CIRCULAR NO: 32

REF. NO: C5 II

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

SEG 1 Existing With effect from October 1, 2002	SEG 2 Existing With effect from October 1, 2002	SEG 3 Existing With effect from October 1, 2002	SEG 4 Existing With effect from October 1, 2002	SEG 5 Existing With effect from October 1, 2002	Senior Executive Series(GMG/SEG) SEG 6 Existing With effect from October 1, 2002	Chief Technical Director Existing With effect from October 1, 2002	Executive Management Series (EMG) Existing With effect from October 1, 2002	
700,008	948,816	1,138,620	1,400,004	1,623,576	1,978,170	2,850,000	2,850,000	Basic
795,900	1,041,000	1,260,000	1,569,000	1,800,000	2,160,000	3,000,000	3,000,000	Spa
717,508	972,536	1,167,086	1,435,004	1,664,165	2,027,624	2,921,250	2,921,250	Salary
815,798	1,067,025	1,291,500	1,608,225	1,845,000	2,214,000	3,075,000	3,075,000	Spa
735,446	996,850	1,196,263	1,470,879	1,705,770	2,078,315	2,994,281	2,994,281	Basic
836,192	1,093,701	1,323,788	1,648,431	1,891,125	2,269,350	3,151,875	3,151,875	Spa Spa
753,832	1,021,771	1,226,169	1,507,651	1,748,414	2,130,272	3,069,138	3,069,138	Salary
857,097	1,121,043	1,356,882	1,689,641	1,938,403	2,326,084	3,230,672	3,230,672	pa Spa
772,678	1,047,315	1,256,823	1,545,342	1,792,124	2,183,529	3,145,867	3,145,867	Basic
878,525	1,149,069	1,390,804	1,731,882	1,986,863	2,384,236	3,311,439	3,311,439	Spa
791,995	1,073,498	1,288,244	1,583,976	1,836,927	2,238,117	3,224,513	3,224,513	Salary
900,488		1,425,574	1,775,179	2,036,535	2,443,842	3,394,225	3,394,225	Spa
811,795	1,100,336	1,320,450	1,623,575	1,882,850	2,294,070	3,305,126	3,305,126	Basic
923,000	1,207,241	1,461,214	1,819,559	2,087,448	2,504,938	3,479,080	3,479,080	
832,090	1,127,844	1,353,461	1,664,165	1,929,922	2,351,422	3,387,754	3,387,754	Salary
946,075	1,237,422	1,497,744	1,865,048	2,139,634	2,567,561	3,566,057	3,566,057	
							3,472,448 3,655,209	Spasic
							3,559,259 3,746,589	Salary

AM 3 Existing w.e.f. April 1, 2002 With effect from October 1, 2002	AM 4 Existing w.e.f. April 1, 2002 With effect from October 1, 2002	New Series **** General Management Group General Administration Series (GMG/AM)	PMA 1 Existing With effect from October 1, 2002	PMA 2 Existing With effect from October 1, 2002	PMA 3 Existing With effect from October 1, 2002	PMA 4 Existing With effect from October 1, 2002	PMA 5 Existing With effect from October 1, 2002	
528,200 600,000	640,421 741,000		257,244 285,600	309,912 336,000	351,546 402,000	429,154 480,000	490,909 570,000	Spa
541,405 615,000	656,432 759,525		263,675 292,125	317,660 344,400	360,335 412,050	439,883 492,000	503,182 584,250	Salary
554,940 630,375	672,843 778,513		270,267 299,428	325,601 353,010	369,343 422,351	450,880 504,300	515,762 598,856	Dasic Spa Spa
			to N	נגו נגו	w a.	4. 10	6. Us	
568,813 646,134	689,664 797,976		277,024 306,914	333,741 361,835	378,577 432,910	462,152 516,908	528,656 613,828	Spa
583,034 662,288	706,905 817,925		283,949 314,587	342,085 370,881	388,041 443,733	473,706 529,830	541,872 629,173	Spa
597,609 678,845	724,577 838,373		291,048 322,451	350,637 380,153	397,742 454,826	485,549 543,076	555,418 644,903	Spa
612,550 695,816	742,692 859,333		298,324 330,513	359,403 389,657	407,686 466,197	497,687 556,653	569,303 661,025	Spa
627,863 713,211	761,259 880,816	,'	305,782 338,775	368,388 399,398	417,878 477,852	510,130 570,569	583,536 677,551	Spa
								Basic

Salary

FSO 4 Existing With effect from October 1, 2002	FSO 5 Existing With effect from October 1, 2002	FSO 6 Existing With effect from October 1, 2002	FSO 7 Existing With effect from October 1, 2002	Foreign Services Officers (FSO) FSO 8 Existing With effect from October 1, 2002	AM 1 Existing w.c.f. April 1, 2002 339,067 347,544 356,232 365,138 378,000 387,450 397,136 407,065 4**** These rates are payable only to those posts which have been reclassified to the new General Administration Series	General Administration Series (GMG/AM) continued AM 2 Existing w.e.f. April 1, 2002 With effect from October 1, 2002	
948,816 1,041,000	1,138,620 1,260,000	1,400,004 1,569,000	1,623,576 1,800,000	1,978,170 2,160,000	339,067 378,000 posts which have been) continued 423,196 474,000	Basic Spa
972,536 1,067,025	1,167,086 1,291,500	1,435,004 1,608,225	1,664,165 1,845,000	2,027,624 2,214,000	347,544 387,450 reclassified	433,776 485,850	Salary Spa
996,850 1,093,701	1,196,263 1,323,788	1,470,879 1,648,431	1,705,770 1,891,125	2,078,315 2,269,350	356,232 397,136 to the new Gen	444,621 497,996	Basic Spa S
1,021,771 1,121,043	1,226,169 1,356,882	1,507,651 1,689,641	1,748,414 1,938,403	2,130 <i>,27</i> 2 2,326,084	365,138 407,065 eral Administration	455,736 510,446	Salary Spa Spa
1,047,315 1,149,069	1,256,823 1,390,804	1,545,342 1,731,882	1,792,124 1,986,863	2,183,529 2,384,236	374,266 417,241 a Series	467,129 523,207	Basic Salary Basic Spa Spa Spa Spa
1,073,498 1,177,796	1,288,244 1,425,574	1,583,976 1,775,179	1,836,927 2,036,535	2,238,117 2,443,842	383,623 427,672	478,808 536,287	Salary
1,100,336 1,207,241	1,320,450 1,461,214	1,623,575 1,819,559	1,882,850 2,087,448	2,294,070 2,504,938	393,214 438,364	490,778 549,695	Basic
1,127,844	1,353,461 1,497,744	1,664,165 1,865,048	1,929,922 2,139,634	2,351,422 2,567,561	403,044 449,323	503,047 563,437	Salary
							Basic Spa

Salary

CAS 1 Existing With effect from October 1, 2002	CAS 2 Existing With effect from October 1, 2002	CAS 3 Existing With effect from October 1, 2002	Court Administration Series (GMG/CAS)	FSO 1 Existing With effect from October 1, 2002	FSO 2 Existing With effect from October 1, 2002	Foreign Services Officers (FSO) continued FSO 3 Existing With effect from October 1, 2002	
490,909	700,008 795,900	948,816 1,041,000		429,154 540,000	490,909 645,000	700,008 795,900	Basic
503,182 645,750	717,508 815,798	972,536 1,067,025		439,883 553,500	503,182 661,125	Эра 717,508 815,798	Salary
515,762 661,894	735,446 836,192	996,850 1,093,701		450,880 567,338	515,762 677,653	3pa 735,446 836,192	"
528,656 678,441	753,832 857,097	1,021,771 1,121,043		462,152 581,521	528,656 694,594	>pa >pa 753,832 857,097	Salary
541,872 695,402	772,678 878,525	1,047,315 1,149,069		473,706 596,059	541,872 711,959	ъра 772,678 878,525	Basic
555,419 712,787	791,995 900,488	1,073,498 1,177,796		485,548 610,960	555,419 729,758	355a 791,995 900,488	Salary
569,304 730,607	811,795 923,000	1,100,336 1,207,241		497,687 626,234	569,304 748,002	811,795 923,000	Basic
583,537 748,872	832,090 946,075	1,127,844 1,237,422		510,130 641,890	583,537 766,702	832,090 946,075	Verse
						**************************************	Basic

Salary

Existing With effect from October 1, 2002	Audit Clerk (FMG/AUC) FMG/AUC 1	FMG/AS I Existing With effect from October 1, 2002	FMG/AS 2 Existing With effect from October 1, 2002	FMG/AS 3 Existing With effect from October 1, 2002	FMG/AS 4 Existing With effect from October 1, 2002	FMG/AS 5 Existing With effect from October 1, 2002	FMG/AS 6 Existing With effect from October 1, 2002	Existing With effect from October 1, 2002	Audit Series (FMG/AS) FMG/AS 7
257,244 276,000		421,991 465,000	498,778	600,138 741,000	729,141 1,041,000	890,396 1,260,000	1,256,823 1,569,000	1,929,922 2,160,000	Basic Spa
263,675		432,541	511,247	615,141	747,370	912,656	1,288,244	1,978,170	Salary
282,900		476,625	615,000	759,525	1,067,025	1,291,500	1,608,225	2,214,000	Spa
270,267		443,354	524,029	630,520	766,054	935,472	1,320,450	2,027,624	Basic
289,973		488,541	630,375	778,513	1,093,701	1,323,788	1,648,431	2,269,350	Spa
									Spa
277,024 Q.B.		454,438	537,129	646,283	785,206	958,859	1,353,461	2,078,315	Salary
297,222 Q.B.		500,754	646,134	797,976	1,121,043	1,356,882	1,689,641	2,326,084	Spa
343,509		465,799	550,558	662,440	804,836	982,831	1,387,298	2,130,272	Basic
384,000		513,273	662,288	817,925	1,149,069	1,390,804	1,731,882	2,384,236	Spa
352,097		477,444	564,322	679,001	824,957	1,007,402	1,421,980	2,183,529	Salary
393,600		526,105	678,845	838,373	1,177,796	1,425,574	1,775,179	2,443,842	Spa
360,899 403,440		489,380 589,257	578,430 695,816	695,976 859,333	845,581 1,207,241	1,032,587 1,461,214	1,457,530	2,238,117 2,504,938	Basic Spa
369,922		501,615	592,890	713,375	866,720	1,058,401	1,493,968	2,294,070	Salary
413,526		552,739	713,211	880,816	1,237,422	1,497,744	1,865,048	2,567,561	Spa
					¥				Basic Spa

FMG/AT 1 Existing With effect from October 1, 2002	FMG/AT 2 Existing With effect from October 1, 2002	Accounting Technician Series (FMG/AT) FMG/AT 3 Existing With effect from October 1, 2002	FMG/PA 1 Existing With effect from October 1, 2002	FMG/PA 2 Existing With effect from October 1, 2002	FMG/PA 3 Existing With effect from October 1, 2002	FMG/PA 4 Existing With effect from October 1, 2002	FMG/PA 5 Existing With effect from October 1, 2002	Professional Association of the Control of the Cont
322,321	369,774	498,778	498,778	816,680	1,167,086	1,400,004	1,929,922	Basic
354,000	420,000	534,000	561,000	1,041,000	1,260,000	1,569,000	2,160,000	
330,379	379,019	511,247	511,247	837,097	1,196,263	1,435,004	1,978,170	Salary
362,850	430,500	547,350	575,025	1,067,025	1,291,500	1,608,225	2,214,000	
338,639	388,494	524,029	524,029	858,024	1,226,169	1,470,879	2,027,624	Space
371,921	441,263	561,034	589,401	1,093,701	1,323,788	1,648,431	2,269,350	
			P.B					'8 '8
347,105 381,219	398,207 452,294	537,129 575,060	602,633 678,000	879,475 1,121,043	1,256,823	1,507,651 1,689,641	2,078,315 2,326,084	Soalary
355,783	408,162	550,558	617,699	901,462	1,288,244	1,545,342	2,130 <i>,27</i> 2	on de la companya de
390,750	463,601	589,436	694,950	1,149,069	1,390,804	1,731,882	2,384,236	
364,677	418,366	564,322	633,141	923,998	1,320,450	1,583,976	2,183,529	Saiary
400,519	475,191	604,172	712,324	1,177,796	1,425,574	1,775,179	2,443,842	
373,794	428,825	578,430	648,970	947,098	1,353,461	1,623,575	2,238,117	Spa
410,531	487,071	619,276	730,132	1,207,241	1,461,214	1,819,559	2,504,938	
383,139	439,546	592,890	665,194	970,776	1,387,298	I,664,165	2,294,070	Spa
420,795	499,248	634,758	748,385	1,237,422	1,497,744	1,865,048	2,567,561	
								Basic

MCG/AVP 3 Existing With effect from October 1, 2002	MCG/AVP.4 Existing With effect from October 1, 2002	MCG/AVP 5 Existing With effect from October 1, 2002	Audio Visual Production Series (MCG/AVP) MCG/AVP 6 Existing With effect from October 1, 2002	FMG/CS 1 Existing With effect from October 1, 2002	Cashier Series (FMG/CS) FMG/CS 2 Existing With effect from October 1, 2002	FMG/AC 1 Existing With effect from October 1, 2002	Accounting Clerk Series (FMG/AC) FMG/AC 2 Existing With effect from October 1, 2002	
542,078 573,000	704,878 795,900	920,263 1,041,000	1,149,637 1,260,000	227,319 261,000	246,719 300,000	240,772 270,000	291,452 330,000	Basic
555,630 587,325	722,500 815,798	943,270 1,067,025	1,178,378 1,291,500	233,002 267,525	252,887 307,500	246,791 276,750	298,738 338,250	Salary
569,520 602,008	740,562 836,192	966,852 1,093,701	1,207,838 1,323,788	238,827 274,213	259,209 315,188	252,961 283,669	306,206 346,706	Spa Spa
								Spa
583,758 617,058	759,076 857,097	991,023 1,121,043	1,238,034 1,356,882	244,798 281,068	265,689	259,285 290,760	313,861 355,374	Salary
598,352 632,485	778,053 878,525	1,015,799 1,149,069	1,268,984 1,390,804	250,918 288,095	272,331 331,144	265,767 298,029	321,708 364,258	Basic
613,311 648,297	797,505 900,488	1,041,194 1,177,796	1,300,709 1,425,574	257,191 295,298	279,140 339,422	272,411 305,480	329,751 373,365	Salary
628,644 664,504	817,442 923,000	1,067,223	1,333,227	263,620 302,680	286,118 347,908	279,222 313,117	337,994 382,699	Basic
644,360 681,117	837,878 946,075	1,093,904	1,366,557 1,497,744	270,211 310,247	293,271 356,606	286,202 320,945	346,444 392,266	Salary
								Basic Spa
								Salary

MCG/A1 Existing With effi	所以の	2 3 5	Se 12 2	< 3º P		
VT 3 cct from October 1, 2002	MCG/AVT 4 Existing With effect from October 1, 2002	MCG/AVT 5 Existing With effect from October 1, 2002	Andio Visual Technician Series (MCG/AVT) MCG/AVT 6 Existing With effect from October 1, 2002	MCG/AVP I Existing With effect from October 1, 2002	MCG/AVP 2 Existing With effect from October 1, 2002	Production Series (MCG/AVP)continued
340,411 372,000	438,073 480,000	567,279 600,000	738,219 795,900	355,530 370,357	419,024 480,000	Spa
348,921	449,025 492,000	581,461 615,000	756,675 815,798	364,418 379,616	429,500 492,000	Salary
357,645	460,251 504,300	595,997 630,375	775,592 836,192	373,529 389,106	440,237 504,300	Basic Spa
						Spa
366,586	471,757 516,908	610, 897 646,134	794,982 857,097	382,867 398,834	451,243 516,908	Salary
375,750	483,551 529,830	626,170 662,288	814,856 878,525	392,438 408,805	462,524 529,830	Spa
385,144	495,640 543,076	641,824 678,845	835,227 900,488	402,249 419,025	474,087 543,076	Spa
394,773	508,031 556,653	657,870 695,816	856,108 923,000	412,306 429,501	485,939 556,653	Basic
404,642	520,731 570,569	674,316 713,211	877,511 946,075	422,613 440,238	498,088 570,569	Salary
,						Basic
THE PART OF THE PA	VT 3 VT 3 40,411 348,921 357,645 365,586 375,750 385,144 394,773 and 10,616 470,606	VT 4 438,073 449,025 460,251 471,757 483,551 495,640 508,031 et from October 1, 2002 480,000 492,000 504,300 516,908 529,830 543,076 556,653 VT 3 VT 3 40,000 492,000 504,300 516,908 529,830 543,076 556,653 507 507 507 507 507 507 507 507 507 507	VT 5 567,279 581,461 595,997 610,897 626,170 641,824 657,870 622,288 678,845 695,816 VT 4 438,073 449,025 449,025 480,000 492,000 504,300 504,300 516,908 529,830 543,076 556,653 VT 3 626,176 641,824 657,870 646,134 662,288 678,845 695,816 695	Tisual Technician Series (MCG/AVT) 738,219 756,675 775,592 794,982 814,856 835,227 856,108 VT 6 795,900 815,798 836,192 877,097 878,525 900,488 923,000 VT 5 567,279 581,461 595,997 610,897 626,170 641,824 657,870 ect from October 1, 2002 600,000 615,000 630,375 646,134 662,288 678,845 695,816 VT 4 438,073 449,025 460,251 471,757 483,551 495,640 508,031 vT 3 480,000 492,000 504,300 516,908 529,830 543,076 556,653 vT 3 340,411 348,921 357,645 366,586 375,750 385,144 394,773 vet from October 1, 2002 377,000 381 100 30,831 400,603 516,908 529,830 543,076 556,653	VP I 355,530 364,418 373,529 382,867 392,438 402,249 412,306 ect from October 1, 2002 370,357 379,616 389,106 398,834 408,805 419,025 429,501 VIT 6 738,219 756,675 775,592 794,982 814,856 835,227 856,108 ect from October 1, 2002 795,900 815,798 835,192 878,525 900,488 923,000 VT 5 567,279 581,461 595,997 610,897 626,170 641,824 657,870 ect from October 1, 2002 438,073 449,025 460,251 471,757 483,551 495,640 695,816 VT 3 ect from October 1, 2002 438,073 449,025 460,251 471,757 483,551 495,640 695,816 VT 3 340,411 348,921 357,645 366,586 375,750 385,144 394,773 VT 3 340,411 348,921 <td< td=""><td>VP 2 419,024 429,500 440,237 451,243 462,524 474,087 485,939 bed from October 1, 2002 480,000 492,000 504,300 516,908 529,830 543,076 556,653 VP 1 355,530 364,418 373,529 382,867 392,438 402,249 412,306 isual Technician Series (MCG/AVT) 738,219 756,675 775,592 794,982 814,856 835,227 826,108 ed from October 1, 2002 795,900 815,798 836,192 878,925 900,488 923,000 VT 5 567,279 581,461 595,997 610,897 626,170 641,824 695,816 VT 4 438,073 449,025 460,251 471,757 483,551 495,640 596,816 VT 3 600,000 615,000 630,375 646,134 662,288 678,845 695,816 VT 4 480,000 492,000 504,300 516,508 529,830 543,076 556,653 VT 3 460,000</td></td<>	VP 2 419,024 429,500 440,237 451,243 462,524 474,087 485,939 bed from October 1, 2002 480,000 492,000 504,300 516,908 529,830 543,076 556,653 VP 1 355,530 364,418 373,529 382,867 392,438 402,249 412,306 isual Technician Series (MCG/AVT) 738,219 756,675 775,592 794,982 814,856 835,227 826,108 ed from October 1, 2002 795,900 815,798 836,192 878,925 900,488 923,000 VT 5 567,279 581,461 595,997 610,897 626,170 641,824 695,816 VT 4 438,073 449,025 460,251 471,757 483,551 495,640 596,816 VT 3 600,000 615,000 630,375 646,134 662,288 678,845 695,816 VT 4 480,000 492,000 504,300 516,508 529,830 543,076 556,653 VT 3 460,000

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

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

SWG/PS 3 Existing With effect from October 1, 2002	Social Work Group (SWG) SWG/PS 4 Existing With effect from October 1, 2002	MIS/IT I Existing With effect from October 1, 2002	MIS/IT 2 Existing With effect from October 1, 2002	MIS/IT 3 Existing With effect from October 1, 2002	MIS/IT 4 Existing With effect from October 1, 2002	MISTT 5 Existing With effect from October 1, 2002	
568,824	676,031	291,452	409,859	498,778	645,289	816,680	Basic
675,000	795,900	315,000	435,000	534,000	840,000	954,000	
583,044	692,931	298,738	420,105	511,247	661,422	837,097	Salary
691,875	815,798	322,875	445,875	547,350	\$61,000	977,850	Spa
597,620	710,255	306,206	430,608	524,029	677,957	858,024	Basic
709,172	836,192	330,947	457,022	561,034	882,525	1,002,296	
612,561	728,011	313,861	441,373	537,129	694,906	879,475	Salary
726,901	857,097	339,221	468,447	575,060	904,588	1,027,354	Spa Spa
627,875	746,211	321,708	452,407	550,558	712,279	901,462	Basic
745,074	878,525	347,701	480,159	589,436	927,203	1,053,037	
643,572	764,867	329,751	463,717	564,322	730,086	923,998	Salary
763,701	900,488	356,394	492,163	604,172	950,383	1,079,363	Spa
659,661	783,988	337,994	475,310	578,430	748,338	947,098	Basic
782,793	923,000	365,303	504,467	619,276	974,142	1,106,348	
676,152	803,588	346,444	487,193	592,890	767,046	970,776	Salary
802,363	946,075	374,436	517,078	634,758	598,496	i,134,006	
							Basic

SWG/SWA 1 Existing With effect from October 1, 2002	SWG/SWA 2 Existing With effect from October 1, 2002	SWG/SSA 1 Existing With effect from October 1, 2002	SWG/SSA 2 Existing With effect from October 1, 2002	SWG/PS 1 Existing With effect from October 1, 2002	SWG/PS 2 Existing With effect from October 1, 2002	Social Work Group (SWG) continued
244,032	308,154	315,413	367,161	428,327	481,499	Basic
261,000	330,000	336,000	396,000	474,000	570,000	
250,133	315,857	323,299	376,340	439,035	493,537	Salary
267,525	338,250	344,400	405,900	485,850	584,250	
256,386	323,754	331,381	385,749	450,011	505,875	Basic
274,213	346,706	353,010	416,048	497,996	598,856	Spa Spa
262,796	331,848	339,666	395,393	461,261	518,522	Salary
281,068	355,374	361,835	426,449	510,446	613,828	a Spa
269,366	340,144	348,157	405,277	472,793	531,485	Basic
288,095	364,258	370,881	437,110	523,207	629,173	Spa
276,100	348,647	356,861	415,409	484,613	544,772	Salary
295,298	373,365	380,153	448,038	536,287	644,903	Spa
283,002	357,364	365,783	425,795	496,728	558,392	Basic
302,680	382,699	389,657	459,239	549,695	661,025	
290,077	366,298	374,927	436,439	509,146	572,352	Salary
310,247	392,266	399,398	470,720	563,437	677,551	
`						Spa
						Salary

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

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

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

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

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

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

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

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

TA 1 Existing With effect from October 1, 2002	TA 2 Existing With effect from October 1, 2002	TA 3 Existing With effect from October 1, 2002	TA 4 Existing With effect from October 1, 2002	Paralegal Group /Trust Administration Series (PLG/TA) TA 5 Existing With effect from October 1, 2002	LS 1 Existing With effect from October 1, 2002	LS 2 Existing With effect from October 1, 2002	General Legal Support Series (PLG/LS) continued
220,944	278,004	382,008	438,073	704,878	220,944	232,128	Basic
240,000	306,000	429,000	510,000	792,000	240,000	255,000	Spa
226,468	284,954	391,558	449,025	722,500	226,468	237,931	Salary
246,000	313,650	439,725	522,750	811,800	246,000	261,375	Spa
232,129	292,078	401,347	460,251	740,562	232,129	243,879	Basic
252,150	321,491	450,718	535,819	832,095	252,150	267,909	Spa
							Spa
237,933	299,380	411,381	471,757	759,076	237,933	249,976	Salary
258,454	329,529	461,986	549,214	852,897	258,454	274,607	Spa
243,881	306,864	421,665	483,551	778,053	243,881	256,226	Basic
264,915	337,767	473,536	562,945	874,220	264,915	281,472	Spa
249,978	314,536	432,207	495,640	797,505	249,978	262,632	Salary
271,538	346,211	485,374	577,018	896,075	271,538	288,509	Spa
256,227	322,399	443,012	508,031	817,442	256,227	269,197	Basic
278,326	354,866	497,508	591,444	918,477	278,326	295,722	\$pa
262,633	330,459	454,087	520,731	837,878	262,633	275,927	Salary
285,285	363,738	509,946	606,230	941,439	285,285	303,115	Spa
	5						Basic Spa
							Salary Spa