay Scale and the Disciplined Services Pay Scale are set out in Table G at the end of this Chapter.

Application to be Across-the-board

7.9 We also considered whether our recommended scales should be applied selectively on an individual grade basis. However, we noted that relativities between civil service pay at these levels had been established over many years, and to apply our proposals on a selective basis would have involved exercising a judgement on these relativities without a detailed evaluation of all the ranks and grades concerned. We therefore recommended that our revised scales be applied across-the-board.

Implementation

7.10 Our recommendations were accepted by Government in July 1980 and implemented with retrospective effect from 1st October 1979.

MASTER PAY SCALE

<u>Report No. 2</u>		<u>Revised</u>		<u>Updated*</u>
Point	\$	Point	\$	\$
		51	13000	15230
		50	12500	14630
		49	12000	14030
48	11200	48	11500	13430
47	10800	47	11000	12830
46	10400	46	10500	12280
45	10000	45	10000	11730
44	9600	44	9600	11265
43	9200	43	9200	10800
42	8800	42	8800	10335
41	8400	41	8400	9870
40	8000	40	8000	9415
39	7650	39	7650	8965
38	7300	38	7300	8515
37	6950	37	6950	8065
36	6650	36	6650	7715
35	6350	35	6350	7365
34	6050	34	6050	7030
33	5800	33	5800	6735
32	5550	32	5550	6440
31	5300	31	5300	6150
30	5050	30	5050	5860
29	4800	29	4800	5585
28	4600	28	4600	5350
27	4400	27	4400	5115
26	4200	26	4200	4880
25	4000	25	4000	4645
24	3800	24	3800	4410
23	3600	23	3600	4175
22	3400	22	3400	3955
21	3250	21	3250	3780
20	3100	20	3100	3605
19	2950	19	2950	3430
18	2800	18	2800	3255
17	2650	17	2650	3080
16	2500	16	2500	2905
15	2350	15	2350	2730
14	2200	14	2200	2555
13	2050	13	2050	2380
12	1900	12	1900	2205
11	1750	11	1750	2030
10	1650	10	1650	1915
9	1550	9	1550	1800
8	1450	8	1450	1685
7	1350	7	1350	1570
6	1275	6	1275	1485
5	1200	5	1200	1405
4	1150	4	1150	1345
3	1100	3	1100	1290
2	1050	2	1050	1235
1	1000	1	1000	1180

* This column shows the adjustments announced by Government on 6th August 1980 as a result of the Pay Trend Survey.

DISCIPLINED SERVICES PAY SCALE (OFFICER)

<u>Report No. 2</u>		<u>Revised</u>		<u>Updated*</u>
Point	\$	Point	\$	\$
		37	13000	15230
		36	12500	14630
		35	12000	14030
34	11200	34	11500	13430
33	10800	33	11000	12830
32	10400	32	10500	12280
31	10000	31	10000	11730
30	9600	30	9600	11265
29	9200	29	9200	10800
28	8850	28	8850	10390
27	8500	27	8500	9990
26	8150	26	8150	9590
25	7850	25	7850	9210
24	7550	24	7550	8830
23	7250	23	7250	8450
22	7000	22	7000	8150
21	6750	21	6750	7850
20	6500	20	6500	7555
19	6250	19	6250	7260
18	6000	18	6000	6965
17	5750	17	5750	6670
16	5500	16	5500	6380
15	5250	15	5250	6090
14	5000	14	5000	5800
13	4750	13	4750	5515
12	4500	12	4500	5235
11	4250	11	4250	4955
10	4050	10	4050	4720
9	3850	9	3850	4485
8	3650	8	3650	4250
7	3450	7	3450	4015
6	3250	6	3250	3780
5	3050	5	3050	3545
4	2850	4	2850	3310
3	2710	3	2710	3150
2	2570	2	2570	2990
1	2440	1	2440	2835

*This column shows the adjustments announced by Government on 6th August 1980 as a result of the Pay Trend Survey.

REVISION OF EXISTING RANK SCALES

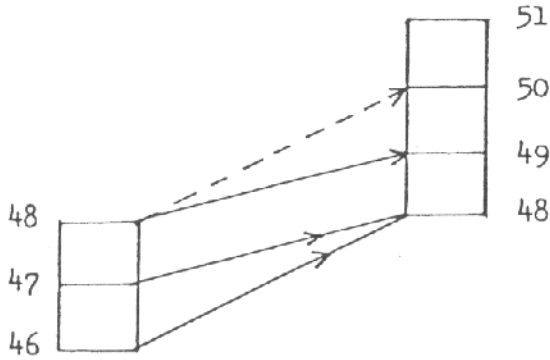
(see paragraph 7.8)

Master Pay Scale

Disciplined Services Pay Scale (Officer)

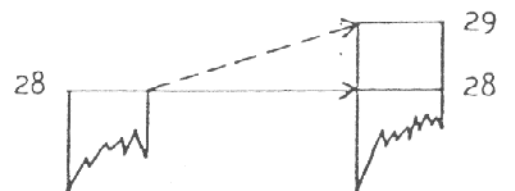
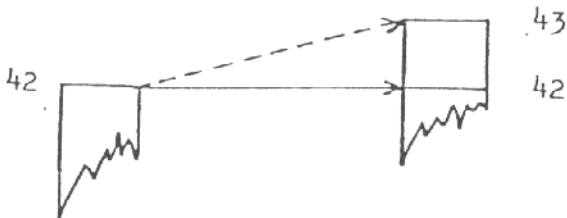
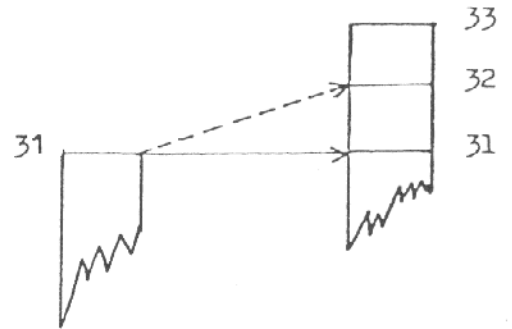
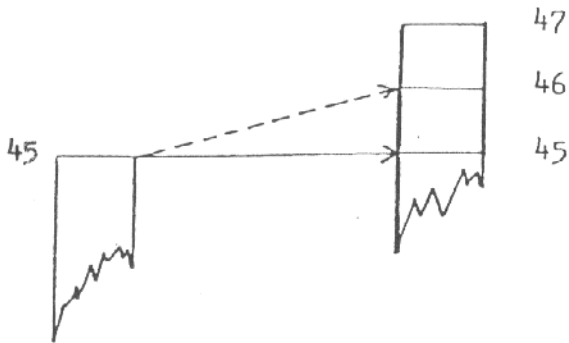
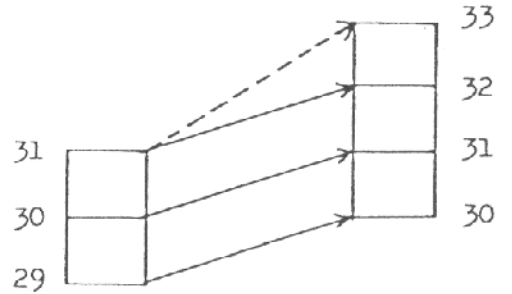
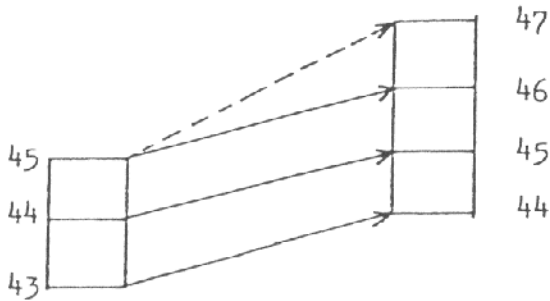
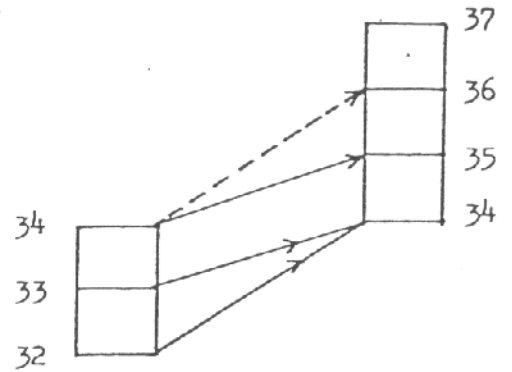
Existing

Revised



Existing

Revised



Note: ———> conversion

-----> conversion for staff who have served on the maximum point for one year or more

⌚ minimum unchanged