

CIRCULAR NO: 06

REF. NO: C5^{II}

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

APRIL 17, 2003

To: Permanent Secretaries
Heads of Department

Pay Adjustments for Civil Service Groups

As set out in this Ministry's Circular 32 dated September 19, 2002, based on an agreement between the Government and the Jamaica Civil Service Association (JCSA) 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 within the context of a restructured/redeveloped Civil Service.

In this regard, leave arrangements are being reviewed and the payment of increments on the basis of performance criteria is to be brought on stream. Implementation details on these issues will be communicated as soon as they are finalised.

In continuation of the process, the pay rates of Civil Servants are to be adjusted over the 2002/2006 period. The first tranche of the market adjustments was implemented in October 2002. The adjustments representing the second tranche effective April 1, 2003 are shown on the attached schedule.

Conversion to the new salary scales should be made on a point to point basis starting from minimum to minimum. The new rates including the increases due from April, 2003 are payable in May, 2003.

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
P. Richardson (Mrs.)
for Financial Secretary

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S			
	\$ p.a.	\$ p.a.	\$ p.a.			\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Executive Management Group (EMG)															
Financial Secretary, Cabinet Secretary															
Permanent Secretary, Auditor General															
Existing	3,000,000	3,075,000	3,151,875			3,230,672		3,311,439	3,394,225	3,479,080	3,566,057	3,655,209	3,746,589		
With Effect From 1/4/2003	3,195,000	3,274,875	3,356,747			3,440,666		3,526,682	3,614,849	3,705,220	3,797,851	3,828,912	3,924,635		
Chief Technical Director															
Existing	3,000,000	3,075,000	3,151,875			3,230,672		3,311,439	3,394,225	3,479,080	3,566,057				
With Effect From 1/4/2003	3,195,000	3,274,875	3,356,747			3,440,666		3,526,682	3,614,849	3,705,220	3,797,851				
GENERAL MANAGEMENT GROUP															
Senior Executive Series(GMG/SEG)															
SEG 6															
Existing	2,160,000	2,214,000	2,269,350			2,326,084		2,384,236	2,443,842	2,504,938	2,567,561				
With Effect From 1/4/2003	2,310,000	2,367,750	2,426,944			2,487,617		2,549,808	2,613,553	2,678,892	2,745,864				
SEG 5															
Existing	1,800,000	1,845,000	1,891,125			1,938,403		1,986,863	2,036,535	2,087,448	2,139,634				
With Effect From 1/4/2003	1,980,000	2,029,500	2,080,238			2,132,243		2,185,550	2,240,188	2,296,193	2,353,598				
SEG 4															
Existing	1,569,000	1,608,225	1,648,431			1,689,641		1,731,882	1,775,179	1,819,559	1,865,048				
With Effect From 1/4/2003	1,680,000	1,722,000	1,765,050			1,809,176		1,854,406	1,900,766	1,948,285	1,996,992				
SEG 3															
Existing	1,260,000	1,291,500	1,323,788			1,356,882		1,390,804	1,425,574	1,461,214	1,497,744				
With Effect From 1/4/2003	1,350,000	1,383,750	1,418,344			1,453,802		1,490,147	1,527,401	1,565,586	1,604,726				
SEG 2															
Existing	1,041,000	1,067,025	1,093,701			1,121,043		1,149,069	1,177,796	1,207,241	1,237,422				
With Effect From 1/4/2003	1,110,000	1,137,750	1,166,194			1,195,349		1,225,232	1,255,863	1,287,260	1,319,441				
SEG 1															
Existing	795,900	815,798	836,192			857,097		878,525	900,488	923,000	946,075				
With Effect From 1/4/2003	858,000	879,450	901,436			923,972		947,071	970,748	995,017	1,019,892				

Compensation Unit
PSED/MOFP

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S	
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Administrative Management Series (GMG/AM)													
AM 4													
Existing	741,000	759,525	778,513		797,976		817,925	838,373	859,333	880,816			
With Effect From 1/4/2003	771,000	790,275	810,032		830,283		851,040	872,316	894,124	916,477			
AM 3													
Existing	600,000	615,000	630,375		646,134		662,288	678,845	695,816	713,211			
With Effect From 1/4/2003	627,000	642,675	658,742		675,210		692,091	709,393	727,128	745,306			
AM 2													
Existing	474,000	485,850	497,996		510,446		523,207	536,287	549,695	563,437			
With Effect From 1/4/2003	495,000	507,375	520,059		533,061		546,387	560,047	574,048	588,399			
AM 1													
Existing	378,000	387,450	397,136		407,065		417,241	427,672	438,364	449,323			
With Effect From 1/4/2003	396,000	405,900	416,048		426,449		437,110	448,038	459,239	470,720			
Programme Management & Administration Series (GMG/PMA)													
PMA 5													
Existing	570,000	584,250	598,856		613,828		629,173	644,903	661,025	677,551			
With Effect From 1/4/2003	594,000	608,850	624,071		639,673		655,665	672,056	688,858	706,079			
PMA 4													
Existing	480,000	492,000	504,300		516,908		529,830	543,076	556,653	570,569			
With Effect From 1/4/2003	501,000	513,525	526,363		539,522		553,010	566,836	581,006	595,532			
PMA 3													
Existing	402,000	412,050	422,351		432,910		443,733	454,826	466,197	477,852			
With Effect From 1/4/2003	420,000	430,500	441,263		452,294		463,601	475,191	487,071	499,248			
PMA 2													
Existing	336,000	344,400	353,010		361,835		370,881	380,153	389,657	399,398			
With Effect From 1/4/2003	351,000	359,775	368,769		377,989		387,438	397,124	407,052	417,229			
PMA 1													
Existing	285,000	292,125	299,428		306,914		314,587	322,451	330,513	338,775			
With Effect From 1/4/2003	297,000	304,425	312,036		319,837		327,832	336,028	344,429	353,040			
Compensation Unit													
PS/ED/MO/FP													

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

S	A	L	A	R	Y	S	C	A	L	E	S
		\$ p.a.	\$ p.a.	\$ p.a.		\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Court Administration Series (GMG/CAS)											
CAS 3											
Existing		1,041,000	1,067,025	1,093,701		1,121,043	1,149,069	1,177,796	1,207,241	1,237,422	
With Effect From 1/4/2003		1,110,000	1,137,750	1,166,194		1,195,349	1,225,232	1,255,863	1,287,260	1,319,441	
CAS 2											
Existing		795,900	815,798	836,192		857,097	878,525	900,488	923,000	946,075	
With Effect From 1/4/2003		858,000	879,450	901,436		923,972	947,071	970,748	995,017	1,019,892	
CAS 1											
Existing		630,000	645,750	661,894		678,441	695,402	712,787	730,607	748,872	
With Effect From 1/4/2003		693,000	710,325	728,083		746,285	764,942	784,066	803,668	823,759	
FOREIGN SERVICE GROUP											
Foreign Services Officers (FSO)											
FSO 8											
Existing		2,160,000	2,214,000	2,269,350		2,326,084	2,384,236	2,443,842	2,504,938	2,567,561	
With Effect From 1/4/2003		2,310,000	2,367,750	2,426,944		2,487,617	2,549,808	2,613,553	2,678,892	2,745,864	
FSO 7											
Existing		1,800,000	1,845,000	1,891,125		1,938,403	1,986,863	2,036,535	2,087,448	2,139,634	
With Effect From 1/4/2003		1,980,000	2,029,500	2,080,238		2,132,243	2,185,550	2,240,188	2,296,193	2,353,598	
FSO 6											
Existing		1,569,000	1,608,225	1,648,431		1,689,641	1,731,882	1,775,179	1,819,559	1,865,048	
With Effect From 1/4/2003		1,680,000	1,722,000	1,765,050		1,809,176	1,854,406	1,900,766	1,948,285	1,996,992	
FSO 5											
Existing		1,260,000	1,291,500	1,323,788		1,356,882	1,390,804	1,425,574	1,461,214	1,497,744	
With Effect From 1/4/2003		1,350,000	1,383,750	1,418,344		1,453,802	1,490,147	1,527,401	1,565,586	1,604,726	
FSO 4											
Existing		1,041,000	1,067,025	1,093,701		1,121,043	1,149,069	1,177,796	1,207,241	1,237,422	
With Effect From 1/4/2003		1,110,000	1,137,750	1,166,194		1,195,349	1,225,232	1,255,863	1,287,260	1,319,441	
FSO 3											
Existing		795,900	815,798	836,192		857,097	878,525	900,488	923,000	946,075	
With Effect From 1/4/2003		858,000	879,450	901,436		923,972	947,071	970,748	995,017	1,019,892	

Compensation Unit
PSED/MCOPF

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S	
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	
Foreign Services Officers (FSO) Cont'd													
FSO 2													
Existing	645,000	661,125	677,653		694,594	711,959	729,758	748,002	766,702				
With Effect From 1/4/2003	683,700	700,793	718,312		736,270	754,677	773,544	792,882	812,704				
FSO 1													
Existing	540,000	553,500	567,338		581,521	596,059	610,960	626,234	641,890				
With Effect From 1/4/2003	573,000	587,325	602,008		617,058	632,485	648,297	664,504	681,117				
FINANCIAL MANAGEMENT GROUP													
Audit Series (FMG/AS)													
FMG/AS 7													
Existing	2,160,000	2,214,000	2,269,350		2,326,084	2,384,236	2,443,842	2,504,938	2,567,561				
With Effect From 1/4/2003	2,310,000	2,367,750	2,426,944		2,487,617	2,549,808	2,613,553	2,678,892	2,745,864				
FMG/AS 6													
Existing	1,569,000	1,608,225	1,648,431		1,689,641	1,731,882	1,775,179	1,819,559	1,865,048				
With Effect From 1/4/2003	1,680,000	1,722,000	1,765,050		1,809,176	1,854,406	1,900,766	1,948,285	1,996,992				
FMG/AS 5													
Existing	1,260,000	1,291,500	1,323,788		1,356,882	1,390,804	1,425,574	1,461,214	1,497,744				
With Effect From 1/4/2003	1,350,000	1,383,750	1,418,344		1,453,802	1,490,147	1,527,401	1,565,586	1,596,898				
FMG/AS 4													
Existing	1,041,000	1,067,025	1,093,701		1,121,043	1,149,069	1,177,796	1,207,241	1,237,422				
With Effect From 1/4/2003	1,110,000	1,137,750	1,166,194		1,195,349	1,225,232	1,255,863	1,287,260	1,313,005				
FMG/AS 3													
Existing	741,000	759,525	778,513		797,976	817,925	838,373	859,333	880,816				
With Effect From 1/4/2003	861,000	882,525	904,588		927,203	950,383	974,142	998,496	1,023,458				
FMG/AS 2													
Existing	600,000	615,000	630,375		646,134	662,288	678,845	695,816	713,211				
With Effect From 1/4/2003	720,000	738,000	756,450		775,361	794,745	814,614	834,979	855,854				
FMG/AS 1													
Existing	465,000	476,625	488,541		500,754	513,273	526,105	539,257	552,739				
With Effect From 1/4/2003	492,900	505,223	517,853		530,799	544,069	557,671	571,613	585,903				

Compensation Unit
PSED/MOFP

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S	
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Audit Series Cont'd													
Audit Clerk (FMG/AUC)													
FMG/AUC 1													
Existing	276,000	282,900	289,973				297,222	Q.B.	384,000	393,600	403,440	413,526	
With Effect From 1/4/2003	294,000	301,350	308,884				316,606	Q.B.	398,039	407,990	418,190	428,644	
Professional Accounting Series(FMG/PA)													
FMG/PA 5													
Existing	2,160,000	2,214,000	2,269,350				2,326,084		2,384,236	2,443,842	2,504,938	2,567,561	
With Effect From 1/4/2003	2,310,000	2,367,750	2,426,944				2,487,617		2,549,808	2,613,553	2,678,892	2,745,864	
FMG/PA 4													
Existing	1,569,000	1,608,225	1,648,431				1,689,641		1,731,882	1,775,179	1,819,559	1,865,048	
With Effect From 1/4/2003	1,680,000	1,722,000	1,765,050				1,809,176		1,854,406	1,900,766	1,948,285	1,996,992	
FMG/PA 3													
Existing	1,260,000	1,291,500	1,323,788				1,356,882		1,390,804	1,425,574	1,461,214	1,497,744	
With Effect From 1/4/2003	1,350,000	1,383,750	1,418,344				1,453,802		1,490,147	1,527,401	1,565,586	1,604,726	
FMG/PA 2													
Existing	1,041,000	1,067,025	1,093,701				1,121,043		1,149,069	1,177,796	1,207,241	1,237,422	
With Effect From 1/4/2003	1,110,000	1,137,750	1,166,194				1,195,349		1,225,232	1,255,863	1,287,260	1,319,441	
FMG/PA 1													
Existing	561,000	575,025	589,401	PB			677,811		694,756	712,125	729,928	748,176	
With Effect From 1/4/2003	594,660	609,527	624,765	PB			718,479		736,441	754,852	773,724	793,067	
Accounting Technician Series (FMG/AT)													
FMG/AT 3													
Existing	534,000	547,350	561,034				575,060		589,436	604,172	619,276	634,758	
With Effect From 1/4/2003	591,000	605,775	620,919				636,442		652,353	668,662	685,379	702,513	
FMG/AT 2													
Existing	420,000	430,500	441,263				452,294		463,601	475,191	487,071	499,248	
With Effect From 1/4/2003	453,600	464,940	476,564				488,478		500,690	513,207	526,037	539,188	
FMG/AT 1													
Existing	354,000	362,850	371,921				381,219		390,750	400,519	410,531	420,795	
With Effect From 1/4/2003	382,320	391,878	401,675				411,717		422,010	432,560	443,374	454,458	

Compensation Unit
PS/ED/MO/FP

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S	
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Accounting Clerk Series (FMG/AC)													
FMG/AC 2													
Existing	330,000	338,250	346,706				355,374	364,258	373,365	382,699		392,266	
With Effect From 1/4/2003	356,400	365,310	374,443				383,804	393,399	403,234	413,315		423,648	
FMG/AC 1													
Existing	270,000	276,750	283,669				290,760	298,029	305,480	313,117		320,945	
With Effect From 1/4/2003	291,600	298,890	306,362				314,021	321,872	329,919	338,167		346,621	
Cashier Series (FMG/CS)													
FMG/CS 2													
Existing	300,000	307,500	315,188				323,067	331,144	339,422	347,908		356,606	
With Effect From 1/4/2003	318,000	325,950	334,099				342,451	351,012	359,788	368,783		378,002	
FMG/CS 1													
Existing	261,000	267,525	274,213				281,068	288,095	295,298	302,680		310,247	
With Effect From 1/4/2003	276,660	283,577	290,666				297,933	305,381	313,015	320,841		328,862	
MASS COMMUNICATION GROUP													
Audio Visual Production Series (MCG/AVP)													
MCG/AVP 6													
Existing	1,260,000	1,291,500	1,323,788				1,356,882	1,390,804	1,425,574	1,461,214		1,497,744	
With Effect From 1/4/2003	1,350,000	1,383,750	1,418,344				1,453,802	1,490,147	1,527,401	1,565,586		1,604,726	
MCG/AVP 5													
Existing	1,041,000	1,067,025	1,093,701				1,121,043	1,149,069	1,177,796	1,207,241		1,237,422	
With Effect From 1/4/2003	1,110,000	1,137,750	1,166,194				1,195,349	1,225,232	1,255,863	1,287,260		1,319,441	
MCG/AVP 4													
Existing	795,900	815,798	836,192				857,097	878,525	900,488	923,000		946,075	
With Effect From 1/4/2003	858,000	879,450	901,436				923,972	947,071	970,748	995,017		1,019,892	
MCG/AVP 3													
Existing	573,000	587,325	602,008				617,058	632,485	648,297	664,504		681,117	
With Effect From 1/4/2003	607,500	622,688	638,255				654,211	670,566	687,330	704,514		722,127	
MCG/AVP 2													
Existing	480,000	492,000	504,300				516,908	529,830	543,076	556,653		570,569	
With Effect From 1/4/2003	508,800	521,520	534,558				547,922	561,620	575,660	590,052		604,803	

Compensation Unit
PSED/MOFP

S A L A R Y S C A L E S

Compensation Unit
PSED/MOFP

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Information and Editorial Series (MCG/IE) Cont'd												
MCG/IE 4												
Existing	795,900	815,798	836,192			857,097	878,525	900,488	923,000	946,075		
With Effect From 1/4/2003	858,000	879,450	901,436			923,972	947,071	970,748	995,017	1,019,892		
MCG/IE 3												
Existing	570,000	584,250	598,856			613,828	629,173	644,903	661,025	677,551		
With Effect From 1/4/2003	606,000	621,150	636,679			652,596	668,911	685,633	702,774	720,344		
MCG/IE 2												
Existing	480,000	492,000	504,300			516,908	529,830	543,076	556,653	570,569		
With Effect From 1/4/2003	510,000	522,750	535,819			549,214	562,945	577,018	591,444	606,230		
MCG/IE 1												
Existing	402,000	412,050	422,351			432,910	443,733	454,826	466,197	477,852		
With Effect From 1/4/2003	426,120	436,773	447,692			458,885	470,357	482,116	494,169	506,523		
REVENUE MANAGEMENT GROUP												
Tax Administration Series (RMG/TA)												
RMG/TA 11												
Existing	3,000,000	3,075,000	3,151,875			3,230,672	3,311,439	3,394,225	3,479,080	3,566,057		
With Effect From 1/4/2003	3,195,000	3,274,875	3,356,747			3,440,666	3,526,682	3,614,849	3,705,220	3,797,851		
RMG/TA 10												
Existing	2,160,000	2,214,000	2,269,350			2,326,084	2,384,236	2,443,842	2,504,938	2,567,561		
With Effect From 1/4/2003	2,310,000	2,367,750	2,426,944			2,487,617	2,549,808	2,613,553	2,678,892	2,745,864		
RMG/TA 9												
Existing	1,650,000	1,691,250	1,733,531			1,776,870	1,821,291	1,866,824	1,913,494	1,961,331		
With Effect From 1/4/2003	1,749,000	1,792,725	1,837,543			1,883,482	1,930,569	1,978,833	2,028,304	2,079,011		
RMG/TA 8												
Existing	1,350,000	1,383,750	1,418,344			1,453,802	1,490,147	1,527,401	1,565,586	1,604,726		
With Effect From 1/4/2003	1,431,000	1,466,775	1,503,444			1,541,030	1,579,556	1,619,045	1,659,521	1,701,009		
RMG/TA 7												
Existing	1,107,000	1,134,675	1,163,042			1,192,118	1,221,921	1,252,469	1,283,781	1,315,875		
With Effect From 1/4/2003	1,176,000	1,205,400	1,235,535			1,266,423	1,298,084	1,330,536	1,363,799	1,397,894		

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S A L A R Y			S C A L E S				
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Tax Administration Series (RMG/TA) Cont'd								
RMG/TA 6								
Existing	930,000	953,250	977,081	1,001,508	1,026,546	1,052,210	1,078,515	1,105,478
With Effect From 1/4/2003	987,000	1,011,675	1,036,967	1,062,891	1,089,463	1,116,700	1,144,617	1,173,233
RMG/TA 5								
Existing	768,000	787,200	806,880	827,052	847,728 *	868,922	890,645	912,911
With Effect From 1/4/2003	817,000	837,425	858,361	879,820	901,815 *	924,361	947,470	971,156
RMG/TA 4								
Existing	630,000	645,750	661,894	678,441	695,402	712,787	730,607	748,872
With Effect From 1/4/2003	669,000	685,725	702,868	720,440	738,451	756,912	775,835	795,231
RMG/TA 3								
Existing	519,000	531,975	545,274	558,906	572,879	587,201	601,881	616,928
With Effect From 1/4/2003	552,000	565,800	579,945	594,444	609,305	624,537	640,151	656,155
RMG/TA 2								
Existing	438,000	448,950	460,174	471,678	483,470	495,557	507,946	520,644
With Effect From 1/4/2003	465,000	476,625	488,541	500,754	513,273	526,105	539,257	552,739
RMG/TA 1								
Existing	348,000	356,700	365,618	374,758	384,127	393,730	403,573	413,663
With Effect From 1/4/2003	369,000	378,225	387,681	397,373	407,307	417,490	427,927	438,625
MANAGEMENT INFORMATION SYSTEMS GROUP								
Information Technology Series (MIS/IT)								
MIS/IT 8								
Existing	1,650,000	1,691,250	1,733,531	1,776,870	1,821,291	1,866,824	1,913,494	1,961,331
With Effect From 1/4/2003	1,749,000	1,792,725	1,837,543	1,883,482	1,930,569	1,978,833	2,028,304	2,079,011
MIS/IT 7								
Existing	1,350,000	1,383,750	1,418,344	1,453,802	1,490,147	1,527,401	1,565,596	1,604,726
With Effect From 1/4/2003	1,404,000	1,439,100	1,475,078	1,511,954	1,549,753	1,588,497	1,628,210	1,668,915
MIS/IT 6								
Existing	1,095,000	1,122,375	1,150,434	1,179,195	1,208,675	1,238,892	1,269,864	1,301,611
With Effect From 1/4/2003	1,138,800	1,167,270	1,196,452	1,226,363	1,257,022	1,288,448	1,320,659	1,353,675

Compensation Unit
PSED/MOFP

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S	
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	
Information Technology Series (MIS/IT) Cont'd													
MIS/IT 5													
Existing	954,000	977,850	1,002,296	1,027,354	1,053,037	1,079,363	1,106,348	1,134,006					
With Effect From 1/4/2003	1,011,240	1,036,521	1,062,434	1,088,995	1,116,220	1,144,125	1,172,728	1,202,047					
MIS/IT 4													
Existing	840,000	861,000	882,525	904,588	927,203	950,383	974,142	998,496					
With Effect From 1/4/2003	890,400	912,660	935,477	958,863	982,835	1,007,406	1,032,591	1,058,406					
MIS/IT 3													
Existing	534,000	547,350	561,034	575,060	589,436	604,172	619,276	634,758					
With Effect From 1/4/2003	566,040	580,191	594,696	609,563	624,802	640,422	656,433	672,844					
MIS/IT 2													
Existing	435,000	445,875	457,022	468,447	480,159	492,163	504,467	517,078					
With Effect From 1/4/2003	462,000	473,550	485,389	497,523	509,962	522,711	535,778	549,173					
MIS/IT 1													
Existing	315,000	322,875	330,947	339,221	347,701	356,394	365,303	374,436					
With Effect From 1/4/2003	336,000	344,400	353,010	361,835	370,881	380,153	389,657	399,398					
Social Work Group SWG													
Professional Series (SWG/PS)													
SWG/PS 4													
Existing	795,900	815,798	836,192	857,097	878,525	900,488	923,000	946,075					
With Effect From 1/4/2003	858,000	879,450	901,436	923,972	947,071	970,748	995,017	1,019,892					
SWG/PS 3													
Existing	675,000	691,875	709,172	726,901	745,074	763,701	782,793	802,363					
With Effect From 1/4/2003	715,500	733,388	751,722	770,515	789,778	809,523	829,761	850,505					
SWG/PS 2													
Existing	570,000	584,250	598,856	613,828	629,173	644,903	661,025	677,551					
With Effect From 1/4/2003	604,200	619,305	634,788	650,657	666,924	683,597	700,687	718,204					
SWG/PS 1													
Existing	474,000	485,850	497,996	510,446	523,207	536,287	549,695	563,437					
With Effect From 1/4/2003	502,440	515,001	527,876	541,073	554,600	568,465	582,676	597,243					

Compensation Unit
PSED/MOFP

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Social Work Group SWG Cont'd												
SWG/SSA 2												
Existing	396,000	405,900	416,048	426,449	437,110	448,038	459,239	470,720				
With Effect From 1/4/2003	419,760	430,254	441,010	452,036	463,336	474,920	486,793	498,963				
SWG/SS 1												
Existing	336,000	344,400	353,010	361,835	370,881	380,153	389,657	399,398				
With Effect From 1/4/2003	356,160	365,064	374,191	383,545	393,134	402,962	413,036	423,362				
Social Work Aide Series												
SWG/SWA 2												
Existing	330,000	338,250	346,706	355,374	364,258	373,365	382,699	392,266				
With Effect From 1/4/2003	349,800	358,545	367,509	376,696	386,114	395,767	405,661	415,802				
SWG/SWA 1												
Existing	261,000	267,525	274,213	281,068	288,095	295,298	302,680	310,247				
With Effect From 1/4/2003	276,660	283,577	290,666	297,933	305,381	313,015	320,841	328,862				
PUBLIC INFORMATION & DOCUMENTATION GROUP (PIDG)												
Librarian Series(PIDG/LS)												
Librarian 5												
Existing	1,041,000	1,067,025	1,093,701	1,121,043	1,149,069	1,177,796	1,207,241	1,237,422				
With Effect From 1/4/2003	1,110,000	1,137,750	1,166,194	1,195,349	1,225,232	1,255,863	1,287,260	1,319,441				
Librarian 4												
Existing	795,900	815,798	836,192	857,097	878,525	900,488	923,000	946,075				
With Effect From 1/4/2003	858,000	879,450	901,436	923,972	947,071	970,748	995,017	1,019,892				
Librarian 3												
Existing	690,000	707,250	724,931	743,055	761,631	780,672	800,188	820,193				
With Effect From 1/4/2003	731,400	749,685	768,427	787,638	807,329	827,512	848,200	869,405				
Librarian 2												
Existing	600,000	615,000	630,375	646,134	662,288	678,845	695,816	713,211				
With Effect From 1/4/2003	627,000	642,675	658,742	675,210	692,091	709,393	727,128	745,306				
Librarian 1												
Existing	474,000	485,850	497,996	510,446	523,207	536,287	549,695	563,437				
With Effect From 1/4/2003	495,000	507,375	520,059	533,061	546,387	560,047	574,048	588,399				

Compensation Unit
PSED/MOFP

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S	
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	
Health Record Series (PIDG/HR)													
PIDG/HR 5													
Existing	1,041,000	1,067,025	1,093,701			1,121,043	1,149,069	1,177,796	1,207,241	1,237,422			
With Effect From 1/4/2003	1,110,000	1,137,750	1,166,194			1,195,349	1,225,232	1,255,863	1,287,260	1,319,441			
PIDG/HR 4													
Existing	600,000	615,000	630,375			646,134	662,288	678,845	695,816	713,211			
With Effect From 1/4/2003	627,000	642,675	658,742			675,210	692,091	709,393	727,128	745,306			
PIDG/HR 3													
Existing	474,000	485,850	497,996			510,446	523,207	536,287	549,695	563,437			
With Effect From 1/4/2003	495,000	507,375	520,059			533,061	546,387	560,047	574,048	588,399			
PIDG/HR 2													
Existing	378,000	387,450	397,136			407,065	417,241	427,672	438,364	449,323			
With Effect From 1/4/2003	396,000	405,900	416,048			426,449	437,110	448,038	459,239	470,720			
PIDG/HR 1													
Existing	261,000	267,525	274,213			281,068	288,095	295,298	302,680	310,247			
With Effect From 1/4/2003	288,000	295,200	302,580			310,145	317,898	325,846	333,992	342,341			
Archives & Records Management Series (PIDG/AR)													
PIDG/AR 7													
Existing	1,648,431	1,689,642	1,731,883			1,775,180	1,819,559	1,865,048	1,911,675	1,959,466			
With Effect From 1/4/2003	1,765,050	1,809,176	1,854,406			1,900,766	1,948,285	1,996,992	2,046,917	2,098,090			
PIDG/AR 6													
Existing	1,260,000	1,291,500	1,323,788			1,356,882	1,390,804	1,425,574	1,461,214	1,497,744			
With Effect From 1/4/2003	1,350,000	1,383,750	1,418,344			1,453,802	1,490,147	1,527,401	1,565,586	1,604,726			
PIDG/AR 5													
Existing	795,900	815,798	836,192			857,097	878,525	900,488	923,000	946,075			
With Effect From 1/4/2003	858,000	879,450	901,436			923,972	947,071	970,748	995,017	1,019,892			
PIDG/AR 4													
Existing	600,000	615,000	630,375			646,134	662,288	678,845	695,816	713,211			
With Effect From 1/4/2003	627,000	642,675	658,742			675,210	692,091	709,393	727,128	745,306			

Compensation Unit
PSED/MOFP

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S A L A R Y			S C A L E S			
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Records Information Management Series (PIDG/RIM)							
PIDG/RIM 5							
Existing	795,900	815,798	836,192	857,097	878,525	900,488	923,000
With Effect From 1/4/2003	858,000	879,450	901,436	923,972	947,071	970,748	995,017
							1,019,892
PIDG/RIM 4							
Existing	600,000	615,000	630,375	646,134	662,288	678,845	695,816
With Effect From 1/4/2003	627,000	642,675	658,742	675,210	692,091	709,393	727,128
							745,306
PIDG/RIM 3							
Existing	381,000	390,525	400,288	410,295	420,553	431,067	441,843
With Effect From 1/4/2003	420,000	430,500	441,263	452,294	463,601	475,191	487,071
							499,248
PIDG/RIM 2							
Existing	300,000	307,500	315,188	323,067	331,144	339,422	347,908
With Effect From 1/4/2003	330,000	338,250	346,706	355,374	364,258	373,365	382,699
							392,266
PIDG/RIM 1							
Existing	255,000	261,375	267,909	274,607	281,472	288,509	295,722
With Effect From 1/4/2003	280,500	287,513	294,700	302,068	309,620	317,360	325,294
							333,426
OFFICE AND PUBLIC SERVICE GROUP (OPS)							
Steno Writers Series (OPS/SW)							
OPS/SW 3							
Existing	741,600	760,140	779,144	798,622	818,588	839,052	860,029
With Effect From 1/4/2003	789,000	808,725	828,943	849,667	870,908	892,681	914,998
							937,873
OPS/SW 2							
Existing	581,000	595,525	610,413	625,673	641,315	657,348	673,782
With Effect From 1/4/2003	618,000	633,450	649,286	665,518	682,156	699,210	716,691
							734,608
OPS/SW 1							
Existing	474,000	485,850	497,996	510,446	523,207	536,287	549,695
With Effect From 1/4/2003	504,000	516,600	529,515	542,753	556,322	570,230	584,485
							599,098

Compensation Unit
PSED/MOFP

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S			
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Administrative Assistant Series (OPS/ADS)															
OPS/ADS 2															
Existing	739,042	757,518	776,456	795,367	815,764	836,158	857,062	878,489							
With Effect From 1/4/2003	761,400	780,435	799,946	819,945	840,443	861,454	882,991	905,065							
OPS/ADS 1															
Existing	574,858	589,229	603,960	619,059	634,536	650,399	666,659	683,326							
With Effect From 1/4/2003	592,104	606,906	622,079	637,631	653,572	669,911	686,659	703,825							
Secretarial Series (OPS/SS) (New Series)															
OPS/SS 6															
Existing	795,900	815,798	836,192	857,097	878,525	900,488	923,000	946,075							
With Effect From 1/4/2003	858,000	879,450	901,436	923,972	947,071	970,748	995,017	1,019,892							
OPS/SS 5															
Existing	705,000	722,625	740,691	759,208	778,188	797,643	817,584	838,023							
With Effect From 1/4/2003	750,000	768,750	787,969	807,668	827,860	848,556	869,770	891,514							
OPS/SS 4															
Existing	525,000	538,125	551,578	565,368	579,502	593,989	608,839	624,060							
With Effect From 1/4/2003	570,000	584,250	598,856	613,828	629,173	644,903	661,025	677,551							
OPS/SS 3															
Existing	420,000	430,500	441,263	452,294	463,601	475,191	487,071	499,248							
With Effect From 1/4/2003	480,000	492,000	504,300	516,908	529,830	543,076	556,653	570,569							
OPS/SS 2															
Existing	315,000	322,875	330,947	339,221	347,701	356,394	365,303	374,436							
With Effect From 1/4/2003	346,500	355,163	364,042	373,143	382,471	392,033	401,834	411,880							
OPS/SS 1															
Existing	261,000	267,525	274,213	281,068	288,095	295,298	302,680	310,247							
With Effect From 1/4/2003	287,100	294,278	301,634	309,175	316,905	324,827	332,948	341,272							

Compensation Unit
PSED/MOPF

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Telephone Operating Series (OPS/TO) (New Series)												
OPS/TO 4												
Existing	390,000	399,750	409,744	419,987	430,487	441,249	452,280	463,587				
With Effect From 1/4/2003	417,300	427,733	438,426	449,386	460,621	472,137	483,940	496,039				
OPS/TO 3												
Existing	300,000	307,500	315,188	323,067	331,144	339,422	347,908	356,606				
With Effect From 1/4/2003	321,000	329,025	337,251	345,682	354,324	363,182	372,262	381,568				
OPS/TO 2												
Existing	261,000	267,525	274,213	281,068	288,095	295,298	302,680	310,247				
With Effect From 1/4/2003	279,270	286,252	293,408	300,743	308,262	315,968	323,868	331,964				
OPS/TO 1												
Existing	243,000	249,075	255,302	261,684	268,227	274,932	281,806	288,851				
With Effect From 1/4/2003	260,010	266,510	273,173	280,002	287,002	294,177	301,532	309,070				
PARA-LEGAL GROUP												
General Legal Support Series (PLG/LS)												
PLG/TA 5												
Existing	792,000	811,800	832,095	852,897	874,220	896,075	918,477	941,439				
With Effect From 1/4/2003	871,200	892,980	915,305	938,187	961,642	985,683	1,010,325	1,035,583				
PLG/TA 4												
Existing	510,000	522,750	535,819	549,214	562,945	577,018	591,444	606,230				
With Effect From 1/4/2003	561,000	575,025	589,401	604,136	619,239	634,720	650,588	666,853				
PLG/TA 3												
Existing	429,000	439,725	450,718	461,986	473,536	485,374	497,508	509,946				
With Effect From 1/4/2003	480,480	492,492	504,804	517,424	530,360	543,619	557,209	571,140				
PLG/TA 2												
Existing	306,000	313,650	321,491	329,529	337,767	346,211	354,866	363,738				
With Effect From 1/4/2003	367,200	376,380	385,790	395,434	405,320	415,453	425,839	436,485				
PLG/TA 1												
Existing	240,000	246,000	252,150	258,454	264,915	271,538	278,326	285,285				
With Effect From 1/4/2003	288,000	295,200	302,580	310,145	317,898	325,846	333,992	342,341				

Compensation Unit
PS&D/MOPF

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

S	A	L	A	R	Y	S	C	A	L	E	S
			\$ p.a.	\$ p.a.	\$ p.a.		\$ p.a.		\$ p.a.	\$ p.a.	\$ p.a.
General Legal Support Series (PLG/LS)											
LS 5											
Existing			435,000	445,875	457,022		468,447		480,159	492,163	504,467
With Effect From 1/4/2003			522,000	535,050	548,426		562,137		576,190	590,595	605,360
LS 4											
Existing			360,000	369,000	378,225		387,681		397,373	407,307	417,490
With Effect From 1/4/2003			432,000	442,800	453,870		465,217		476,847	488,768	500,988
LS 3											
Existing			306,000	313,650	321,491		329,529		337,767	346,211	354,866
With Effect From 1/4/2003			367,200	376,380	385,790		395,434		405,320	415,453	425,839
LS 2											
Existing			255,000	261,375	267,909		274,607		281,472	288,509	295,722
With Effect From 1/4/2003			306,000	313,650	321,491		329,529		337,767	346,211	354,866
LS 1											
Existing			240,000	246,000	252,150		258,454		264,915	271,538	278,326
With Effect From 1/4/2003			288,000	295,200	302,580		310,145		317,898	325,846	333,992
SCIENTIFIC OFFICERS GROUP (SOG)											
Science and Technology Series (SOG/ST)											
SOG/ST 10											
Existing			2,160,000	2,214,000	2,269,350		2,326,084		2,384,236	2,443,842	2,504,938
With Effect From 1/4/2003			2,310,000	2,367,750	2,426,944		2,487,617		2,549,808	2,613,553	2,678,892
SOG/ST 9											
Existing			1,650,000	1,691,250	1,733,531		1,776,870		1,821,291	1,866,824	1,913,494
With Effect From 1/4/2003			1,749,000	1,792,725	1,837,543		1,883,482		1,930,569	1,978,833	2,028,304
SOG/ST 8											
Existing			1,290,000	1,322,250	1,355,306		1,389,189		1,423,919	1,459,517	1,496,005
With Effect From 1/4/2003			1,367,400	1,401,585	1,436,625		1,472,540		1,509,354	1,547,088	1,585,765
SOG/ST 7											
Existing			1,050,000	1,076,250	1,103,156		1,130,735		1,159,004	1,187,979	1,217,678
With Effect From 1/4/2003			1,113,000	1,140,825	1,169,346		1,198,579		1,228,544	1,259,257	1,290,739

Compensation Unit
PSED/MOFP

REVISION OF SALARIES FOR THE PERIOD APRIL 1, 2003 TO MARCH 31, 2004

	S	A	L	A	R	Y	S	C	A	L	E	S
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
Science and Technology Series (SOG/ST) cont'd												
SOG/ST 6												
Existing	825,000	845,625	866,766		888,435		910,646	933,412	956,747	980,666		
With Effect From 1/4/2003	874,500	896,363	918,772		941,741		965,284	989,416	1,014,152	1,039,506		
SOG/ST 5												
Existing	642,000	658,050	674,501		691,364		708,648	726,364	744,523	763,136		
With Effect From 1/4/2003	680,520	697,533	714,971		732,846		751,167	769,946	789,195	808,924		
SOG/ST 4												
Existing	513,000	525,825	538,971		552,445		566,256	580,412	594,923	609,796		
With Effect From 1/4/2003	543,780	557,375	571,309		585,592		600,231	615,237	630,618	646,384		
SOG/ST 3												
Existing	429,000	439,725	450,718		461,986		473,536	485,374	497,508	509,946		
With Effect From 1/4/2003	454,740	466,109	477,761		489,705		501,948	514,497	527,359	540,543		
SOG/ST 2												
Existing	315,000	322,875	330,947		339,221		347,701	356,394	365,303	374,436		
With Effect From 1/4/2003	333,900	342,248	350,804		359,574		368,563	377,777	387,222	396,902		
SOG/ST 1												
Existing	253,410	259,745	266,239		272,895		279,717	286,710	293,878	301,225		
With Effect From 1/4/2003	268,615	275,330	282,213		289,269		296,500	303,913	311,511	319,298		