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PUBLIC SERVICE ESTABLISHMENT DIVISION
MINISTRY OF FINANCE AND PLANNING
30 NATIONAL HEROES CIRCLE
KINGSTON 4

September 19, 2002

TO: Permanent Secretaries
Heads of Departments

Pay Adjustments for Civil Service Groups

As you may be aware, there is an agreement between the Government and the Jamaica Civil Service Association (JCSA) to the effect that within the context of a restructured/redeveloped Civil Service the emoluments and conditions of service of Civil Servants are to be brought to within 20% of that obtaining in statutory bodies and the private sector.

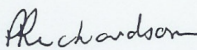
In this regard various interventions such as reclassifications, restructuring of agencies, pay adjustments and the review of leave have been and are being put into effect.

In continuation of the process the pay of Civil Servants is to be adjusted over the 2002/2006 period. The first tranche of the market adjustments is to be effective October 1, 2002 as shown on the attached schedule.

Conversion to the new salary scales should be made on a point to point basis starting from minimum to maximum. The new rates are payable in October, 2002.

Details of the additional funds that will be required to implement the adjustments should be submitted to the Public Expenditure Division (copied to the Public Service Establishment Division) of this Ministry. The costings should be broken down by the number of positions involved at each classification grade/level.

In any case of doubt or difficulty, the Public Service Establishment Division (Compensation Unit) of this Ministry should be consulted before payment is made.


P. Richardson (Mrs.)
for Financial Secretary

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa
Executive Management Series (EMG)										
Existing	2,850,000	2,921,250	2,994,281	3,069,138	3,145,867	3,224,513	3,305,126	3,387,754	3,472,448	3,559,259
With effect from October 1, 2002	3,000,000	3,075,000	3,151,875	3,230,672	3,311,459	3,394,225	3,479,080	3,566,057	3,655,209	3,746,589
Chief Technical Director										
Existing	2,850,000	2,921,250	2,994,281	3,069,138	3,145,867	3,224,513	3,305,126	3,387,754		
With effect from October 1, 2002	3,000,000	3,075,000	3,151,875	3,230,672	3,311,459	3,394,225	3,479,080	3,566,057		
Senior Executive Series (GMC/SEG)										
SEG 6										
Existing	1,978,170	2,027,624	2,078,315	2,130,272	2,183,529	2,238,117	2,294,070	2,351,422		
With effect from October 1, 2002	2,160,000	2,214,000	2,269,350	2,326,084	2,384,236	2,443,842	2,504,938	2,567,561		
SEG 5										
Existing	1,623,576	1,664,165	1,705,770	1,748,414	1,792,124	1,836,927	1,882,850	1,929,922		
With effect from October 1, 2002	1,800,000	1,845,000	1,891,125	1,938,403	1,986,863	2,036,535	2,087,448	2,139,634		
SEG 4										
Existing	1,400,004	1,435,004	1,470,879	1,507,651	1,545,342	1,583,976	1,623,575	1,664,165		
With effect from October 1, 2002	1,569,000	1,608,225	1,648,431	1,689,641	1,731,882	1,775,179	1,819,559	1,865,048		
SEG 3										
Existing	1,138,620	1,167,086	1,196,263	1,226,169	1,256,823	1,288,244	1,320,450	1,353,461		
With effect from October 1, 2002	1,260,000	1,291,500	1,323,788	1,356,882	1,390,804	1,425,574	1,461,214	1,497,744		
SEG 2										
Existing	948,816	972,536	996,850	1,021,771	1,047,315	1,073,498	1,100,336	1,127,844		
With effect from October 1, 2002	1,041,000	1,067,025	1,093,701	1,121,043	1,149,069	1,177,796	1,207,241	1,237,422		
SEG 1										
Existing	700,008	717,508	735,446	753,832	772,678	791,995	811,795	832,090		
With effect from October 1, 2002	795,900	815,798	836,192	857,097	878,525	900,488	923,000	946,075		

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa
PMA 5 Existing With effect from October 1, 2002	490,909 570,000	503,182 584,250	515,762 598,856	528,656 613,828	541,872 629,173	555,418 644,903	569,303 661,025	583,536 677,551		
PMA 4 Existing With effect from October 1, 2002	429,154 480,000	439,883 492,000	450,880 504,300	462,152 516,908	473,706 529,830	485,549 543,076	497,687 556,653	510,130 570,569		
PMA 3 Existing With effect from October 1, 2002	351,546 402,000	360,335 412,050	369,343 422,351	378,577 432,910	388,041 443,733	397,742 454,826	407,686 466,197	417,878 477,852		
PMA 2 Existing With effect from October 1, 2002	309,912 336,000	317,660 344,400	325,601 353,010	333,741 361,835	342,085 370,881	350,637 380,153	359,403 389,657	368,388 399,398		
PMA 1 Existing With effect from October 1, 2002	257,244 285,000	263,675 292,125	270,267 299,428	277,024 306,914	283,949 314,587	291,048 322,451	298,324 330,513	305,782 338,775		
New Series ****										
General Management Group										
General Administration Series (GMG/AM)										
AM 4 Existing w.e.f. April 1, 2002 With effect from October 1, 2002	640,421 741,000	656,432 759,525	672,843 778,513	689,664 797,976	706,905 817,925	724,577 838,373	742,692 859,333	761,259 880,816		
AM 3 Existing w.e.f. April 1, 2002 With effect from October 1, 2002	528,200 600,000	541,405 615,000	554,940 630,375	568,813 646,134	583,034 662,288	597,609 678,845	612,550 695,816	627,863 713,211		

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

General Administration Series (GMC/AM) continued													
	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic
	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
AM 2													
Existing w.e.f April 1, 2002	423,196	433,776	444,621	455,736	467,129	478,808	490,778	503,047					
With effect from October 1, 2002	474,000	485,850	497,996	510,446	523,207	536,287	549,695	563,437					
AM 1													
Existing w.e.f April 1, 2002	339,067	347,544	356,232	365,138	374,266	383,623	393,214	403,044					
With effect from October 1, 2002	378,000	387,450	397,136	407,065	417,241	427,672	438,364	449,323					
**** These rates are payable only to those posts which have been reclassified to the new General Administration Series													
Foreign Services Officers (FSO)													
FSO 8													
Existing	1,978,170	2,027,624	2,078,315	2,130,272	2,183,529	2,238,117	2,294,070	2,351,422					
With effect from October 1, 2002	2,160,000	2,214,000	2,269,350	2,326,084	2,384,236	2,443,842	2,504,938	2,567,561					
FSO 7													
Existing	1,623,576	1,664,165	1,705,770	1,748,414	1,792,124	1,836,927	1,882,850	1,929,922					
With effect from October 1, 2002	1,800,000	1,845,000	1,891,125	1,938,403	1,986,863	2,036,535	2,087,448	2,139,634					
FSO 6													
Existing	1,400,004	1,435,004	1,470,879	1,507,651	1,545,342	1,583,976	1,623,575	1,664,165					
With effect from October 1, 2002	1,569,000	1,608,225	1,648,431	1,689,641	1,731,882	1,775,179	1,819,559	1,865,048					
FSO 5													
Existing	1,138,620	1,167,086	1,196,263	1,226,169	1,256,823	1,288,244	1,320,450	1,353,461					
With effect from October 1, 2002	1,260,000	1,291,500	1,323,788	1,356,882	1,390,804	1,425,574	1,461,214	1,497,744					
FSO 4													
Existing	948,816	972,536	996,850	1,021,771	1,047,315	1,073,498	1,100,336	1,127,844					
With effect from October 1, 2002	1,041,000	1,067,025	1,093,701	1,121,043	1,149,069	1,177,796	1,207,241	1,237,422					

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

Foreign Services Officers (FSO) continued		Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa
FSO 3													
Existing		700,008	717,508	735,446	753,832	772,678	791,995	811,795	832,090				
With effect from October 1, 2002		795,900	815,798	836,192	857,097	878,525	900,488	923,000	946,075				
FSO 2													
Existing		490,909	503,182	515,762	528,656	541,872	555,419	569,304	583,537				
With effect from October 1, 2002		645,000	661,125	677,653	694,594	711,959	729,758	748,002	766,702				
FSO 1													
Existing		429,154	439,883	450,880	462,152	473,706	485,548	497,687	510,130				
With effect from October 1, 2002		540,000	553,500	567,338	581,521	596,059	610,960	626,234	641,890				
Court Administration Series (CMG/CAS)													
CAS 3													
Existing		948,816	972,536	996,850	1,021,771	1,047,315	1,073,498	1,100,336	1,127,844				
With effect from October 1, 2002		1,041,000	1,067,025	1,093,701	1,121,043	1,149,069	1,177,796	1,207,241	1,237,422				
CAS 2													
Existing		700,008	717,508	735,446	753,832	772,678	791,995	811,795	832,090				
With effect from October 1, 2002		795,900	815,798	836,192	857,097	878,525	900,488	923,000	946,075				
CAS 1													
Existing		490,909	503,182	515,762	528,656	541,872	555,419	569,304	583,537				
With effect from October 1, 2002		630,000	645,750	661,894	678,441	695,402	712,787	730,607	748,872				

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

	Basic Spa	Salary Spa	Basic Spa	Salary Spa	Basic Spa	Salary Spa	Basic Spa	Salary Spa	Basic Spa	Salary Spa
Audit Series (FMG/AS)										
FMG/AS 7										
Existing	1,929,922	1,978,170	2,027,624	2,078,315	2,130,272	2,183,529	2,238,117	2,294,070		
With effect from October 1, 2002	2,160,000	2,214,000	2,269,350	2,326,084	2,384,236	2,443,842	2,504,938	2,567,561		
FMG/AS 6										
Existing	1,256,823	1,288,244	1,320,450	1,353,461	1,387,298	1,421,980	1,457,530	1,493,968		
With effect from October 1, 2002	1,569,000	1,608,225	1,648,431	1,689,641	1,731,882	1,775,179	1,819,559	1,865,048		
FMG/AS 5										
Existing	890,396	912,656	935,472	958,859	982,831	1,007,402	1,032,587	1,058,401		
With effect from October 1, 2002	1,260,000	1,291,500	1,323,788	1,356,882	1,390,804	1,425,574	1,461,214	1,497,744		
FMG/AS 4										
Existing	729,141	747,370	766,054	785,206	804,836	824,957	845,581	866,720		
With effect from October 1, 2002	1,041,000	1,067,025	1,093,701	1,121,043	1,149,069	1,177,796	1,207,241	1,237,422		
FMG/AS 3										
Existing	600,138	615,141	630,520	646,283	662,440	679,001	695,976	713,375		
With effect from October 1, 2002	741,000	759,525	778,513	797,976	817,925	838,373	859,333	880,816		
FMG/AS 2										
Existing	498,778	511,247	524,029	537,129	550,558	564,322	578,430	592,890		
With effect from October 1, 2002	600,000	615,000	630,375	646,134	662,288	678,845	695,816	713,211		
FMG/AS 1										
Existing	421,991	432,541	443,354	454,438	465,799	477,444	489,380	501,615		
With effect from October 1, 2002	465,000	476,625	488,541	500,754	513,273	526,105	539,257	552,739		
Audit Clerk (FMG/AUC)										
FMG/AUC 1										
Existing	257,244	263,675	270,267	277,024	284,509	292,097	299,899	307,922		
With effect from October 1, 2002	276,000	282,900	289,973	297,222	304,000	311,600	319,440	327,526		

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

Professional Accounting Series(FMG/PA)													
FMG/PA 5													
Existing	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic
With effect from October 1, 2002	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
	1,929,922	1,978,170	2,027,624	2,078,315	2,130,272	2,183,529	2,238,117	2,294,070					
	2,160,000	2,214,000	2,269,350	2,326,084	2,384,236	2,443,842	2,504,938	2,567,561					
FMG/PA 4													
Existing	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic
With effect from October 1, 2002	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
	1,400,004	1,433,004	1,470,879	1,507,651	1,545,342	1,583,976	1,623,575	1,664,165					
	1,569,000	1,608,225	1,648,431	1,689,641	1,731,882	1,775,179	1,819,559	1,865,048					
FMG/PA 3													
Existing	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic
With effect from October 1, 2002	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
	1,167,086	1,196,263	1,226,169	1,256,823	1,288,244	1,320,450	1,353,461	1,387,298					
	1,260,000	1,291,500	1,323,788	1,356,882	1,390,804	1,425,574	1,461,214	1,497,744					
FMG/PA 2													
Existing	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic
With effect from October 1, 2002	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
	816,680	837,097	858,024	879,475	901,462	923,998	947,098	970,776					
	1,041,000	1,067,025	1,093,701	1,121,043	1,149,069	1,177,796	1,207,241	1,237,422					
FMG/PA 1													
Existing	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic
With effect from October 1, 2002	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
	498,778	511,247	524,029	537,129	550,558	564,322	578,430	592,890					
	561,000	575,025	589,401	602,633	617,699	633,141	648,970	665,194					
Accounting Technician Series (FMG/AT)													
FMG/AT 3													
Existing	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic
With effect from October 1, 2002	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
	498,778	511,247	524,029	537,129	550,558	564,322	578,430	592,890					
	534,000	547,350	561,034	575,060	589,436	604,172	619,276	634,758					
FMG/AT 2													
Existing	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic
With effect from October 1, 2002	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
	369,774	379,019	388,494	398,207	408,162	418,366	428,825	439,546					
	420,000	430,500	441,263	452,294	463,601	475,191	487,071	499,248					
FMG/AT 1													
Existing	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic
With effect from October 1, 2002	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
	322,321	330,379	338,639	347,105	355,783	364,677	373,794	383,139					
	354,000	362,850	371,921	381,219	390,750	400,519	410,531	420,795					

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa
Accounting Clerk Series (FMG/AC)												
FMG/AC 2												
Existing	291,452	298,738	306,206	313,861	321,708	329,751	337,994	346,444				
With effect from October 1, 2002	330,000	338,250	346,706	355,374	364,258	373,365	382,699	392,266				
FMG/AC 1												
Existing	240,772	246,791	252,961	259,285	265,767	272,411	279,222	286,202				
With effect from October 1, 2002	270,000	276,750	283,669	290,760	298,029	305,480	313,117	320,945				
Cashier Series (FMG/CS)												
FMG/CS 2												
Existing	246,719	252,887	259,209	265,689	272,331	279,140	286,118	293,271				
With effect from October 1, 2002	300,000	307,500	315,188	323,067	331,144	339,422	347,908	356,606				
FMG/CS 1												
Existing	227,319	233,002	238,827	244,798	250,918	257,191	263,620	270,211				
With effect from October 1, 2002	261,000	267,525	274,213	281,068	288,095	295,298	302,680	310,247				
Audio Visual Production Series (MCG/AVP)												
MCG/AVP 6												
Existing	1,149,637	1,178,378	1,207,838	1,238,034	1,268,984	1,300,709	1,333,227	1,366,557				
With effect from October 1, 2002	1,260,000	1,291,500	1,323,788	1,356,882	1,390,804	1,425,574	1,461,214	1,497,744				
MCG/AVP 5												
Existing	920,263	943,270	966,852	991,023	1,015,799	1,041,194	1,067,223	1,093,904				
With effect from October 1, 2002	1,041,000	1,067,025	1,093,701	1,121,043	1,149,069	1,177,796	1,207,241	1,237,422				
MCG/AVP 4												
Existing	704,878	722,500	740,562	759,076	778,053	797,505	817,442	837,878				
With effect from October 1, 2002	795,900	815,798	836,192	857,097	878,525	900,488	923,000	946,075				
MCG/AVP 3												
Existing	542,078	555,630	569,520	583,738	598,352	613,311	628,644	644,369				
With effect from October 1, 2002	573,000	587,325	602,008	617,058	632,485	648,297	664,504	681,117				

	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa
Audio Visual Production Series (MCG/AVP) continued								

Compensation Unit, Public Service Establishment Division, MOPF

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

Audio Visual Technician Series (MCG/AVT) continued		Basic Spa	Salary Spa	Basic Spa	Salary Spa	Basic Spa	Salary Spa	Basic Spa	Salary Spa	Basic Spa	Salary Spa	Basic Spa	Salary Spa
MCG/AVT 1													
Existing		225,008	230,633	236,399	242,309	248,367	254,576	260,940	267,464				
With effect from October 1, 2002		261,000	267,525	274,213	281,068	288,095	295,298	302,680	310,247				
Information and Editorial Series (MCG/IE)													
MCG/IE 6													
Existing		1,035,600	1,061,490	1,088,027	1,115,228	1,143,108	1,171,686	1,200,978	1,231,003				
With effect from October 1, 2002		1,260,000	1,291,500	1,323,788	1,356,882	1,390,804	1,425,574	1,461,214	1,497,744				
MCG/IE 5													
Existing		920,262	943,269	966,851	991,022	1,015,797	1,041,192	1,067,222	1,093,903				
With effect from October 1, 2002		1,041,000	1,067,025	1,093,701	1,121,043	1,149,069	1,177,796	1,207,241	1,237,422				
MCG/IE 4													
Existing		704,878	722,500	740,562	759,076	778,053	797,505	817,442	837,878				
With effect from October 1, 2002		795,900	815,798	836,192	857,097	878,525	900,488	923,000	946,075				
MCG/IE 3													
Existing		542,078	555,630	569,520	583,758	598,352	613,311	628,644	644,360				
With effect from October 1, 2002		570,000	584,250	598,856	613,828	629,173	644,903	661,025	677,351				
MCG/IE 2													
Existing		419,024	429,500	440,237	451,243	462,524	474,087	485,939	498,088				
With effect from October 1, 2002		480,000	492,000	504,300	516,908	529,830	543,076	556,653	570,569				
MCG/IE 1													
Existing		326,012	334,162	342,516	351,079	359,856	368,853	378,074	387,526				
With effect from October 1, 2002		402,000	412,050	422,351	432,910	443,733	454,826	466,197	477,852				

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

Tax Administration Series (RMG/TA)		Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa
RMG/TA 11											
Existing		2,850,000	2,921,250	2,994,281	3,069,138	3,145,867	3,224,513	3,305,126	3,387,754		
With effect from October 1, 2002		3,000,000	3,075,000	3,151,875	3,230,672	3,311,439	3,394,225	3,479,080	3,566,057		
RMG/TA 10											
Existing		1,978,170	2,027,617	2,078,308	2,130,266	2,183,522	2,238,110	2,294,063	2,351,415		
With effect from October 1, 2002		2,160,000	2,214,000	2,269,350	2,326,084	2,384,236	2,443,842	2,504,938	2,567,561		
RMG/TA 9											
Existing		1,400,004	1,435,004	1,470,879	1,507,651	1,545,342	1,583,976	1,623,575	1,664,165		
With effect from October 1, 2002		1,650,000	1,691,250	1,733,531	1,776,870	1,821,291	1,866,824	1,913,494	1,961,331		
RMG/TA 8											
Existing		1,194,328	1,224,186	1,254,791	1,286,161	1,318,315	1,351,272	1,385,054	1,419,681		
With effect from October 1, 2002		1,350,000	1,383,750	1,418,344	1,453,802	1,490,147	1,527,401	1,565,586	1,604,726		
RMG/TA 7											
Existing		994,922	1,019,795	1,045,290	1,071,422	1,098,208	1,125,663	1,153,804	1,182,650		
With effect from October 1, 2002		1,107,000	1,134,675	1,163,042	1,192,118	1,221,921	1,252,469	1,283,781	1,315,875		
RMG/TA 6											
Existing		818,342	838,801	859,771	881,265	903,297	925,879	949,026	972,752		
With effect from October 1, 2002		930,000	953,250	977,081	1,001,508	1,026,546	1,052,210	1,078,515	1,105,478		
RMG/TA 5											
Existing		676,031	692,931	710,255	728,011	746,211	764,867	783,988	803,588		
With effect from October 1, 2002		768,000	787,200	806,880	827,052	847,728	868,922	890,645	912,911		

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

		Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary
		\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
Tax Administration Series (RMG/TA)-continued													
RMG/TA 4													
Existing													
With effect from October 1, 2002													
		560,849	574,870	589,242	603,973	619,072	634,549	650,413	666,673				
		630,000	645,750	661,894	678,441	695,402	712,787	730,607	748,872				
RMG/TA 3													
Existing													
With effect from October 1, 2002													
		473,698	485,540	497,679	510,121	522,874	535,946	549,344	563,078				
		519,000	531,975	545,274	558,906	572,879	587,201	601,881	616,928				
RMG/TA 2													
Existing													
With effect from October 1, 2002													
		407,257	417,439	427,875	438,572	449,536	460,774	472,294	484,101				
		438,000	448,950	460,174	471,678	483,470	495,557	507,946	520,644				
RMG/TA 1													
Existing													
With effect from October 1, 2002													
		322,321	330,379	338,639	347,105	355,783	364,677	373,794	383,139				
		348,000	356,700	365,618	374,758	384,127	393,730	403,573	413,663				
Information Technology Group (MIS/IT)													
MIS/IT 8													
Existing													
With effect from October 1, 2002													
		1,341,753	1,375,297	1,409,680	1,444,921	1,481,045	1,518,071	1,556,022	1,594,923				
		1,650,000	1,691,250	1,733,531	1,776,870	1,821,291	1,866,824	1,913,494	1,961,331				
MIS/IT 7													
Existing													
With effect from October 1, 2002													
		1,138,613	1,167,078	1,196,255	1,226,161	1,256,815	1,288,236	1,320,441	1,353,453				
		1,350,000	1,383,750	1,418,344	1,453,802	1,490,147	1,527,401	1,565,586	1,604,726				
MIS/IT 6													
Existing													
With effect from October 1, 2002													
		971,583	995,873	1,020,770	1,046,289	1,072,446	1,099,257	1,126,739	1,154,907				
		1,095,000	1,122,375	1,150,434	1,179,195	1,208,675	1,238,892	1,269,864	1,301,611				

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

Information Technology Group (MIS/IT) continued													
	Basic		Salary		Basic		Salary		Basic		Salary		
	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	
MIS/IT 5													
Existing	816,680	837,097	858,024		879,475		901,462	923,998	947,098	970,776			
With effect from October 1, 2002	954,000	977,850	1,002,296		1,027,354		1,053,037	1,079,363	1,106,348	1,134,006			
MIS/IT 4													
Existing	645,289	661,422	677,957		694,906		712,279	730,086	748,338	767,046			
With effect from October 1, 2002	840,000	861,000	882,525		904,588		927,203	950,383	974,142	998,496			
MIS/IT 3													
Existing	498,778	511,247	524,029		537,129		550,558	564,322	578,430	592,890			
With effect from October 1, 2002	534,000	547,350	561,034		575,060		589,436	604,172	619,276	634,758			
MIS/IT 2													
Existing	409,859	420,105	430,608		441,373		452,407	463,717	475,310	487,193			
With effect from October 1, 2002	435,000	445,875	457,022		468,447		480,159	492,163	504,467	517,078			
MIS/IT 1													
Existing	291,452	298,738	306,206		313,861		321,708	329,751	337,994	346,444			
With effect from October 1, 2002	315,000	322,875	330,947		339,221		347,701	356,394	365,303	374,436			
Social Work Group (SWG)													
SWG/PS 4													
Existing	676,031	692,931	710,255		728,011		746,211	764,867	783,988	803,588			
With effect from October 1, 2002	795,900	815,798	836,192		857,097		878,525	900,488	923,000	946,075			
SWG/PS 3													
Existing	568,824	583,044	597,620		612,561		627,875	643,572	659,661	676,152			
With effect from October 1, 2002	675,000	691,875	709,172		726,901		745,074	763,701	782,793	802,363			

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

		Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary
		\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
Social Work Group (SWG) continued													
SWG/PS 2													
Existing		481,499	493,537	505,875	518,522	531,485	544,772	558,392	572,352				
With effect from October 1, 2002		570,000	584,250	598,856	613,828	629,173	644,903	661,025	677,351				
SWG/PS 1													
Existing		428,227	439,035	450,011	461,261	472,793	484,613	496,728	509,146				
With effect from October 1, 2002		474,000	485,850	497,996	510,446	523,207	536,287	549,695	563,437				
SWG/SSA 2													
Existing		367,161	376,340	385,749	395,393	405,277	415,409	425,795	436,439				
With effect from October 1, 2002		396,000	405,900	416,048	426,449	437,110	448,038	459,239	470,720				
SWG/SSA 1													
Existing		315,413	323,299	331,381	339,666	348,157	356,861	365,783	374,927				
With effect from October 1, 2002		336,000	344,400	353,010	361,835	370,881	380,153	389,657	399,398				
SWG/SWA 2													
Existing		308,154	315,857	323,754	331,848	340,144	348,647	357,364	366,298				
With effect from October 1, 2002		330,000	338,250	346,706	355,374	364,258	373,365	382,699	392,266				
SWG/SWA 1													
Existing		244,032	250,133	256,386	262,796	269,366	276,100	283,002	290,077				
With effect from October 1, 2002		261,000	267,525	274,213	281,068	288,095	295,298	302,680	310,247				

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

	Basic Spa	Salary Spa	Basic Spa	Salary Spa	Basic Spa	Salary Spa	Basic Spa	Salary Spa	Basic Spa	Salary Spa
Librarian Series (PIDG/LB)										
Librarian 5										
Existing	948,816	972,536	996,850	1,021,771	1,047,315	1,073,498	1,100,336	1,127,844		
With effect from October 1, 2002	1,041,000	1,067,025	1,093,701	1,121,043	1,149,069	1,177,796	1,207,241	1,237,422		
Librarian 4										
Existing	700,008	717,508	735,446	753,832	772,678	791,995	811,795	832,090		
With effect from October 1, 2002	795,900	815,798	836,192	857,097	878,525	900,488	923,000	946,075		
Librarian 3										
Existing	490,909	503,182	515,762	528,656	541,872	555,419	569,304	583,537		
With effect from October 1, 2002	690,000	707,250	724,931	743,055	761,631	780,672	800,188	820,193		
Librarian 2										
Existing	429,154	439,883	450,880	462,152	473,706	485,549	497,687	510,130		
With effect from October 1, 2002	600,000	615,000	630,375	646,134	662,288	678,845	695,816	713,211		
Librarian 1										
Existing	351,546	360,335	369,343	378,577	388,041	397,742	407,686	417,878		
With effect from October 1, 2002	474,000	485,850	497,996	510,446	523,207	536,287	549,695	563,437		
Health Record Series (PIDG/HR)										
PIDG/HR 5										
Existing	704,878	722,500	740,562	759,076	778,053	797,505	817,442	837,878		
With effect from October 1, 2002	1,041,000	1,067,025	1,093,701	1,121,043	1,149,069	1,177,796	1,207,241	1,237,422		
PIDG/HR 4										
Existing	438,073	449,025	460,251	471,757	483,551	495,640	508,031	520,731		
With effect from October 1, 2002	600,000	615,000	630,375	646,134	662,288	678,845	695,816	713,211		

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

		Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary
		\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
Health Record Series (PIDG/HR) continued													
PIDG/HR 3													
Existing		340,411	348,921	357,645	366,586	375,750	385,144	394,773	404,642				
With effect from October 1, 2002		474,000	485,850	497,996	510,446	523,207	536,287	549,695	563,437				
PIDG/HR 2													
Existing		266,592	273,257	280,088	287,090	294,268	301,624	309,165	316,894				
With effect from October 1, 2002		378,000	387,450	397,136	407,065	417,241	427,672	438,364	449,323				
PIDG/HR 1													
Existing		210,796	216,065	221,467	227,004	232,679	238,496	244,458	250,570				
With effect from October 1, 2002		261,000	267,525	274,213	281,068	288,095	295,298	302,680	310,247				
Archives & Records Management Series (PIDG/AR)													
PIDG/AR 7													
Existing		1,400,004	1,435,004	1,470,879	1,507,651	1,545,342	1,583,976	1,623,575	1,664,165				
With effect from October 1, 2002		1,648,431	1,689,642	1,731,883	1,775,180	1,819,559	1,865,048	1,911,675	1,959,466				
PIDG/AR 6													
Existing		920,262	943,269	966,851	991,022	1,015,797	1,041,192	1,067,222	1,093,903				
With effect from October 1, 2002		1,260,000	1,291,500	1,323,788	1,356,882	1,390,804	1,425,574	1,461,214	1,497,744				
PIDG/AR 5													
Existing		704,878	722,500	740,562	759,076	778,053	797,505	817,442	837,878				
With effect from October 1, 2002		795,900	815,798	836,192	857,097	878,525	900,488	923,000	946,075				
PIDG/AR 4													
Existing		438,073	449,025	460,251	471,757	483,551	495,640	508,031	520,731				
With effect from October 1, 2002		600,000	615,000	630,375	646,134	662,288	678,845	695,816	713,211				

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

Science and Technology Group (SOG/ST)		Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa
SOG/ST 10													
Existing		1,523,673	1,561,765	1,600,809	1,640,829	1,681,850	1,723,896	1,766,994	1,811,168				
With effect from October 1, 2002		2,160,000	2,214,000	2,269,350	2,326,084	2,384,236	2,443,842	2,504,938	2,567,561				
SOG/ST 9													
Existing		1,309,956	1,342,705	1,376,273	1,410,680	1,445,947	1,482,095	1,519,148	1,557,126				
With effect from October 1, 2002		1,650,000	1,691,250	1,733,531	1,776,870	1,821,291	1,866,824	1,913,494	1,961,331				
SOG/ST 8													
Existing		1,120,738	1,148,756	1,177,475	1,206,912	1,237,085	1,268,012	1,299,713	1,332,205				
With effect from October 1, 2002		1,290,000	1,322,250	1,355,306	1,389,189	1,423,919	1,459,517	1,496,005	1,533,405				
SOG/ST 7													
Existing		948,814	972,535	996,848	1,021,769	1,047,314	1,073,496	1,100,334	1,127,842				
With effect from October 1, 2002		1,050,000	1,076,250	1,103,156	1,130,735	1,159,004	1,187,979	1,217,678	1,248,120				
SOG/ST 6													
Existing		780,744	800,262	820,269	840,775	861,795	883,340	905,423	928,059				
With effect from October 1, 2002		825,000	845,625	866,766	888,435	910,646	933,412	956,747	980,666				
SOG/ST 5													
Existing		622,116	637,669	653,611	669,951	686,700	703,867	721,464	739,501				
With effect from October 1, 2002		642,000	658,050	674,501	691,364	708,648	726,364	744,523	763,136				
SOG/ST 4													
Existing		498,778	511,247	524,029	537,129	550,558	564,322	578,430	592,890				
With effect from October 1, 2002		513,000	525,825	538,971	552,445	566,256	580,412	594,923	609,796				

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa
SOG/ST 3										
Existing	409,859	420,105	430,608	441,373	452,407	463,717	475,310	487,193		
With effect from October 1, 2002	429,000	439,725	450,718	461,986	473,536	485,374	497,508	509,946		
SOG/ST 2										
Existing	291,452	298,738	306,206	313,861	321,708	329,751	337,994	346,444		
With effect from October 1, 2002	315,000	322,875	330,947	339,221	347,701	356,394	365,303	374,436		
SOG/ST 1										
Existing	247,239	253,420	259,755	266,249	272,906	279,728	286,721	293,889		
With effect from October 1, 2002	261,000	267,525	274,213	281,068	288,095	295,298	302,680	310,247		

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

		Basic		Salary		Basic		Salary		Basic		Salary		Basic		Salary		Basic		Salary	
		Spa		Spa		Spa		Spa		Spa		Spa		Spa		Spa		Spa		Spa	
Records Information Management Series (PIDG/RIM)																					
PIDG/RIM 5 (formerly RIM 4)																					
Existing		700,008		717,508		735,446		753,832		772,678		791,995		811,795		832,090					
With effect from October 1, 2002		795,900		815,798		836,192		857,097		878,525		900,488		923,000		946,075					
PIDG/RIM 4 (NEW LEVEL)																					
With effect from April 1, 2002		528,000		541,200		554,730		568,598		582,813		597,384		612,318		627,626					
With effect from October 1, 2002		600,000		615,000		630,375		646,134		662,288		678,845		695,816		713,211					
PIDG/RIM 3																					
Existing		320,641		328,657		336,873		345,295		353,927		362,775		371,845		381,141					
With effect from October 1, 2002		381,000		390,525		400,288		410,295		420,553		431,067		441,843		452,889					
PIDG/RIM 2																					
Existing		257,239		263,670		270,262		277,018		283,944		291,042		298,318		305,776					
With effect from October 1, 2002		300,000		307,500		315,188		323,067		331,144		339,422		347,908		356,606					
PIDG/RIM 1																					
Existing		220,008		225,508		231,146		236,925		242,848		248,919		255,142		261,520					
With effect from October 1, 2002		255,000		261,375		267,909		274,607		281,472		288,509		295,722		303,115					
Steno Writers Series (OPS/SW)																					
OPS/SW 3																					
Existing		720,000		738,000		756,450		775,361		794,745		814,614		834,979		855,854					
With effect from October 1, 2002		741,600		760,140		779,144		798,622		818,588		839,052		860,029		881,529					
OPS/SW 2																					
Existing		564,000		578,100		592,553		607,366		622,550		638,114		654,067		670,419					
With effect from October 1, 2002		581,000		595,525		610,413		625,673		641,315		657,348		673,782		690,626					
OPS/SW 1																					
Existing		450,000		461,250		472,781		484,601		496,716		509,134		521,862		534,909					
With effect from October 1, 2002		474,000		485,850		497,996		510,446		523,207		536,287		549,695		563,437					

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

	Basic		Salary		Basic		Salary		Basic		Salary		Basic		Salary		Basic		Salary		Basic		Salary	
	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa	Spa
Secretarial Series (OPS/SS)																								
OPS/SS 6																								
Existing	772,688	792,005	811,805	832,100	852,903	874,226	896,081	918,483																
With effect from October 1, 2002	795,900	815,798	836,192	857,097	878,525	900,488	923,000	946,075																
OPS/SS 5																								
Existing	682,944	700,018	717,518	735,456	753,842	772,688	792,006	811,806																
With effect from October 1, 2002	705,000	722,625	740,691	759,208	778,188	797,643	817,584	838,023																
OPS/SS 4																								
Existing	510,000	522,750	535,819	549,214	562,945	577,018	591,444	606,230																
With effect from October 1, 2002	525,300	538,433	551,893	565,691	579,833	594,329	609,187	624,417																
OPS/SS 3																								
Existing	372,300	381,608	391,148	400,926	410,950	421,223	431,754	442,548																
With effect from October 1, 2002	420,000	430,500	441,263	452,294	463,601	475,191	487,071	499,248																
OPS/SS 2																								
Existing	279,569	286,558	293,722	301,065	308,592	316,307	324,214	332,320																
With effect from October 1, 2002	315,000	322,875	330,947	339,221	347,701	356,394	365,303	374,436																
OPS/SS 1																								
Existing	226,468	232,130	237,933	243,881	249,978	256,228	262,633	269,199																
With effect from October 1, 2002	261,000	267,525	274,213	281,068	288,095	295,298	302,680	310,247																
Administrative Assistants Series (OPS/ADS)																								
OPS/ADS 2																								
Existing	717,518	735,456	753,842	772,688	792,006	811,806	832,101	852,903																
With effect from October 1, 2002	739,042	757,518	776,456	795,867	815,764	836,158	857,062	878,489																

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa
Administrative Assistants Series (OPS/ADS) continued										
OPS/ADS 1										
Existing	558,115	572,068	586,370	601,029	616,055	631,456	647,242	663,423		
With effect from October 1, 2002	574,858	589,230	603,961	619,060	634,536	650,400	666,660	683,326		
Telephone Operating Series (OPS/TO) (New Series)										
OPS/TO 4 new level w.e.f. July 1, 2002										
Existing	370,000	379,250	388,731	398,450	408,411	418,621	429,087	439,814		
With effect from October 1, 2002	390,000	399,750	409,744	419,987	430,487	441,249	452,280	463,587		
OPS/TO 3										
Existing	270,561	277,326	284,259	291,365	298,649	306,115	313,768	321,613		
With effect from October 1, 2002	300,000	307,500	315,188	323,067	331,144	339,422	347,908	356,606		
OPS/TO 2										
Existing	223,344	228,928	234,651	240,517	246,530	252,694	259,011	265,486		
With effect from October 1, 2002	261,000	267,525	274,213	281,068	288,095	295,298	302,680	310,247		
OPS/TO 1										
Existing	209,107	214,335	219,693	225,186	230,815	236,586	242,500	248,563		
With effect from October 1, 2002	243,000	249,075	255,302	261,684	268,227	274,932	281,806	288,851		
Titles Registration Series (PLG/TR)										
TR 7										
Existing	704,878	722,500	740,562	759,076	778,053	797,505	817,442	837,878		
With effect from October 1, 2002	792,000	811,800	832,095	852,897	874,220	896,075	918,477	941,439		
TR 6										
Existing	460,008	471,508	483,296	495,378	507,763	520,457	533,468	546,805		
With effect from October 1, 2002	528,000	541,200	554,730	568,598	582,813	597,384	612,318	627,626		

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

Titles Registration Series (PLG/TR) continued		Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa	Basic \$pa	Salary \$pa
TR 5	Existing	382,008	391,558	401,347	411,381	421,665	432,207	443,012	454,087		
	With effect from October 1, 2002	429,000	439,725	450,718	461,986	473,536	485,374	497,508	509,946		
TR 4	Existing	319,992	327,992	336,192	344,596	353,211	362,042	371,093	380,370		
	With effect from October 1, 2002	357,000	365,925	375,073	384,450	394,061	403,913	414,011	424,361		
TR 3	Existing	278,004	284,954	292,078	299,380	306,864	314,536	322,399	330,459		
	With effect from October 1, 2002	312,000	319,800	327,795	335,990	344,390	352,999	361,824	370,870		
TR 2	Existing	232,128	237,931	243,879	249,976	256,226	262,632	269,197	275,927		
	With effect from October 1, 2002	258,000	264,450	271,061	277,838	284,784	291,903	299,201	306,681		
TR 1	Existing	220,944	226,468	232,129	237,933	243,881	249,978	256,227	262,633		
	With effect from October 1, 2002	234,000	239,850	245,846	251,992	258,292	264,750	271,368	278,152		
General Legal Support Series (PLG/LS)											
LS 5	Existing	382,008	391,558	401,347	411,381	421,665	432,207	443,012	454,087		
	With effect from October 1, 2002	435,000	445,875	457,022	468,447	480,159	492,163	504,467	517,078		
LS 4	Existing	319,992	327,992	336,192	344,596	353,211	362,042	371,093	380,370		
	With effect from October 1, 2002	360,000	369,000	378,225	387,681	397,373	407,307	417,490	427,927		
LS 3	Existing	278,004	284,954	292,078	299,380	306,864	314,536	322,399	330,459		
	With effect from October 1, 2002	306,000	313,650	321,491	329,529	337,767	346,211	354,866	363,738		

REVISION OF SALARIES FOR THE PERIOD OCTOBER 1, 2002 TO MARCH 31, 2003

		Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary	Basic	Salary
		\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa	\$pa
General Legal Support Series (PLG/LS) continued													
LS 2													
Existing		232,128	237,931	243,879	249,976	256,226	262,632	269,197	275,927				
With effect from October 1, 2002		235,000	261,375	267,909	274,607	281,472	288,509	295,722	303,115				
LS 1													
Existing		220,944	226,468	232,129	237,933	243,881	249,978	256,227	262,633				
With effect from October 1, 2002		240,000	246,000	252,150	258,454	264,915	271,538	278,326	285,285				
Paralegal Group / Trust Administration Series (PLG/TA)													
TA 5													
Existing		704,878	722,500	740,562	759,076	778,053	797,505	817,442	837,878				
With effect from October 1, 2002		792,000	811,800	832,095	852,897	874,220	896,075	918,477	941,439				
TA 4													
Existing		438,073	449,025	460,251	471,757	483,551	495,640	508,031	520,731				
With effect from October 1, 2002		510,000	522,750	535,819	549,214	562,945	577,018	591,444	606,230				
TA 3													
Existing		382,008	391,558	401,347	411,381	421,665	432,207	443,012	454,087				
With effect from October 1, 2002		429,000	439,725	450,718	461,986	473,536	485,374	497,508	509,946				
TA 2													
Existing		278,004	284,954	292,078	299,380	306,864	314,536	322,399	330,459				
With effect from October 1, 2002		306,000	313,650	321,491	329,529	337,767	346,211	354,866	363,738				
TA 1													
Existing		220,944	226,468	232,129	237,933	243,881	249,978	256,227	262,633				
With effect from October 1, 2002		240,000	246,000	252,150	258,454	264,915	271,538	278,326	285,285				