

**Summary of the key recommendations on the Grade Structure Review  
for the Disciplined Services Grades**

Issues	Recommendations
<b>1. Pay Scales</b>	
(a) Rank and File (R&F) grades	<ul style="list-style-type: none"> <li>• For the Junior Police Officer (JPO) grade of the Hong Kong Police Force (HKPF) – <ul style="list-style-type: none"> <li>- raising the scale minimum by one pay point and the scale maximum by two pay points for the recruitment rank, i.e. the Police Constable (PC) rank;</li> <li>- raising the scale minimum and scale maximum of the Police Sergeant rank by two and four pay points respectively; and</li> <li>- raising the scale minimum and scale maximum of the Police Station Sergeant rank by two and three pay points respectively. The uplifted scale maximum is to be pitched at a new pay point on the Police Pay Scale (PPS) (i.e. PPS 33a), with a dollar value set at around the mid-point between PPS 33 and 34.</li> </ul> </li> <li>• For all ranks, except for the JPO grade of HKPF and the Immigration Assistant (IA) grade of the Immigration Department (ImmD) – <ul style="list-style-type: none"> <li>- raising the scale minima by one pay point and the scale maxima by two pay points for all the recruitment ranks;</li> <li>- raising the scale minima and scale maxima by two pay points for all second tier ranks; and</li> <li>- raising the scale minima by two pay points and the scale maxima by three pay points for all top tier ranks.</li> </ul> </li> <li>• For the IA grade of ImmD – <ul style="list-style-type: none"> <li>- for the recruitment rank, i.e. the IA rank, raising the scale minimum and scale maximum by two pay points. The uplifted scale minimum is to be pitched at a new pay point on the General Disciplined Services (Rank and File) Pay Scale (GDS(R)) (i.e. GDS(R)4a), with a dollar value set at around the mid-point between GDS(R)4 and 5;</li> <li>- for the second tier rank, i.e. the Senior IA rank, raising the scale minimum and scale maximum by two pay points; and</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>- for the top tier rank, i.e. the Chief IA rank, raising the scale minimum and scale maximum by two and four pay points respectively. The uplifted scale maximum is to be pitched at a new pay point on GDS(R) (i.e. GDS(R)31a), with a dollar value set at around the mid-point between the newly created GDS(R)31 and 32.</li> </ul>
(b) Officer grades other than the Independent Commission Against Corruption (ICAC) grades	<ul style="list-style-type: none"> <li>• For the Police Inspector/Superintendent (IP/SP) grade of HKPF –               <ul style="list-style-type: none"> <li>- raising the scale minima and scale maxima of non-directorate ranks by one pay point; and</li> <li>- raising the scale maximum of the Chief Superintendent of Police rank, by adding a new increment to PPS 55 (i.e. PPS 55(5)).</li> </ul> </li> <li>• For the non-directorate Officer grades, other than the IP/SP grade of HKPF –               <ul style="list-style-type: none"> <li>- raising the scale minima and scale maxima by one pay point for all recruitment ranks, except for the Cadet Pilot rank of the Pilot grade of the Government Flying Service (GFS) with its pay scale remaining unchanged, and the Immigration Officer (IO) rank of the IO grade of ImmD, and the Station Officer (Control) (StnO(C)) rank of the StnO/Divisional Officer grade and the Ambulance Officer (AmO) rank of the AmO grade of the Fire Services Department (FSD) with their scale minima to be raised by two pay points and scale maxima to be raised by one pay point; and</li> <li>- raising the scale minima and scale maxima by one pay point for all promotion ranks, except for the Senior Aircraft Engineer rank of the Aircraft Engineer (AE) grade of GFS with its scale minimum to be raised by one pay point and the scale maximum to be raised by two pay points.</li> </ul> </li> </ul>
(c) ICAC grades	<ul style="list-style-type: none"> <li>• For all non-directorate ranks, raising the scale minima and scale maxima by one pay point, except for the Commission Against Corruption Controller (CACC) rank; and Assistant Commission Against Corruption Officer (ACACO) and</li> </ul>

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	<p>Commission Against Corruption Investigator (Main Stream) ranks with the scale minima and scale maxima of the latter two ranks to be raised by one and two pay points respectively.</p> <ul style="list-style-type: none"> <li>For the CACC rank, raising the scale minimum by three pay points and introducing an additional pay point at ICAC Pay Scale 23 as the scale maximum to plug the existing one-point pay gap between the CACC rank and the Senior CACC rank.</li> </ul>		
(d) Recalibration of PPS	<ul style="list-style-type: none"> <li>Recalibrating PPS 20 to 30 with a more even incremental creep ranging from 3% to 5%.</li> </ul>		
(e) Entry pay and qualifications	<ul style="list-style-type: none"> <li>Introducing an additional entry point at GDS(R)6 for new recruits with valid and recognised enrolled nurse (or registered nurse) qualifications for the Assistant Officer (AO) II rank of the AO grade of the Correctional Services Department (CSD).</li> </ul>		
(f) Others	<ul style="list-style-type: none"> <li>Renaming General Disciplined Services (Commander) Pay Scale (GDS(C)), General Disciplined Services (Officer) Pay Scale (GDS(O)) and GDS(R) as “Disciplined Services (Commander) Pay Scale”, “Disciplined Services (Officer) Pay Scale” and “Disciplined Services (Rank and File) Pay Scale” respectively; and</li> <li>Removing redundant pay points of PPS 1a, GDS(R)1a, GDS(O)1c and GDS(O)1d.</li> </ul>		
<b>2. Increments</b>			
(a) Incremental Jumps (IJs)	<ul style="list-style-type: none"> <li>Granting one to two additional IJs to the following ranks – <table border="1" data-bbox="639 1697 1481 1957"> <tr> <td data-bbox="639 1697 874 1957">HKPF</td> <td data-bbox="874 1697 1481 1957"> <ul style="list-style-type: none"> <li>- one additional IJ to the PC rank upon completion of three years of satisfactory in-rank service</li> <li>- two additional IJs to the IP rank upon completion of three years of satisfactory in-rank service</li> </ul> </td> </tr> </table> </li> </ul>	HKPF	<ul style="list-style-type: none"> <li>- one additional IJ to the PC rank upon completion of three years of satisfactory in-rank service</li> <li>- two additional IJs to the IP rank upon completion of three years of satisfactory in-rank service</li> </ul>
HKPF	<ul style="list-style-type: none"> <li>- one additional IJ to the PC rank upon completion of three years of satisfactory in-rank service</li> <li>- two additional IJs to the IP rank upon completion of three years of satisfactory in-rank service</li> </ul>		

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	ImmD	- two additional IJs to the IA rank, one upon completion of two years of satisfactory in-rank service, and the other, five years and passing a qualifying examination for promotion
	GFS	<ul style="list-style-type: none"> <li>- a maximum of two IJs to the AE rank who have obtained specified professional qualifications</li> <li>- a maximum of two IJs to Aircraft Technician rank who have obtained specified approval or authorisation</li> </ul>
	FSD	<ul style="list-style-type: none"> <li>- one additional IJ to the Station Officer (Operational) and StnO(C) ranks upon completion of two years of satisfactory in-rank service</li> <li>- one additional IJ to the Fireman (Fn) and Ambulanceman (Ambm) ranks upon completion of two years of satisfactory in-rank service</li> </ul>
	Customs and Excise Department (C&ED)	- one additional IJ to the Customs Officer (CO) rank upon completion of two years of satisfactory in-rank service
	CSD	- one additional IJ to the AOII rank upon completion of two years of satisfactory in-rank service
	ICAC	- one additional IJ to the ACACO rank upon commencement of the second agreement
	<ul style="list-style-type: none"> <li>• Replacing the existing four IJs of the Pilot II (PII) rank of the Pilot grade of GFS by granting two IJs to the PII rank upon completion of three years of satisfactory in-rank service; and two IJs to the Pilot I rank upon completion of two years and five years of satisfactory in-rank service respectively.</li> </ul>	

<b>Issues</b>	<b>Recommendations</b>
(b) Long Service Increments (LSIs)	<ul style="list-style-type: none"> <li>Granting one additional LSI to the six basic R&amp;F ranks for which LSIs are already available, namely AOII, CO, Fn, Ambm, IA and PC ranks upon completion of 36 years of satisfactory in-rank service.</li> </ul>
<b>3. Grade Structure and Manpower Support</b>	
(a) Upgrading of existing posts	<ul style="list-style-type: none"> <li>The Standing Committee on Directorate Salaries and Conditions of Service recommends upgrading the post of Controller, GFS from Directorate Pay Scale Point 3 (D3) equivalent to D4 equivalent, and creating a new pay point and an incremental scale equivalent to D4 (i.e. GDS(C))3a) between GDS(C)3 and GDS(C)4 as a consequential arrangement.</li> </ul>
(b) Additional directorate posts	<ul style="list-style-type: none"> <li>Supporting the proposals of creating one additional Deputy Director/Deputy Commissioner post each in ImmD, FSD, C&amp;ED and CSD, all pitched at D3 equivalent.</li> </ul>
<b>4. Non-fringe Benefits Types of Allowance</b>	
Job-related Allowance (JRA)	<ul style="list-style-type: none"> <li>The Standing Committee on Disciplined Services Salaries and Conditions of Service will be pleased and is prepared to consider and offer views on any JRA proposals when invited by the Government in accordance with the established mechanism.</li> </ul>
<b>5. Fringe Benefits</b>	
Medical and dental benefits	<ul style="list-style-type: none"> <li>Making available life-long medical and dental benefits to ICAC staff (regardless of their appointment terms and when they joined the service) invalidated as a result of injury on duty.</li> </ul>