Circular No. 4

Ref. No. 59/20<sup>VII</sup>

Ministry of Finance and the Public Service Public Service Establishment Division 30 National Heroes Circle Kingston 4

April 22, 2008

To: Permanent Secretaries Heads of Departments

#### 2008/2010 Revision of Salaries - Monthly Paid Staff

In keeping with the Memorandum of Understanding arrived at between the Jamaica Confederation of Trade Unions and the Government of Jamaica, the rates of pay for the classification groups listed on the attached schedule are to be revised with effect from April 1, 2008 and April 1, 2009.

Conversion to the new salary scales is to be on a point-to-point basis starting from minimum to minimum. The new rates effective April 1, 2008 and retroactive amounts are to be paid in June 2008.

Details of the additional funds required to implement the increases should be submitted to the Public Expenditure Division and copied to the Public Service Establishment Division (Compensation Unit) of this Ministry. The costing is to be broken down by the number of positions involved at each classification grade/level and should be submitted in accordance with the formats attached. Please ensure that all the forms are fully completed and returned.

In any case of doubt or difficulty, please contact the Compensation Unit of this Ministry BEFORE payment is made.

D. E. Townsend for Financial Secretary

## SALARIES COSTING SUBMISSION DATA CAPTURE FORM 1

#### Example

Total:80	30	50	N <sub>0</sub> .
	GMG/SEG 1	PIDG/RIM 3	Classification/Grade/Level
\$69,241,590.00	\$36,552,240.00	\$32,689,350.00	Existing Cost as at March 31st, 2008 (per annum)
\$79,627,820.00	\$42,035,070.00	\$37,592,750.00	New Cost as at April 1 <sup>st</sup> , 2008 (per annum)
\$10,386,230.00	\$5,482,830.00	\$4,903,400.00	Additional Cost as at April 1 <sup>st</sup> , 2008 (per annum)
\$1,731,037.00	\$913,804.00	\$817,233.00	Retroactive Cost for April – May 2008

N.B Please note that the figures stated above are for representational purposes only.

# STATUTORY DEDUCTIONS COSTING SUBMISSION DATA CAPTURE FORM 2

\$1,000,000.00	Employer's Contribution - N.I.S. as at March 31 <sup>st</sup> , 2008
\$1,000,000.00	Employer's Contribution - N.I.S. as at April 1 <sup>st</sup> , 2008 (per annum)
\$2,077,247.70	Employer's Contribution - N.H.T. as at March 31st, 2008
\$2,388,834.60	Employer's Contribution -N.H.T. as at April 1 <sup>st,</sup> 2008
\$2,047,247.70	Employer's Contribution - Education Tax as at March 31 <sup>st</sup> , 2008
\$2,358,834.60	Employer's Contribution - Education Tax as at April 1st, 2008

N.B Please note that the figures stated above are for representational purposes only.

# NOTE: THIS FORM SHOULD BE SUBMITTED ON JULY 1, 2008

# OVERTIME & HONORARIUM COSTING DATA CAPTURE FORM 3

#### Example

		31 <sup>st</sup> ,2008	paid as at March	Total Overtime
		existing rate (07/08) April -May 2008 at	paid as at March   April -May 2008 at   for Overtime for	Total Overtime paid
		at		Total Overtime paid Total Additional due
	2008	as at March 31st,	Honorarium paid	Total
	rate	2008 at 2007/2008	paid for April - May   for April - May 2008	Total Honorarium
		at new rate	for April - May 2008	Total Honorarium

N.B Please note that the figures stated above are for representational purposes only.

## SALARY SCALES

## EXECUTIVE MANAGEMENT GROUP (GMG/EMG)

SEG 3 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	SEG 4 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	SEG 5 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	SEG 6 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	Senior Executive Series (GMG/SEG)	GENERAL MANAGEMENT GROUP	Existing With Effect From 1/4/2008 With Effect From 1/4/2009	Chief Technical Director (GMG/CTD)	Existing With Effect From 1/4/2008 With Effect From 1/4/2009	FINANCIAL SECRETARY CABINET SECRETARY AUDITOR GENERAL PERMANENT SECRETARY
1,615,956 1,858,349 1,988,434	2,007,000 2,308,050 2,469,614	2,365,392 2,720,201 2,910,615	2,759,616 3,173,558 3,395,707			3,816,876 4,389,407 4,696,666		3,816,876 4,389,407 4,696,666	\$p.a.
1,656,355 1,904,808 2,038,145	2,057,175 2,365,751 2,531,354	2,424,527 2,788,206 2,983,380	2,828,606 3,252,897 3,480,600			3,912,298 4,499,143 4,814,083		3,912,298 4,499,143 4,814,083	\$p.a.
5 1,697,764 8 1,952,428 5 2,089,098	5 2,108,604 1 2,424,895 4 2,594,638	7 2,485,140 6 2,857,911 0 3,057,965	5 2,899,322 7 3,334,220 3,567,615			8 4,010,105 8 4,611,621 8 4,934,435		3 4,010,105 3 4,611,621 3 4,934,435	\$p.a.
1,740,208 2,001,239 2,141,326	2,161,319 2,485,517 2,659,504	2,547,268 2,929,359 3,134,414	2,971,805 3,417,575 3,656,806			4,110,358 4,726,912 5,057,795		4,110,358 4,726,912 5,057,795	\$p.a.
1,783,713 2,051,270 2,194,859	2,215,352 2,547,655 2,725,991	2,610,950 3,002,593 3,212,774	3,046,100 3,503,015 3,748,226			4,213,117 4,845,084 5,184,240		4,213,117 4,845,084 5,184,240	Sp.a.
1,828,306 2,102,552 2,249,730	2,270,736 2,611,347 2,794,141	2,676,224 3,077,658 3,293,094	3,122,252 3,590,590 3,841,931			4,318,445 4,966,212 5,313,846		4,318,445 4,966,212 5,313,846	\$p.a.
1,874,014 2,155,116 2,305,974	2,327,505 2,676,630 2,863,995	2,743,130 3,154,599 3,375,421	3,200,309 3,680,355 3,937,980			4,426,406 5,090,367 5,446,693		4,426,406 5,090,367 5,446,693	\$p.a.
1,920,864 2,208,993 2,363,623	2,385,692 2,743,546 2,935,594	2,811,708 3,233,464 3,459,806	3,280,316 3,772,364 4,036,429			4,537,066 5,217,626 5,582,860		4,537,066 5,217,626 5,582,860	\$p.a.
								4,650,493 5,348,067 5,722,431	\$p.a.
								4,766,755 5,481,768 5,865,492	\$p.a.

PMA 4 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	PMA 5 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	Programme Management & Administration (GMG/PMA)	AM 1 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	AM 2 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	AM 3 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	AM 4 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	Administrative Management (GMG/AM)	SEG 1 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	Existing With Effect From 1/4/2008 With Effect From 1/4/2009	Senior Executive Series (GMG/SEG) Contid	
		tration (G					AM)			Cont'd	
		MG/PMA									
615,876 708,257 757,835	720,972 829,118 887,156		498,336 573,086 613,202	610,212 701,744 750,866	758,268 872,008 933,049	912,768 1,049,683 1,123,161		1,025,004 1,178,755 1,261,267	1,326,060 1,524,969 1,631,717	Sp.a.	
631,273 725,964 776,781	738,996 849,846 909,335		510,794 587,414 628,533	625,467 719,287 769,638	777,225 893,808 956,375	935,587 1,075,925 1,151,240		1,050,629 1,208,223 1,292,799	1,359,212 1,563,093 1,672,510	\$p.a.	SA
647,055 744,113 796,201	757,471 871,092 932,068		523,564 602,099 644,246	641,104 737,270 788,878	796,655 916,154 980,284	958,977 1,102,823 1,180,021		1,076,895 1,238,429 1,325,119	1,393,192 1,602,171 1,714,322	Sp.a.	LARI
663,231 762,716 816,106	776,408 892,869 955,370		536,653 617,151 660,352	657,132 755,701 808,600	816,572 939,057 1,004,791	982,951 1,130,394 1,209,522		1,103,817 1,269,390 1,358,247	1,428,022 1,642,225 1,757,181	Sp.a.	SCA
679,812 781,784 836,509	795,818 915,191 979,254		550,070 632,580 676,861	673,560 774,594 828,815	836,986 962,534 1,029,911	1,007,525 1,158,654 1,239,760		1,131,413 1,301,125 1,392,203	1,463,722 1,683,280 1,801,110	Sp.a.	LES
696,807 801,328 857,421	815,714 938,071 1,003,736		563,821 648,395 693,782	690,399 793,959 849,536	857,911 986,597 1,055,659	1,032,713 1,187,620 1,270,754		1,159,698 1,333,653 1,427,008	1,500,315 1,725,362 1,846,138	Sp.a.	
714,227 821,361 878,857	836,106 961,522 1,028,829		577,917 664,605 711,127	707,659 813,808 870,774	879,358 1,011,262 1,082,051	1,058,531 1,217,311 1,302,522		1,188,690 1,366,994 1,462,684	1,537,823 1,768,497 1,892,291	\$p.a.	
732,083 841,895 900,828	857,009 985,561 1,054,550		592,365 681,220 728,905	725,350 834,153 892,544	901,342 1,036,544 1,109,102	1,084,994 1,247,743 1,335,086		1,218,408 1,401,169 1,499,251	1,576,269 1,812,709 1,939,599	Sp.a.	

\$p.a.
716 916

THIS IS THE FINAL TIME THAT ANY SCALE WILL BE ISSUED FOR THE PROGRAMME MANAGEMENT AND ADMINISTRATION SERIES (GMG/PMA). PLEASE ENSURE THAT ANY REMAINING JOB DESCRIPTIONS, INCLUDING VACANT POSITIONS, ARE SENT TO THE PUBLIC SERVICE ESTABLISHMENT DIVISION FOR ASSESSMENT BEFORE THE EXPIRATION OF THE 2008-2010 CONTRACT PERIOD.

#### Court Administration Series (GMG/CAS)

CAS I Existing With Effect From 1/4/2008 With Effect From 1/4/2009	CAS 2 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	CAS 3 Existing With Effect From 1/4/2008 With Effect From 1/4/2009
848,076	1,025,004	1,326,060
975,287	1,178,755	1,524,969
1,043,558	1,261,267	1,631,717
869,278	1,050,629	1,359,212
999,670	1,208,223	1,563,093
1,069,646	1,292,799	1,672,510
891,010	1,076,895	1,393,192
1,024,661	1,238,429	1,602,171
1,096,388	1,325,119	1,714,322
913,285	1,103,817	1,428,022
1,050,278	1,269,390	1,642,225
1,123,797	1,358,247	1,757,181
936,117	1,131,413	1,463,722
1,076,535	1,301,125	1,683,280
1,151,892	1,392,203	1,801,110
959,520	1,159,698	1,500,315
1,103,448	1,333,653	1,725,362
1,180,690	1,427,008	1,846,138
983,508	1,188,690	1,537,823
1,131,034	1,366,994	1,768,497
1,210,207	1,462,684	1,892,291
1,008,096	1,218,408	1,576,269
1,159,310	1,401,169	1,812,709
1,240,462	1,499,251	1,939,599

#### FOREIGN SERVICE GROUP (FSG)

#### Foreign Service Officers (FSG/FSO)

With Effect From 1/4/2009	With Effect From 1/4/2008	Existing	FSO 8
3,395,707	3,173,558	2,759,616	
3,395,707 3,480,600 3,567,615	3,173,558 3,252,897 3,334,220	2,759,616 2,828,606 2,899,322	
3,567,615	3,334,220	2,899,322	
3,656,806	3,417,575	2,971,805	
3,748,226	3,503,015	3,046,100	
3,841,931	3,590,590	3,122,252	
3,748,226 3,841,931 3,937,980 4,036,429	3,503,015 3,590,590 3,680,355 3,772,364	3,200,309	
4,036,429	3,772,364	3,046,100 3,122,252 3,200,309 3,280,316	

Compensation Unit PSED/MOFPS 4/23/2008

		SA	LARY	s c	ALES				
Foreign Service Officers (FSG/FSO) Cont'd	Sp.a.	Sp.a							
FSO 7 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	2,365,392 2,720,201 2,910,615	2,424,527 2,788,206 2,788,380	2,485,140 2,857,911 3,057,965	2,547,268 2,929,359 3 134 414	2,610,950 3,002,593 3,212,774	2,676,224 3,077,658	2,743,130 3,154,599	2,811,708 3,233,464 3,450,806	
FSO 6 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	2,007,000 2,308,050 2,469,614	2,057,175 2,365,751 2,531,354	2,108,604 2,424,895 2,594,638	2,161,319 2,485,517 2,659,504	2,215,352 2,547,655 2,725,991	2,270,736 2,611,347 2,794,141	2,327,505 2,676,630 2,863,995	2,385,692 2,743,546 2,935,594	
FSO 5 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	1,615,956 1,858,349 1,988,434	1,656,355 1,904,808 2,038,145	1,697,764 1,952,428 2,089,098	1,740,208 2,001,239 2,141,326	1,783,713 2,051,270 2,194,859	1,828,306 2,102,552 2,249,730	1,874,014 2,155,116 2,305,974	1,920,864 2,208,993 2,363,623	
FSO 4 Existing Proposed With Effect From 1/4/2008 Proposed With Effect From 1/4/2009	1,326,060 1,524,969 1,631,717	1,359,212 1,563,093 1,672,510	1,393,192 1,602,171 1,714,322	1,428,022 1,642,225 1,757,181	1,463,722 1,683,280 1,801,110	1,500,315 1,725,362 1,846,138	1,537,823 1,768,497 1,892,291	1,576,269 1,812,709 1,939,599	
FSO 3 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	1,025,004 1,178,755 1,261,267	1,050,629 1,208,223 1,292,799	1,076,895 1,238,429 1,325,119	1,103,817 1,269,390 1,358,247	1,131,413 1,301,125 1,392,203	1,159,698 1,333,653 1,427,008	1,188,690 1,366,994 1,462,684	1,218,408 1,401,169 1,499,251	
FSO 2 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	848,076 975,287 1,043,558	869,278 999,670 1,069,646	891,010 1,024,661 1,096,388	913,285 1,050,278 1,123,797	936,117 1,076,535 1,151,892	959,520 1,103,448 1,180,690	983,508 1,131,034 1,210,207	1,008,096 1,159,310 1,240,462	
FSO 1 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	690,600 794,190 849,783	707,865 814,045 871,028	725,562 834,396 892,804	743,701 855,256 915,124	762,293 876,637 938,002	781,351 898,553 961,452	800,884 921,017 985,488	820,906 944,042 1,010,125	
FINANCIAL MANAGEMENT GROUP									
FMG/AS 7 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	2,759,616 3,173,558 3,395,707	2,828,606 3,252,897 3,480,600	2,899,322 3,334,220 3,567,615	2,971,805 3,417,575 3,656,806	3,046,100 3,503,015 3,748,226	3,122,252 3,590,590 3,841,931	3,200,309 3,680,355 3,937,980	3,280,316 3,772,364 4,036,429	

SED/MOFPS 1/23/2008

fessional Accounting Serie	FMG/AUC 1 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	Audit Clerk (FMG/AUC)	FMG/AS 1 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	FMG/AS 2 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	FMG/AS 3 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	FMG/AS 4 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	FMG/AS 5 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	FMG/AS 6 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	Audit Series (FMG/AS) Cont'd
s(FMG/PA)									d
	383,088 440,551 471,390		610,068 701,578 750,689	855,084 983,347 1,052,181	1,025,004 1,178,755 1,261,267	1,326,060 1,524,969 1,631,717	1,615,956 1,858,349 1,988,434	2,007,000 2,308,050 2,469,614	Sp.a
	392,665 451,565 483,175		625,320 719,118 769,456	876,461 1,007,930 1,078,485	1,050,629 1,208,223 1,292,799	1,359,212 1,563,093 1,672,510	1,656,355 1,904,808 2,038,145	2,057,175 2,365,751 2,531,354	Sp.a.
	402,482 462,854 495,254		640,953 737,096 788,692	898,373 1,033,129 1,105,448	1,076,895 1,238,429 1,325,119	1,393,192 1,602,171 1,714,322	1,697,764 1,952,428 2,089,098	2,108,604 2,424,895 2,594,638	L A R Y Sp.a.
	412,544 <b>PB</b> 474,425 <b>PB</b> 507,635 <b>PB</b>		656,977 755,523 808,410	920,832 1,058,957 1,133,084	1,103,817 1,269,390 1,358,247	1,428,022 1,642,225 1,757,181	1,740,208 2,001,239 2,141,326	2,161,319 2,485,517 2,659,504	S C A
	511,554 588,288 629,468		673,401 774,411 828,620	943,853 1,085,431 1,161,411	1,131,413 1,301,125 1,392,203	1,463,722 1,683,280 1,801,110	1,783,713 2,051,270 2,194,859	2,215,352 2,547,655 2,725,991	L E S
	524,343 602,995 645,204		690,236 793,771 849,335	967,449 1,112,566 1,190,446	1,159,698 1,333,653 1,427,008	1,500,315 1,725,362 1,846,138	1,828,306 2,102,552 2,249,730	2,270,736 2,611,347 2,794,141	Sp.a.
	537,452 618,070 661,334		707,492 813,616 870,569	991,635 1,140,381 1,220,207	1,188,690 1,366,994 1,462,684	1,537,823 1,768,497 1,892,291	1,874,014 2,155,116 2,305,974	2,327,505 2,676,630 2,863,995	\$p.a.
	550,888 633,521 677,868		725,179 833,956 892,333	1,016,426 1,168,890 1,250,712	1,218,408 1,401,169 1,499,251	1,576,269 1,812,709 1,939,599	1,920,864 2,208,993 2,363,623	2,385,692 2,743,546 2,935,594	Sp.a.
	Professional Accounting Series(FMG/PA)	JC 1  383,088 392,665 402,482 412,544 PB 511,554 524,343 537,452 Rect From 1/4/2008 440,551 451,565 462,854 474,425 PB 588,288 602,995 618,070 Rect From 1/4/2009 471,390 483,175 495,254 507,635 PB 629,468 645,204 661,334 counting Series(FMG/PA)	lerk (EMG/AUC)  JC 1  383,088  392,665  402,482  412,544 PB  511,554  524,343  537,452  Rect From 1/4/2008  440,551  451,565  462,854  474,425 PB  588,288  602,995  618,070  Rect From 1/4/2009  471,390  483,175  495,254  507,635 PB  629,468  645,204  661,334  onal Accounting Series(FMG/PA)	Ect From 1/4/2008 625,320 640,953 656,977 673,401 690,236 707,492 (Ect From 1/4/2008) 701,578 719,118 737,096 755,523 774,411 793,771 813,616 (Ect From 1/4/2009) 750,689 769,456 788,692 808,410 828,620 849,335 870,569 (Ierk (FMG/AUC)) 828,620	822 823 824 825,084 876,461 898,373 920,832 943,853 967,449 991,633 826 From 1/4/2008 1,052,181 1,078,485 1,105,448 1,133,084 1,161,411 1,190,446 1,220,207 81 610,068 625,320 640,953 626 From 1/4/2009 627 From 1/4/2009 628 From 1/4/2009 629 From 1/4/2009 620 From 1/4/2008 620 From 1/4/2008 621 From 1/4/2008 622 From 1/4/2009 623 From 1/4/2008 624 From 1/4/2008 625 From 1/4/2009 626 From 1/4/2009 627 From 1/4/2008 628 From 1/4/2008 629 From	1.025,004 1,050,629 1,076,895 1,103,817 1,131,413 1,159,698 1,188,690 1,178,755 1,208,223 1,238,429 1,269,390 1,301,125 1,333,653 1,365,994 ext From 1/4/2009 1,261,267 1,292,799 1,325,119 1,358,247 1,392,203 1,427,008 1,462,684   82.	4 1,326,060 1,359,212 1,393,192 1,428,022 1,463,722 1,500,315 1,537,823 1,524,969 1,563,963 1,602,171 1,642,225 1,683,280 1,725,362 1,768,497 1,641,2009 1,631,717 1,672,510 1,714,322 1,757,181 1,801,110 1,846,138 1,892,291 1,33	1.5. 1.615.956 1.656.355 1.697.764 1.740.208 1.783.713 1.828.306 1.874.014 eee From 1/4/2009 2.102.552 2.155.116 1.988.342 2.098.808 1.982.428 2.001.229 2.001.270 2.102.552 2.155.116 eee From 1/4/2009 1.988.342 2.038.145 2.089.098 2.141.326 2.194.859 2.249.730 2.305.974 1.428.022 1.428.028.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.028.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.028.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.028.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.028.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.028.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.028.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.028.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.028.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.022 1.428.028.022 1.428	2,007,000 2,057,175 2,108,604 2,161,319 2,215,352 2,270,736 2,327,508 eet From 1/4/2008 2,308,050 2,365,751 2,424,895 2,485,517 2,547,655 2,611,347 2,676,630 eet From 1/4/2009 1,656,355 1,697,764 1,740,208 1,783,713 1,828,306 1,874,014 eet From 1/4/2009 1,988,434 2,081,145 2,089,098 2,141,326 2,194,839 2,249,730 2,305,574 4 1,326,000 1,359,212 1,393,192 1,423,202 1,463,722 1,003,15 1,537,823 eet From 1/4/2009 1,563,003 1,602,171 1,672,510 1,714,322 1,254,897 eet From 1/4/2009 1,178,775 1,206,223 1,238,429 1,264,322 1,264,325 1,881,240 eet From 1/4/2009 1,178,775 1,206,223 1,238,429 1,264,329 1,264,390 1,301,25 1,338,439 1,264,390 1,264,225 1,264,390 1,264,391 1,264,225 1,264,391 1,264,39

Professional Accounting Series (FMG/PA) Cont'd	nt'd		SA	LARY	SCA	LES				
FMG/PA 4		Sp.a.	Sp.a.	Sp.a.	\$p.a.	Sp.a.	Sp.a.	Sp.a.	Sp.a.	
Existing  Existing  1/4/2008		2,007,000	2,057,175	2,108,604	2,161,319	2,215,352	2,270,736	2,327,505	2,385,692	
With Effect From 1/4/2009		2,469,614	2,531,354	2,594,638	2,659,504	2,725,991	2,794,141	2,863,995	2,935,594	
FMG/PA 3 Existing		1 615 956	1 656 355	1 697 764	1 740 208	1 783 713	1 828 1	1 874 014	1 920 864	
With Effect From 1/4/2008 With Effect From 1/4/2009		1,858,349 1,988,434	1,904,808 2,038,145	1,952,428 2,089,098	2,001,239 2,141,326	2,051,270 2,194,859	2,102,552 2,249,730	2,155,116 2,305,974	2,208,993	
FMG/PA 2										
Existing With Effect From 1/4/2008		1,326,060	1,359,212	1,393,192	1,428,022	1,463,722	1,500,315	1,537,823	1,576,269	
With Effect From 1/4/2009		1,631,717	1,672,510	1,714,322	1,757,181	1,801,110	1,846,138	1,892,291	1,939,599	
FMG/PA I Existing		850 008	871 258	893 040 <b>PR</b>	1 026 996	1 052 670	1 078 987	1 105 962	1 133 611	
With Effect From 1/4/2008 With Effect From 1/4/2009		977,509 1,045,935	1,001,947	1,026,996 <b>PB</b> 1,098,885 <b>PB</b>	1,181,045	1,210,571	1,240,835	1,271,856	1,303,653	
Accounting Technician Series (FMG/AT)										
FMG/AT 3										
Existing With Effect From 1/4/2008		717,588 825 226	735,528 845,857	753,916 867 003	772,764 888 678	792,083	811,885	832,182 957,009	852,987 980 935	
With Effect From 1/4/2009		882,992	905,067	927,694	950,886	974,658	999,024	1,024,000	1,049,600	•
FMG/AT 2										
Existing With Effect From 1/4/2008		563,436	577,522	591,960	606,759	621,928	637,476	653,413	669,748	
With Effect From 1/4/2009		693,308	710,641	728,407	746,617	765,282	784,414	751,425 804,025	824,125	
FMG/AT 1 Existing		482.904	494.977	507.351	520.035	533 036	546 362	560 021	574 021	
With Effect From 1/4/2008 With Effect From 1/4/2009		555,340 594.213	569,223	583,454 624.295	598,040	612,991	628,316 672,298	644,024	660,124	
Accounting Clerk Series (FMG/AC)										
FMG/AC 2										
Existing With Effect From 1/4/2008 With Effect From 1/4/2009		453,588 521,626 558 140	464,928 534,667 572,094	476,551 548,034 586,396	488,465 561,734 601.056	500,676 575,778	513,193 590,172	526,023 604,926	539,174 620,050	
WILL ETTECT FIOR 1/4/2009		558,140	3/2,094	386,396	901,108	616,082	651,484	64/,2/1	663,453	

Compensation Unit PSED/MOFPS 4/23/2008	MCG/AVP 2 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	MCG/AVP 3 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	MCG/AVP 4 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	MCG/AVP 5 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	MCG/AVP 6 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	Audio Visual Production Series (MCG/AVP)	MASS COMMUNICATION GROUP	FMG/CS 1 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	FMG/CS 2 Existing With Effect From 1/4/2008 With Effect From 1/4/2009	Cashier Series (FMG/CS)	Existing With Effect From 1/4/2008 With Effect From 1/4/2009	Accounting Clerk Series (FMG/AC) Cont'd
	624,696 718,400 768,688	739,200 850,080 909,586	1,025,004 1,178,755 1,261,267	1,326,060 1,524,969 1,631,717	1,615,956 1,858,349 1,988,434			363,504 418,030 447,292	421,524 484,753 518,685		380,364 437,419 468,038	\$p.a.
	640,313 736,360 787,906	757,680 871,332 932,325	1,050,629 1,208,223 1,292,799	1,359,212 1,563,093 1,672,510	1,656,355 1,904,808 2,038,145			372,592 428,480 458,474	432,062 496,871 531,652		389,873 448,354 479,739	Sp.a.
	656,321 754,769 807,603	776,622 893,115 955,633	1,076,895 1,238,429 1,325,119	1,393,192 1,602,171 1,714,322	1,697,764 1,952,428 2,089,098			381,906 439,192 469,936	442,864 509,293 544,944		399,620 459,563 491,732	L A R Y Sp.a.
	672,729 773,639 827,793	796,038 915,443 979,524	1,103,817 1,269,390 1,358,247	1,428,022 1,642,225 1,757,181	1,740,208 2,001,239 2,141,326			391,454 450,172 481,684	453,935 522,026 558,567		409,610 471,052 504,026	S C A
	689,547 792,980 848,488	815,938 938,329 1,004,012	1,131,413 1,301,125 1,392,203	1,463,722 1,683,280 1,801,110	1,783,713 2,051,270 2,194,859			401,240 461,426 493,726	465,284 535,076 572,532		419,851 482,828 516,626	L E S Sp.a.
	706,786 812,804 869,700	836,337 961,787 1,029,113	1,159,698 1,333,653 1,427,008	1,500,315 1,725,362 1,846,138	1,828,306 2,102,552 2,249,730			411,271 472,962 506,069	476,916 548,453 586,845		430,347 494,899 529,542	\$p.a.
	724,456 833,124 891,443	857,245 985,832 1,054,840	1,188,690 1,366,994 1,462,684	1,537,823 1,768,497 1,892,291	1,874,014 2,155,116 2,305,974			421,553 484,786 518,721	488,839 562,164 601,516		441,106 507,271 542,780	\$p.a.
	742,567 853,952 913,729	878,677 1,010,478 1,081,211	1,218,408 1,401,169 1,499,251	1,576,269 1,812,709 1,939,599	1,920,864 2,208,993 2,363,623			432,092 496,906 531,689	501,060 576,219 616,554		452,133 519,953 556,350	\$p.a.