



Government of The Bahamas

2016

Salary Book

Top Management

Scale: GR1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110016	Secretary to the Cabinet	0	85,750	0	86,950	0

Scale: GR2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110017	Financial Secretary	0	80,750	0	81,950	0

Scale: GR3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110042	Auditor General (w.e.f. 1/7/07)	0	64,750	1,000	64,750	1,000
		1	65,750		65,750	
110311	Deputy Financial Secretary Re-established ICN(13) 9 meeting Conl. 9 (w.e.f. 1/2/13)	2	66,750		66,750	
		3	67,750		67,750	
		4	68,750		68,750	
		5	69,750		69,750	
110293	Director of Investments (w.e.f. 1/6/07)	6	70,750		70,750	
		7	71,750		71,750	
110018	Permanent Secretary	7	71,750		71,750	
110037	Secretary of Revenue (w.e.f. 1/7/07)	8	72,750		72,750	
		9	73,750		73,750	
		10	74,750		74,750	
		11	75,750		75,750	
		12	76,750		76,750	
		13	77,750		77,750	
		14			78,750	
		15			79,750	
		16			80,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR3A

Job Code	Post	Old Scale	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110041	Treasurer		0	64,550	1,000	64,550	1,000
110036	Director General, Foreign Service	GR7	1	65,550		65,550	
	[New Post w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]		2	66,550		66,550	
			3	67,550		67,550	
			4	68,550		68,550	
			5	69,550		69,550	
			6	70,550		70,550	
			7	71,550		71,550	
			8	72,550		72,550	
			9	73,550		73,550	
			10			74,550	
			11			75,550	
			12			76,550	

Scale: GR3B

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110050	Comptroller of Customs	0	64,250	800	64,250	800
		1	65,050		65,050	
		2	65,850		65,850	
		3	66,650		66,650	
		4	67,450		67,450	
		5	68,250		68,250	
		6	69,050		69,050	
		7	69,850		69,850	
		8	70,650		70,650	
		9	71,450		71,450	
		10	72,250		72,250	
		11			73,050	
		12			73,850	
		13			74,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110123	Ambassador En Titre [Replaced Ambassador w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	0	59,750	1,000	59,750	1,000
		1	60,750		60,750	
110106	Ambassador Extraordinary and Plenipotentiary [Replaced Ambassador w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	2	61,750		61,750	
		3	62,750		62,750	
		4	63,750		63,750	
110095	Deputy Director General, Foreign Service [New Post w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	5	64,750		64,750	
		6	65,750		65,750	
110192	Director of Bahamas Investment	7	66,750		66,750	
110310	Director of Trade & Industry ICN(12) 26 Meeting Concl.7 (w.e.f. 1/7/02)	8	67,750		67,750	
		9	68,750		68,750	
110105	Envoy Extraordinary and Minister Plenipotentiary [New Post w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	10	69,750		69,750	
		11	70,750		70,750	
		12	71,750		71,750	
110107	High Commissioner Extraordinary and Plenipotentiary [Replaced Commissioner w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	13	72,750		72,750	
		14			73,750	
		15			74,750	
110125	High Commisioner En Titre [Replaced Commissioner w.e.f 1/7/16 ICN (17) 2 Meeting, Concl. 1]	16			75,750	
110258	Legal Advisor ICO 49 (10) 22 (w.e.f. 4/1/2011)					
110182	Permanent Representatives to the United Nations					

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR4A

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110029	Director of Labour ICN (13) 35 Meeting Concl. 27 (w.e.f. 1/7/12)	0	61,650	800	61,650	800
		1	62,450		62,450	
		2	63,250		63,250	
110302	Director of NEMA Cabinet Conclusion (10) 3 (w.e.f. 22 /1/2010)	3	64,050		64,050	
		4	64,850		64,850	
		5	65,650		65,650	
110351	Senior Under Secretary I ICN 35 (13) 45 (w.e.f. 27/8/13)	6	66,450		66,450	
		7	67,250		67,250	
		8	68,050		68,050	
		9	68,850		68,850	
		10	69,650		69,650	
		11	70,450		70,450	
		12			71,250	
		13			72,050	
		14			72,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR4B

Job Code	Post	Step	Jul 14 Salary		Jul 16 Salary	Inc
110047	Director of Local Government (ICN (14) 31st Meeting Con. 9 & Local Government (Amendment) Act 2014 (w.e.f. 23/10/14)	0	61,650	800	61,650	800
		1	62,450		62,450	
		2	63,250		63,250	
		3	64,050		64,050	
		4	64,850		64,850	
		5	65,650		65,650	
		6	66,450		66,450	
		7	67,250		67,250	
		8	68,050		68,050	
		9	68,850		68,850	
		10	69,650		69,650	
		11	70,450		70,450	
		12			71,250	
		13			72,050	
		14			72,850	

Scale: GR5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110250	Project Coordinator, Supreme Court	0	59,950	0	61,150	0

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110039	Budget Director	0	57,850	800	57,850	800
110032	Chief Valuation Officer and Controller of Inland Revenue	1	58,650		58,650	
		2	59,450		59,450	
110296	Deputy National Coordinator for Information Technology	3	60,250		60,250	
		4	61,050		61,050	
110301	Director of Public Health	5	61,850		61,850	
110303	Director of Revenue Cabinet Conclusion ICO (09)22	6	62,650		62,650	
		7	63,450		63,450	
110053	Parliamentary Commissioner	8	64,250		64,250	
110352	Senior Under Secretary II ICN 35(13) 45 (w.e.f. 27/8/13)	9	65,050		65,050	
		10	65,850		65,850	
		11			66,650	
		12			67,450	
		13			68,250	

Scale: GR7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110033	Chief Hospital Administrator	0	54,050	800	54,050	800
110197	Director General, Heritage	1	54,850		54,850	
110028	Director, Economic Planning (w.e.f. 01/10/08)	2	55,650		55,650	
		3	56,450		56,450	
110241	Director of Community Health Services	4	57,250		57,250	
	[New Post w.e.f. 1/7/16 ICN (17) 9 Meeting, Concl. 13]	5	58,050		58,050	
		6	58,850		58,850	
110072	Director of Environmental Health Services	7	59,650		59,650	
		8	60,450		60,450	
		9	61,250		61,250	
		10	62,050		62,050	
		11	62,850		62,850	
		12	63,650		63,650	
		13	64,450		64,450	
		14			65,250	
		15			66,050	
		16			66,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110078	Deputy Director of Local Government (Restablished Post w.e.f. 23/10/14) ICN (14) 31st Meeting Conclusion 9	0	53,050	800	53,050	800
		1	53,850		53,850	
		2	54,650		54,650	
110112	Deputy Head of Mission [New Post w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	3	55,450		55,450	
		4	56,250		56,250	
110113	Minister Plenipotentiary [New Post w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	5	57,050		57,050	
		6	57,850		57,850	
110158	Senior Director of Finance	7	58,650		58,650	
		8	59,450		59,450	
		9	60,250		60,250	
		10	61,050		61,050	
		11	61,850		61,850	
		12	62,650		62,650	
		13			63,450	
		14			64,250	
		15			65,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR9

Job Code	Post	Old Scale	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110217	Administrator, Scholarship and Educational Loan Division (w.e.f. 1/08/03)		0	50,350	800	50,350	800
			1	51,150		51,150	
			2	51,950		51,950	
110035	Chief of Protocol		3	52,750		52,750	
110145	Consul General [Post upgraded w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	GR20	4	53,550		53,550	
			5	54,350		54,350	
110085	Deputy Budget Director		6	55,150		55,150	
110304	Deputy Director of Revenue Cabinet Conclusion ICO (09) 22		7	55,950		55,950	
			8	56,750		56,750	
110218	Director of Court Reporting (w.e.f. 08/03/05)		9	57,550		57,550	
			10	58,350		58,350	
110081	Family Island Administrator (w.e.f. 01/01/06)		11	59,150		59,150	
			12	59,950		59,950	
110180	Minister Counsellor [Post upgraded w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	GR11	13			60,750	
			14			61,550	
110019	Under Secretary		15			62,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110031	Director of Archives	0	50,350	800	50,350	800
240141	Director of Museum	1	51,150		51,150	
110255	Director of National Art Gallery	2	51,950		51,950	
		3	52,750		52,750	
		4	53,550		53,550	
		5	54,350		54,350	
		6	55,150		55,150	
		7	55,950		55,950	
		8	56,750		56,750	
		9	57,550		57,550	
		10	58,350		58,350	
		11			59,150	
		12			59,950	
		13			60,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110251	Administrator Community Health Services	0	47,350	800	47,350	800
		1	48,150		48,150	
110142	Deputy Ambassador / High Commissioner	2	48,950		48,950	
		3	49,750		49,750	
110193	Deputy Director of Bahamas Investment Authority	4	50,550		50,550	
		5	51,350		51,350	
110117	Deputy Parliamentary Commissioner	6	52,150		52,150	
		7	52,950		52,950	
110183	Deputy Permanent Representative to the United Nations	8	53,750		53,750	
		9	54,550		54,550	
110276	Executive Director, Musical Heritage Research	10	55,350		55,350	
		11	56,150		56,150	
110040	Hospital Administrator	12	56,950		56,950	
110285	Inspector (Compliance Commission)	13			57,750	
		14			58,550	
110249	Manager of Law Enforcement & Security Services	15			59,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110083	Controller, Central Purchasing	0	46,350	800	46,350	800
340188	Co-ordinator of Multi-Lateral Financial Institutions	1	47,150		47,150	
		2	47,950		47,950	
150000	Director of Urban Renewal (w.e.f. 10/05/05)	3	48,750		48,750	
		4	49,550		49,550	
110084	Project Manager	5	50,350		50,350	
110045	Senior Deputy Director Department of Environmental Health Services (w.e.f. Jul 06)	6	51,150		51,150	
		7	51,950		51,950	
		8	52,750		52,750	
		9	53,550		53,550	
		10	54,350		54,350	
		11	55,150		55,150	
		12	55,950		55,950	
		13			56,750	
		14			57,550	
		15			58,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR13

Job Code	Post	Old Scale	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110159	Chief Finance and Revenue Officer (w.e.f. 01/02/09)		0	45,350	800	45,350	800
			1	46,150		46,150	
110101	Chief Housing Officer		2	46,950		46,950	
110118	Chief Passport Officer (w.e.f. 1/07/04)		3	47,750		47,750	
110021	Clerk, House of Assembly		4	48,550		48,550	
110144	Counsellor [Post upgraded w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	GR15	5	49,350		49,350	
			6	50,150		50,150	
110114	Deputy Consul General [New post w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]		7	50,950		50,950	
			8	51,750		51,750	
110218	Deputy Director of Court Reporting (w.e.f. 08/03/05)		9	52,550		52,550	
			10	53,350		53,350	
150001	Deputy Director of Urban Renewal (w.e.f. 14/05/05)		11	54,150		54,150	
			12	54,950		54,950	
110020	Deputy Permanent Secretary		13	55,750		55,750	
110111	Director, Government Printing ICN 46(15)8 w.e.f. 17/11/15		14			56,550	
			15			57,350	
340198	Senior Assistant Budget Director		16			58,150	
110305	Senior Assistant Director of Revenue Cabinet Conclusion ICO (09) 22						

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR14

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
230050	Director of Training	0	43,350	800	43,350	800
110196	Project Officer I	1	44,150		44,150	
110171	Secretary to the Governor General	2	44,950		44,950	
		3	45,750		45,750	
		4	46,550		46,550	
		5	47,350		47,350	
		6	48,150		48,150	
		7	48,950		48,950	
		8	49,750		49,750	
		9	50,550		50,550	
		10	51,350		51,350	
		11	52,150		52,150	
		12			52,950	
		13			53,750	
		14			54,550	

Scale: GR15

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110246	Deputy Chief of Mission	0	42,350	800	42,350	800
340208	Director of Court Services	1	43,150		43,150	
110077	Director of Cultural Affairs	2	43,950		43,950	
340041	Senior Personal Assistant (Prime Minister)	3	44,750		44,750	
		4	45,550		45,550	
		5	46,350		46,350	
		6	47,150		47,150	
		7	47,950		47,950	
		8	48,750		48,750	
		9	49,550		49,550	
		10	50,350		50,350	
		11	51,150		51,150	
		12			51,950	
		13			52,750	
		14			53,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR16

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110307	Advisor for National Events & Cultural Activities	0	41,750	700	41,750	700
		1	42,450		42,450	
340192	Assistant Budget Director	2	43,150		43,150	
110290	Assistant Director of Court Reporting (w.e.f. 08/03/05)	3	43,850		43,850	
		4	44,550		44,550	
110092	Assistant Director of Revenue Cabinet Conclusion ICO (09)22	5	45,250		45,250	
		6	45,950		45,950	
710012	Assistant Inspector (Compliance Commission)	7	46,650		46,650	
		8	47,350		47,350	
110254	Deputy Administrator, Scholarship and Educational Loan Division	9	48,050		48,050	
		10	48,750		48,750	
110086	Deputy Controller Inland Revenue	11	49,450		49,450	
		12	50,150		50,150	
		13			50,850	
		14			51,550	
		15			52,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR17

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110138	Assistant Parliamentary Commissioner	0	41,250	700	41,250	700
		1	41,950		41,950	
110366	Project Officer II	2	42,650		42,650	
		3	43,350		43,350	
		4	44,050		44,050	
		5	44,750		44,750	
		6	45,450		45,450	
		7	46,150		46,150	
		8	46,850		46,850	
		9	47,550		47,550	
		10	48,250		48,250	
		11	48,950		48,950	
		12	49,650		49,650	
		13			50,350	
		14			51,050	
		15			51,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR18

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
230051	Deputy Director of Training	0	40,750	700	40,750	700
		1	41,450		41,450	
		2	42,150		42,150	
		3	42,850		42,850	
		4	43,550		43,550	
		5	44,250		44,250	
		6	44,950		44,950	
		7	45,650		45,650	
		8	46,350		46,350	
		9	47,050		47,050	
		10	47,750		47,750	
		11	48,450		48,450	
		12			49,150	
		13			49,850	
		14			50,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR19

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340026	Comptroller, Governor General's Office (w.e.f. 01/7/08)	0	40,450	700	40,450	700
		1	41,150		41,150	
240273	Chief Court Reporter (w.e.f. 08/3/05)	2	41,850		41,850	
		3	42,550		42,550	
110088	Deputy Chief of Protocol	4	43,250		43,250	
110079	Deputy Director of Archives	5	43,950		43,950	
240142	Deputy Director of Museum	6	44,650		44,650	
		7	45,350		45,350	
		8	46,050		46,050	
		9	46,750		46,750	
		10	47,450		47,450	
		11	48,150		48,150	
		12	48,850		48,850	
		13			49,550	
		14			50,250	
		15			50,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR20

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340187	Coordinator, Quality Improvement	0	39,450	700	39,450	700
110160	Deputy Hospital Administrator	1	40,150		40,150	
110254	Deputy Administrator, Scholarship and Education Loan Division	2	40,850		40,850	
		3	41,550		41,550	
		4	42,250		42,250	
		5	42,950		42,950	
		6	43,650		43,650	
		7	44,350		44,350	
		8	45,050		45,050	
		9	45,750		45,750	
		10	46,450		46,450	
		11	47,150		47,150	
		12			47,850	
		13			48,550	
		14			49,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR21

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110128	Deputy Director of Central Purchasing	0	38,950	700	38,950	700
110126	Deputy Director of Cultural Affairs	1	39,650		39,650	
110367	Project Officer III	2	40,350		40,350	
		3	41,050		41,050	
		4	41,750		41,750	
		5	42,450		42,450	
		6	43,150		43,150	
		7	43,850		43,850	
		8	44,550		44,550	
		9	45,250		45,250	
		10	45,950		45,950	
		11	46,650		46,650	
		12			47,350	
		13			48,050	
		14			48,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR22

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110089	Deputy Chief Valuation Officer	0	38,750	700	38,750	700
410065	Senior Court Reporter	1	39,450		39,450	
		2	40,150		40,150	
		3	40,850		40,850	
		4	41,550		41,550	
		5	42,250		42,250	
		6	42,950		42,950	
		7	43,650		43,650	
		8	44,350		44,350	
		9	45,050		45,050	
		10	45,750		45,750	
		11	46,450		46,450	
		12			47,150	
		13			47,850	
		14			48,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR23

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340065	Assistant Director of Archives	0	36,250	700	36,250	700
210144	Chief Curator	1	36,950		36,950	
110090	Senior Deputy Family Island Administrator	2	37,650		37,650	
		3	38,350		38,350	
		4	39,050		39,050	
		5	39,750		39,750	
		6	40,450		40,450	
		7	41,150		41,150	
		8	41,850		41,850	
		9	42,550		42,550	
		10	43,250		43,250	
		11	43,950		43,950	
		12	44,650		44,650	
		13	45,350		45,350	
		14	46,050		46,050	
		15	46,750		46,750	
		16	47,450		47,450	
		17			48,150	
		18			48,850	
		19			49,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: GR24

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340305	Court Reporter I (w.e.f. 08/03/05)	0	33,750	700	33,750	700
110080	Editor of Hansard	1	34,450		34,450	
		2	35,150		35,150	
		3	35,850		35,850	
		4	36,550		36,550	
		5	37,250		37,250	
		6	37,950		37,950	
		7	38,650		38,650	
		8	39,350		39,350	
		9	40,050		40,050	
		10	40,750		40,750	
		11	41,450		41,450	
		12			42,150	
		13			42,850	
		14			43,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Administrative Personnel

Scale: A1

Job Code	Post	Old Scale	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340020	Accommodations Officer (w.e.f. 01/07/03)		0	37,450	700	37,450	700
340255	Chief Budget Analyst		1	38,150		38,150	
340287	Chief Examiner (Compliance Commission)		2	38,850		38,850	
240270	Chef / Food Service Manager		3	39,550		39,550	
	ICO (04) 41st Meeting, Conclusion 15		4	40,250		40,250	
340224	Chief Insurance Analyst		5	40,950		40,950	
340310	Chief Revenue Analyst		6	41,650		41,650	
	Cabinet Conclusion ICO (09) 22		7	42,350		42,350	
340303	Collection Manager		8	43,050		43,050	
110148	Consul	A11	9	43,750		43,750	
	[Post upgraded w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]		10	44,450		44,450	
110049	Deputy Clerk, House of Assembly		11	45,150		45,150	
	New Post [ICN 46(15)10 (w.e.f.17/11/15)]		12	45,850		45,850	
120028	Deputy Chief Passport Officer		13	46,550		46,550	
	(w.e.f. 01/07/04)		14	47,250		47,250	
340027	First Assistant Secretary		15			47,950	
110181	First Secretary	A4	16			48,650	
	[Post upgraded w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]		17			49,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340186	Chief Training Officer	0	35,350	700	35,350	700
340061	Office Manager I	1	36,050		36,050	
340042	Personal Assistant I	2	36,750		36,750	
340062	Senior Manager, Pensions Unit	3	37,450		37,450	
		4	38,150		38,150	
		5	38,850		38,850	
		6	39,550		39,550	
		7	40,250		40,250	
		8	40,950		40,950	
		9	41,650		41,650	
		10	42,350		42,350	
		11	43,050		43,050	
		12	43,750		43,750	
		13	44,450		44,450	
		14	45,150		45,150	
		15			45,850	
		16			46,550	
		17			47,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110150	Administrator / Manager	0	34,650	700	34,650	700
240036	Chief Archivist (w.e.f. 01/10/00)	1	35,350		35,350	
110298	Senior Collections Officer	2	36,050		36,050	
		3	36,750		36,750	
		4	37,450		37,450	
		5	38,150		38,150	
		6	38,850		38,850	
		7	39,550		39,550	
		8	40,250		40,250	
		9	40,950		40,950	
		10	41,650		41,650	
		11	42,350		42,350	
		12	43,050		43,050	
		13	43,750		43,750	
		14	44,450		44,450	
		15			45,150	
		16			45,850	
		17			46,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340209	Assistant Director of Court Services	0	34,450	700	34,450	700
340143	Listing Officer	1	35,150		35,150	
		2	35,850		35,850	
		3	36,550		36,550	
		4	37,250		37,250	
		5	37,950		37,950	
		6	38,650		38,650	
		7	39,350		39,350	
		8	40,050		40,050	
		9	40,750		40,750	
		10	41,450		41,450	
		11	42,150		42,150	
		12	42,850		42,850	
		13	43,550		43,550	
		14	44,250		44,250	
		15			44,950	
		16			45,650	
		17			46,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340066	Assistant Director, Central Purchasing	0	33,750	700	33,750	700
410108	Chief Records Officer	1	34,450		34,450	
340258	Chief Research Officer	2	35,150		35,150	
240139	Court Administrator	3	35,850		35,850	
220038	Health Systems Officer I	4	36,550		36,550	
340055	Investment Officer I	5	37,250		37,250	
340320	Financial & Trade Officer I	6	37,950		37,950	
	ICN (12) 26 Meeting Concl. 16	7	38,650		38,650	
	(w.e.f. 1/7/12)	8	39,350		39,350	
		9	40,050		40,050	
		10	40,750		40,750	
		11	41,450		41,450	
		12	42,150		42,150	
		13	42,850		42,850	
		14	43,550		43,550	
		15			44,250	
		16			44,950	
		17			45,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340159	Senior Budget Analyst Cabinet Conclusion ICO (09) 22	0	33,450	700	33,450	700
		1	34,150		34,150	
340293	Senior Examiner (Compliance Commission)	2	34,850		34,850	
340158	Senior Insurance Analyst	3	35,550		35,550	
340071	Senior Revenue Analyst Cabinet Conclusion ICO (09) 22	4	36,250		36,250	
		5	36,950		36,950	
		6	37,650		37,650	
		7	38,350		38,350	
		8	39,050		39,050	
		9	39,750		39,750	
		10	40,450		40,450	
		11	41,150		41,150	
		12	41,850		41,850	
		13			42,550	
		14			43,250	
		15			43,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310294	Coordinator	0	32,150	700	32,150	700
110152	Coordinator (Freeport Centre)	1	32,850		32,850	
230042	Training Coordinator	2	33,550		33,550	
		3	34,250		34,250	
		4	34,950		34,950	
		5	35,650		35,650	
		6	36,350		36,350	
		7	37,050		37,050	
		8	37,750		37,750	
		9	38,450		38,450	
		10	39,150		39,150	
		11	39,850		39,850	
		12			40,550	
		13			41,250	
		14			41,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A8

Job Code	Post	Old Scale	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340052	Assistant Chief Passport Officer (w.e.f. 01/07/94)		0	32,050	700	32,050	700
			1	32,750		32,750	
340029	Senior Assistant Secretary		2	33,450		33,450	
110146	Second Secretary [Post upgraded w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	A12	3	34,150		34,150	
			4	34,850		34,850	
110147	Vice Consul [Post upgraded w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	A12	5	35,550		35,550	
			6	36,250		36,250	
			7	36,950		36,950	
			8	37,650		37,650	
			9	38,350		38,350	
			10	39,050		39,050	
			11	39,750		39,750	
			12	40,450		40,450	
			13			41,150	
			14			41,850	
			15			42,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340048	Manager, Pensions Unit	0	31,550	700	31,550	700
340064	Officer Manager II	1	32,250		32,250	
340044	Personal Assistant II	2	32,950		32,950	
340260	Senior Educational and Scholarship Loan Officer (w.e.f. 01/08/03)	3	33,650		33,650	
		4	34,350		34,350	
		5	35,050		35,050	
		6	35,750		35,750	
		7	36,450		36,450	
		8	37,150		37,150	
		9	37,850		37,850	
		10	38,550		38,550	
		11	39,250		39,250	
		12	39,950		39,950	
		13			40,650	
		14			41,350	
		15			42,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340050	Assistant Director of Cultural Affairs	0	30,750	700	30,750	700
340054	Manager, Personnel Services	1	31,450		31,450	
340022	Organization & Methods Officer	2	32,150		32,150	
340157	Secretary, Consumer Affairs	3	32,850		32,850	
		4	33,550		33,550	
		5	34,250		34,250	
		6	34,950		34,950	
		7	35,650		35,650	
		8	36,350		36,350	
		9	37,050		37,050	
		10	37,750		37,750	
		11	38,450		38,450	
		12			39,150	
		13			39,850	
		14			40,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110129	Deputy Family Island Administrator	0	30,650	700	30,650	700
		1	31,350		31,350	
		2	32,050		32,050	
		3	32,750		32,750	
		4	33,450		33,450	
		5	34,150		34,150	
		6	34,850		34,850	
		7	35,550		35,550	
		8	36,250		36,250	
		9	36,950		36,950	
		10	37,650		37,650	
		11	38,350		38,350	
		12	39,050		39,050	
		13	39,750		39,750	
		14	40,450		40,450	
		15			41,150	
		16			41,850	
		17			42,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A12

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
	Vacant	0	30,450	700	30,450	700
		1	31,150		31,150	
		2	31,850		31,850	
		3	32,550		32,550	
		4	33,250		33,250	
		5	33,950		33,950	
		6	34,650		34,650	
		7	35,350		35,350	
		8	36,050		36,050	
		9	36,750		36,750	
		10	37,450		37,450	
		11			38,150	
		12			38,850	

Scale: A13

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340057	Investment Officer II	0	29,950	700	29,950	700
340321	Financial & Trade Officer II	1	30,650		30,650	
	ICN (12) 26 Meeting Concl. 16 (w.e.f. 1/7/12)	2	31,350		31,350	
		3	32,050		32,050	
		4	32,750		32,750	
		5	33,450		33,450	
		6	34,150		34,150	
		7	34,850		34,850	
		8	35,550		35,550	
		9	36,250		36,250	
		10	36,950		36,950	
		11	37,650		37,650	
		12	38,350		38,350	
		13			39,050	
		14			39,750	
		15			40,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A14

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240037	Archivist	0	29,750	700	29,750	700
340036	Assistant Secretary, Industrial Tribunal	1	30,450		30,450	
410066	Court Reporter II (w.e.f. 08/03/05)	2	31,150		31,150	
240140	Deputy Court Administrator	3	31,850		31,850	
220039	Health Systems Officer II	4	32,550		32,550	
210097	Network Administrator	5	33,250		33,250	
110245	Records Officer	6	33,950		33,950	
220151	Research Officer	7	34,650		34,650	
110161	Senior Assistant Hospital Administrator	8	35,350		35,350	
210145	Senior Cultural Affairs Officer	9	36,050		36,050	
210112	Senior Curator	10	36,750		36,750	
		11	37,450		37,450	
		12	38,150		38,150	
		13			38,850	
		14			39,550	
		15			40,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A15

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340051	Office Manager III	0	29,550	700	29,550	700
340011	Personal Assistant III	1	30,250		30,250	
		2	30,950		30,950	
		3	31,650		31,650	
		4	32,350		32,350	
		5	33,050		33,050	
		6	33,750		33,750	
		7	34,450		34,450	
		8	35,150		35,150	
		9	35,850		35,850	
		10	36,550		36,550	
		11	37,250		37,250	
		12			37,950	
		13			38,650	
		14			39,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A16

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340028	Administrative Officer	0	29,350	700	29,350	700
340059	Senior Training Officer	1	30,050		30,050	
		2	30,750		30,750	
		3	31,450		31,450	
		4	32,150		32,150	
		5	32,850		32,850	
		6	33,550		33,550	
		7	34,250		34,250	
		8	34,950		34,950	
		9	35,650		35,650	
		10	36,350		36,350	
		11	37,050		37,050	
		12			37,750	
		13			38,450	
		14			39,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A17

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340218	Registrar for Student Services	0	27,950	700	27,950	700
		1	28,650		28,650	
		2	29,350		29,350	
		3	30,050		30,050	
		4	30,750		30,750	
		5	31,450		31,450	
		6	32,150		32,150	
		7	32,850		32,850	
		8	33,550		33,550	
		9	34,250		34,250	
		10	34,950		34,950	
		11	35,650		35,650	
		12			36,350	
		13			37,050	
		14			37,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A18

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340162	Budget Analyst	0	27,750	700	27,750	700
34034	Collections Officer	1	28,450		28,450	
340261	Educational and Scholarship Loan Officer (w.e.f. 01/08/03)	2	29,150		29,150	
		3	29,850		29,850	
340289	Examiner (Compliance Commission)	4	30,550		30,550	
340160	Insurance Analyst	5	31,250		31,250	
340311	Revenue Analyst	6	31,950		31,950	
	Cabinet Conclusion ICO (09) 22	7	32,650		32,650	
		8	33,350		33,350	
		9	34,050		34,050	
		10	34,750		34,750	
		11	35,450		35,450	
		12	36,150		36,150	
		13	36,850		36,850	
		14			37,550	
		15			38,250	
		16			38,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A19

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340214	Admissions Officer	0	27,750	700	27,750	700
110122	Assistant Clerk of the House of Assembly	1	28,450		28,450	
240104	Curator - Museum	2	29,150		29,150	
240096	Senior Assistant Archivist	3	29,850		29,850	
340290	Senior Assistant Research Officer	4	30,550		30,550	
		5	31,250		31,250	
		6	31,950		31,950	
		7	32,650		32,650	
		8	33,350		33,350	
		9	34,050		34,050	
		10	34,750		34,750	
		11	35,450		35,450	
		12			36,150	
		13			36,850	
		14			37,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A20

Job Code	Post	Old Scale	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110093	Assistant Editor of Hansard, House of Assembly [New Post] ICN 46(15)10 (w.e.f. 17/11/15)		0	27,350	700	27,350	700
340030	Assistant Secretary		2	28,750		28,750	
110115	Consular Agent [New post w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]		3	29,450		29,450	
110149	Third Secretary [Post upgraded w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]	A24	5	30,850		30,850	
			6	31,550		31,550	
			7	32,250		32,250	
			8	32,950		32,950	
			9	33,650		33,650	
			10	34,350		34,350	
			11	35,050		35,050	
			12	35,750		35,750	
			13	36,450		36,450	
			14	37,150		37,150	
			15			37,850	
			16			38,550	
			17			39,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A21

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340060	Training Officer	0	25,750	700	25,750	700
		1	26,450		26,450	
		2	27,150		27,150	
		3	27,850		27,850	
		4	28,550		28,550	
		5	29,250		29,250	
		6	29,950		29,950	
		7	30,650		30,650	
		8	31,350		31,350	
		9	32,050		32,050	
		10	32,750		32,750	
		11	33,450		33,450	
		12	34,150		34,150	
		13	34,850		34,850	
		14	35,550		35,550	
		15			36,250	
		16			36,950	
		17			37,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A22

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340183	Assistant Budget Analyst	0	25,650	700	25,650	700
340163	Assistant Insurance Analyst	1	26,350		26,350	
340312	Assistant Revenue Analyst	2	27,050		27,050	
	Cabinet Conclusion ICO (09) 22	3	27,750		27,750	
		4	28,450		28,450	
		5	29,150		29,150	
		6	29,850		29,850	
		7	30,550		30,550	
		8	31,250		31,250	
		9	31,950		31,950	
		10	32,650		32,650	
		11	33,350		33,350	
		12	34,050		34,050	
		13	34,750		34,750	
		14	35,450		35,450	
		15			36,150	
		16			36,850	
		17			37,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A23

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340037	Assistant Family Island Administrator	0	25,050	700	25,050	700
340213	Job Placement Officer	1	25,750		25,750	
		2	26,450		26,450	
		3	27,150		27,150	
		4	27,850		27,850	
		5	28,550		28,550	
		6	29,250		29,250	
		7	29,950		29,950	
		8	30,650		30,650	
		9	31,350		31,350	
		10	32,050		32,050	
		11	32,750		32,750	
		12	33,450		33,450	
		13	34,150		34,150	
		14	34,850		34,850	
		15	35,550		35,550	
		16	36,250		36,250	
		17			36,950	
		18			37,650	
		19			38,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: A24

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
	Vacant	0	24,350	700	24,350	700
		1	25,050		25,050	
		2	25,750		25,750	
		3	26,450		26,450	
		4	27,150		27,150	
		5	27,850		27,850	
		6	28,550		28,550	
		7	29,250		29,250	
		8	29,950		29,950	
		9	30,650		30,650	
		10	31,350		31,350	
		11	32,050		32,050	
		12	32,750		32,750	
		13			33,450	
		14			34,150	
		15				
		16				
		17				

Scale: A25

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240084	Assistant Archivist	0	24,150	700	24,150	700
340161	Assistant Hospital Administrator	1	24,850		24,850	
340286	Assistant Records Officer	2	25,550		25,550	
220053	Assistant Research Officer	3	26,250		26,250	
340024	Assistant Secretary, Industrial Relations Board	4	26,950		26,950	
340313	Court Reporter Level III (w.e.f. 08/03/05)	5	27,650		27,650	
340031	Cultural Affairs Officer	6	28,350		28,350	
340322	Financial & Trade Officer III	7	29,050		29,050	
	ICN (12) 26 Meeting Concl. 16 (w.e.f. 1/7/12)	8	29,750		29,750	
220040	Health Systems Officer III	9	30,450		30,450	
340222	Investment Officer III	10	31,150		31,150	
240039	Librarian	11	31,850		31,850	
340210	Manager, Court Security Services	12	32,550		32,550	
340314	Manager, Court Services	13	33,250		33,250	
340053	Manager, National Dance School	14	33,950		33,950	
340025	Property Land Title Search Officer	15			34,650	
340023	Research and Planning Officer	16			35,350	
340059	Senior Training Officer (Post Office)	17			36,050	
340021	Transportation Officer					

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Agriculture and Fisheries Personnel

Scale: AF1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110061	Director of Agriculture	0	50,350	800	50,350	800
110062	Director of Fisheries	1	51,150		51,150	
		2	51,950		51,950	
		3	52,750		52,750	
		4	53,550		53,550	
		5	54,350		54,350	
		6	55,150		55,150	
		7	55,950		55,950	
		8	56,750		56,750	
		9	57,550		57,550	
		10	58,350		58,350	
		11	59,150		59,150	
		12	59,950		59,950	
		13			60,750	
		14			61,550	
		15			62,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: AF2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110091	Director of Cooperative Development	0	47,350	800	47,350	800
		1	48,150		48,150	
		2	48,950		48,950	
		3	49,750		49,750	
		4	50,550		50,550	
		5	51,350		51,350	
		6	52,150		52,150	
		7	52,950		52,950	
		8	53,750		53,750	
		9	54,550		54,550	
		10	55,350		55,350	
		11	56,150		56,150	
		12	56,950		56,950	
		13			57,750	
		14			58,550	
		15			59,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: AF3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
220051	Chief Veterinary Surgeon	0	45,450	700	45,450	700
110063	Senior Deputy Director of Agriculture	1	46,150		46,150	
110172	Senior Deputy Director of Fisheries	2	46,850		46,850	
		3	47,550		47,550	
		4	48,250		48,250	
		5	48,950		48,950	
		6	49,650		49,650	
		7	50,350		50,350	
		8	51,050		51,050	
		9	51,750		51,750	
		10	52,450		52,450	
		11	53,150		53,150	
		12	53,850		53,850	
		13			54,550	
		14			55,250	
		15			55,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: AF4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
220015	Deputy Chief Veterinary Surgeon	0	42,450	700	42,450	700
120029	Deputy Director of Agriculture	1	43,150		43,150	
120030	Deputy Director of Fisheries	2	43,850		43,850	
110131	Senior Deputy Director, Cooperative Development	3	44,550		44,550	
		4	45,250		45,250	
		5	45,950		45,950	
		6	46,650		46,650	
		7	47,350		47,350	
		8	48,050		48,050	
		9	48,750		48,750	
		10	49,450		49,450	
		11	50,150		50,150	
		12			50,850	
		13			51,550	
		14			52,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: AF5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
220041	Senior Veterinary Surgeon	0	40,250	700	40,250	700
		1	40,950		40,950	
		2	41,650		41,650	
		3	42,350		42,350	
		4	43,050		43,050	
		5	43,750		43,750	
		6	44,450		44,450	
		7	45,150		45,150	
		8	45,850		45,850	
		9	46,550		46,550	
		10	47,250		47,250	
		11	47,950		47,950	
		12			48,650	
		13			49,350	
		14			50,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: AF6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340019	Assistant Director of Agriculture	0	36,950	700	36,950	700
340034	Assistant Director of Fisheries	1	37,650		37,650	
110130	Deputy Director of Cooperative Development	2	38,350		38,350	
310168	Laboratory Manager	3	39,050		39,050	
		4	39,750		39,750	
		5	40,450		40,450	
		6	41,150		41,150	
		7	41,850		41,850	
		8	42,550		42,550	
		9	43,250		43,250	
		10	43,950		43,950	
		11	44,650		44,650	
		12	45,350		45,350	
		13	46,050		46,050	
		14	46,750		46,750	
		15			47,450	
		16			48,150	
		17			48,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: AF7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110132	Assistant Director, Cooperative Development	0	36,450	700	36,450	700
220008	Veterinary Surgeon	1	37,150		37,150	
		2	37,850		37,850	
		3	38,550		38,550	
		4	39,250		39,250	
		5	39,950		39,950	
		6	40,650		40,650	
		7	41,350		41,350	
		8	42,050		42,050	
		9	42,750		42,750	
		10	43,450		43,450	
		11	44,150		44,150	
		12			44,850	
		13			45,550	
		14			46,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: AF8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
610034	Manager, Fish Landing Complex	0	36,250	700	36,250	700
		1	36,950		36,950	
		2	37,650		37,650	
		3	38,350		38,350	
		4	39,050		39,050	
		5	39,750		39,750	
		6	40,450		40,450	
		7	41,150		41,150	
		8	41,850		41,850	
		9	42,550		42,550	
		10	43,250		43,250	
		11	43,950		43,950	
		12			44,650	
		13			45,350	
		14			46,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: AF9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
610025	Curator (Botanic Gardens)	0	32,250	700	32,250	700
610027	Fisheries Research & Development Officer	1	32,950		32,950	
320003	Laboratory Supervisor	2	33,650		33,650	
610043	Quality Control Officer	3	34,350		34,350	
240047	Senior Agricultural Economist	4	35,050		35,050	
610030	Senior Agricultural Officer	5	35,750		35,750	
210048	Senior Chemist	6	36,450		36,450	
340112	Senior Cooperative Officer	7	37,150		37,150	
610031	Senior Fisheries Officer	8	37,850		37,850	
210037	Senior Food Technologist	9	38,550		38,550	
340001	Senior Marketing Officer	10	39,250		39,250	
220049	Senior Microbiologist	11	39,950		39,950	
		12	40,650		40,650	
		13			41,350	
		14			42,050	
		15			42,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: AF10

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
320034	Assistant Veterinary Surgeon (Abolished ICN 38(16)24) (w.e.f. 1/1/14)	0	29,250	600	29,250	600
		1	29,850		29,850	
		2	30,450		30,450	
		3	31,050		31,050	
		4	31,650		31,650	
		5	32,250		32,250	
		6	32,850		32,850	
		7	33,450		33,450	
		8	34,050		34,050	
		9	34,650		34,650	
		10	35,250		35,250	
		11	35,850		35,850	
		12			36,450	
		13			37,050	

Scale: AF11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240048	Agricultural Economist	0	26,150	600	26,150	600
610033	Agricultural Officer	1	26,750		26,750	
210007	Chemist	2	27,350		27,350	
610017	Chief Agricultural Superintendent	3	27,950		27,950	
340113	Cooperatives Officer	4	28,550		28,550	
610026	Fisheries Officer	5	29,150		29,150	
210038	Food Technologist	6	29,750		29,750	
610044	Information Systems Officer / Planning & Research	7	30,350		30,350	
610037	Livestock Officer	8	30,950		30,950	
520004	Manager, Fish and Farm Store	9	31,550		31,550	
520001	Manager, Public Market	10	32,150		32,150	
340002	Marketing Officer	11	32,750		32,750	
220001	Microbiologist	12	33,350		33,350	
		13	33,950		33,950	
		14	34,550		34,550	
		15	35,150		35,150	
		16	35,750		35,750	
		17	36,350		36,350	
		18			36,950	
		19			37,550	
		20			38,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: AF12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
830016	Captain, Training Vessel	0	26,950	600	26,950	600
		1	27,550		27,550	
		2	28,150		28,150	
		3	28,750		28,750	
		4	29,350		29,350	
		5	29,950		29,950	
		6	30,550		30,550	
		7	31,150		31,150	
		8	31,750		31,750	
		9	32,350		32,350	
		10	32,950		32,950	
		11	33,550		33,550	
		12	34,150		34,150	
		13			34,750	
		14			35,350	
		15			35,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: AF13

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
610039	Chief Animal Control Warden	0	23,800	600	23,800	600
610004	Senior Agricultural Superintendent	1	24,400		24,400	
610012	Senior Fisheries Superintendent	2	25,000		25,000	
320064	Senior Laboratory Technologist	3	25,600		25,600	
320066	Senior Packing House Supervisor	4	26,200		26,200	
		5	26,800		26,800	
		6	27,400		27,400	
		7	28,000		28,000	
		8	28,600		28,600	
		9	29,200		29,200	
		10	29,800		29,800	
		11	30,400		30,400	
		12	31,000		31,000	
		13	31,600		31,600	
		14	32,200		32,200	
		15	32,800		32,800	
		16	33,400		33,400	
		17	34,000		34,000	
		18			34,600	
		19			35,200	
		20			35,800	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: AF14

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
610005	Agricultural Superintendent	0	22,400	600	22,400	600
240049	Assistant Agricultural Economist	1	23,000		23,000	
610036	Assistant Agricultural Officer	2	23,600		23,600	
320012	Assistant Chemist	3	24,200		24,200	
340114	Assistant Cooperatives Officer	4	24,800		24,800	
340111	Assistant Fisheries Officer	5	25,400		25,400	
210039	Assistant Food Technologist	6	26,000		26,000	
520002	Assistant Manager, Public Market	7	26,600		26,600	
340003	Assistant Marketing Officer	8	27,200		27,200	
320009	Assistant Microbiologist	9	27,800		27,800	
610013	Fisheries Superintendent	10	28,400		28,400	
320061	Laboratory Technologist	11	29,000		29,000	
410036	Packing House Supervisor	12	29,600		29,600	
610040	Senior Animal Control Warden	13	30,200		30,200	
320063	Senior Laboratory Technician (Agriculture)	14	30,800		30,800	
		15	31,400		31,400	
		16			32,000	
		17			32,600	
		18			33,200	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: AF15

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
740006	Abattoir Supervisor	0	17,850	600	17,850	600
610041	Animal Control Warden	1	18,450		18,450	
610006	Assistant Agricultural Superintendent I	2	19,050		19,050	
610014	Assistant Fisheries Superintendent I	3	19,650		19,650	
740004	Cold Storage Supervisor	4	20,250		20,250	
330004	Engineer, Training Vessel	5	20,850		20,850	
610001	Farm Supervisor	6	21,450		21,450	
820025	Foreman, Feed Mill	7	22,050		22,050	
310081	Inspector, Marine Products	8	22,650		22,650	
320011	Laboratory Technician	9	23,250		23,250	
410037	Packing House Foreman 1	10	23,850		23,850	
310167	Senior Food Inspector	11	24,450		24,450	
740005	Supervisor, Butcher	12	25,050		25,050	
520003	Supervisor, Public Market	13	25,650		25,650	
		14	26,250		26,250	
		15	26,850		26,850	
		16	27,450		27,450	
		17	28,050		28,050	
		18	28,650		28,650	
		19	29,250		29,250	
		20			29,850	
		21			30,450	
		22			31,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: AF16

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
610007	Assistant Agricultural Superintendent II	0	16,100	500	16,100	500
610015	Assistant Fisheries Superintendent II	1	16,600		16,600	
310082	Food Inspector	2	17,100		17,100	
410038	Packing House Foreman II	3	17,600		17,600	
610042	Senior Animal Control Attendant	4	18,100		18,100	
920010	Senior Attendant	5	18,600		18,600	
740022	Senior Butcher	6	19,100		19,100	
320065	Senior Laboratory Attendant	7	19,600		19,600	
		8	20,100		20,100	
		9	20,600		20,600	
		10	21,100		21,100	
		11	21,600		21,600	
		12	22,100		22,100	
		13	22,600		22,600	
		14	23,100		23,100	
		15	23,600		23,600	
		16	24,100		24,100	
		17	24,600		24,600	
		18	25,100		25,100	
		19	25,600		25,600	
		20	26,100		26,100	
		21	26,600		26,600	
		22			27,100	
		23			27,600	
		24			28,100	
		25			28,600	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: AF17

Job Code	Post	Step	Jul 12 Salary	Inc	Aug 14 Salary	Inc	Sept 15 Salary	Inc	Jul 16 Salary	Inc
920008	Animal Control Attendant	0	10,700	350	11,450	400	11,450	450	11,450	450
610008	Assistant Agricultural Superintendent III	1	11,050	400	11,850		11,900		11,900	
		2	11,450		12,250		12,350		12,350	
610016	Assistant Fisheries Superintendent III	3	11,850		12,650		12,800		12,800	
		4	12,250		13,050		13,250		13,250	
920006	Attendant (Agriculture)	5	12,650		13,450		13,700		13,700	
740002	Butcher	6	13,050		13,850		14,150		14,150	
610045	Laboratory Attendant	7	13,450		14,250		14,600		14,600	
920007	Seedman	8	13,850		14,650		15,050		15,050	
		9	14,250		15,050		15,500		15,500	
		10	14,650		15,450		15,950		15,950	
		11	15,050		15,850		16,400		16,400	
		12	15,450		16,250		16,850		16,850	
		13	15,850		16,650		17,300		17,300	
		14	16,250		17,050		17,750		17,750	
		15	16,650		17,450		18,200		18,200	
		16	17,050		17,850		18,650		18,650	
		17	17,450		18,250		19,100		19,100	
		18	17,850		18,650		19,550		19,550	
		19	18,250		19,050		20,000		20,000	
		20	18,650		19,450		20,450		20,450	
		21	19,050		19,850		20,900		20,900	
		22	19,450		20,250		21,350		21,350	
		23	19,850		20,650		21,800		21,800	
		24	20,250		21,050		22,250		22,250	
		25	20,650		21,450		22,700		22,700	
		26	21,050		21,850		23,150		23,150	
		27	21,450		22,250		23,600		23,600	
		28	21,850		22,650				24,050	
		29	22,250		23,050				24,500	
		30	22,650						24,950	
		31	23,050						25,400	

The incremental value increased to \$450 w.e.f. September 2015. Persons would receive the increase during their incremental month and be placed on point in the scale.

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month the increment will be awarded and salary placed on point.

Air Traffic Controller Personnel

NB: Please refer to Appendix III:
Adjustment of Civil Aviation Management Salary Scales

Scale: ATC1

Job Code	Post	Step	Jul 11 Salary	Inc	Mar 16 Salary	Inc
310060	Air Traffic Controller Supervisor (Radar)	0	44,900	800	44,900	800
		1	45,700		45,700	
		2	46,500		46,500	
		3	47,300		47,300	
		4	48,100		48,100	
		5	48,900		48,900	
		6	49,700		49,700	
		7	50,500		50,500	
		8			51,300	
		9			52,100	
		10			52,900	

Scale: ATC2

Job Code	Post	Step	Jul 11 Salary	Inc	Mar 16 Salary	Inc
310061	Senior Air Traffic Controller (Radar)	0	41,500	800	41,500	800
		1	42,300		42,300	
		2	43,100		43,100	
		3	43,900		43,900	
		4	44,700		44,700	
		5	45,500		45,500	
		6	46,300		46,300	
		7	47,100		47,100	
		8	47,900		47,900	
		9			48,700	
		10			49,500	
11			50,300			

Salary increase of two (2) increments with effect from 1 March, 2016 and on incremental month, the increment will be awarded.

Scale: ATC2A

This post is not a part of the Bargaining Unit; however it is included to prevent an anomaly within the Air Traffic Controllers Career Path

Job Code	Post	Step	Jul 11 Salary	Inc
310063	Senior Air Traffic Controller	0	41,500	800
		1	42,300	
		2	43,100	
		3	43,900	
		4	44,700	
		5	45,500	

Scale: ATC3

Job Code	Post	Step	Jul 11 Salary	Inc	Mar 16 Salary	Inc
310064	Air Traffic Controller I	0	29,900	700	29,900	700
		1	30,600		30,600	
		2	31,300		31,300	
		3	32,000		32,000	
		4	32,700		32,700	
		5	33,400		33,400	
		6	34,100		34,100	
		7	34,800		34,800	
		8	35,500		35,500	
		9	36,200		36,200	
		10	36,900		36,900	
		11	37,600		37,600	
		12	38,300		38,300	
		13			39,000	
		14			39,700	
		15			40,400	

Salary increase of two (2) increments with effect from 1 March, 2016 and on incremental month, the increment will be awarded.

Scale: ATC4

Job Code	Post	Step	Jul 11 Salary	Inc	Mar 16 Salary	Inc
310065	Air Traffic Controller II	0	26,000	700	26,000	700
410079	Senior Flight Information Officer	1	26,700		26,700	
	[New Post in accordance with Air Traffic Controllers Union Agreement w.e.f. 1/3/16]	2	27,400		27,400	
		3	28,100		28,100	
		4	28,800		28,800	
		5	29,500		29,500	
		6	30,200		30,200	
		7	30,900		30,900	
		8			31,600	
		9			32,300	
		10			33,000	

Scale: ATC5

Job Code	Post	Step	Jul 11 Salary	Inc	Mar 16 Salary	Inc
410080	Flight Information Officer	0	18,100	500	18,100	500
		1	18,600		18,600	
		2	19,100		19,100	
		3	19,600		19,600	
		4	20,100		20,100	
		5	20,600		20,600	
		6	21,100		21,100	
		7	21,600		21,600	
		8	22,100		22,100	
		9	22,600		22,600	
		10	23,100		23,100	
		11	23,600		23,600	
		12	24,100		24,100	
		13	24,600		24,600	
		14	25,100		25,100	
		15			25,600	
		16			26,100	
		17			26,600	

Salary increase of two (2) increments with effect from 1 March, 2016 and on incremental month, the increment will be awarded.

Scale: ATC6

Job Code	Post	Step	Mar 16 Salary	Inc
980028	Air Traffic Controller Trainee (New post in accordance with Air Traffic Controllers Union Agreement w.e.f. 1/3/16)	0	18,000	0

Clerical Personnel

Scale: C1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
420005	Supervisor, Government Publications	0	22,100	600	22,100	600
		1	22,700		22,700	
		2	23,300		23,300	
		3	23,900		23,900	
		4	24,500		24,500	
		5	25,100		25,100	
		6	25,700		25,700	
		7	26,300		26,300	
		8	26,900		26,900	
		9	27,500		27,500	
		10	28,100		28,100	
		11	28,700		28,700	
		12	29,300		29,300	
		13	29,900		29,900	
		14	30,500		30,500	
		15	31,100		31,100	
		16			31,700	
		17			32,300	
		18			32,900	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: C2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340144	Assistant Listing Officer	0	20,400	600	20,400	600
410008	Chief Clerk	1	21,000		21,000	
410068	Chief Registry Clerk	2	21,600		21,600	
410050	Clerk of The Lists	3	22,200		22,200	
410014	Senior Medical Secretary	4	22,800		22,800	
410012	Senior Private Secretary	5	23,400		23,400	
410001	Senior Stenotypist	6	24,000		24,000	
		7	24,600		24,600	
		8	25,200		25,200	
		9	25,800		25,800	
		10	26,400		26,400	
		11	27,000		27,000	
		12	27,600		27,600	
		13	28,200		28,200	
		14	28,800		28,800	
		15			29,400	
		16			30,000	
		17			30,600	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: C3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240035	Archives Assistant	0	17,550	600	17,550	600
420010	Guide	1	18,150		18,150	
410015	Medical Secretary	2	18,750		18,750	
410013	Private Secretary	3	19,350		19,350	
340217	Production Assistant	4	19,950		19,950	
410010	Senior Clerk	5	20,550		20,550	
410041	Senior Library Clerk *	6	21,150		21,150	
410057	Senior Registry Clerk	7	21,750		21,750	
730002	Stenotypist	8	22,350		22,350	
		9	22,950		22,950	
		10	23,550		23,550	
		11	24,150		24,150	
		12	24,750		24,750	
		13	25,350		25,350	
		14	25,950		25,950	
		15	26,550		26,550	
		16			27,150	
		17			27,750	
		18			28,350	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

*** Salary increase of two (2) increments for Senior Library Clerk with effect from
1 September, 2016 and not 1 July, 2016.**

Scale: C4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
410011	Clerk	0	13,950	600	13,950	600
410044	Library Clerk *	1	14,550		14,550	
410055	Registry Clerk	2	15,150		15,150	
410002	Stenographer	3	15,750		15,750	
		4	16,350		16,350	
		5	16,950		16,950	
		6	17,550		17,550	
		7	18,150		18,150	
		8	18,750		18,750	
		9	19,350		19,350	
		10	19,950		19,950	
		11	20,550		20,550	
		12	21,150		21,150	
		13	21,750		21,750	
		14	22,350		22,350	
		15	22,950		22,950	
		16	23,550		23,550	
		17	24,150		24,150	
		18			24,750	
		19			25,350	
		20			25,950	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

*** Salary increase of two (2) increments for Library Clerk with effect from
1 September, 2016 and not 1 July, 2016.**

Civil Aviation Personnel

Scale: CA1

Job Code	Post	Step	Jul 00 Salary	Inc	Mar 03 Salary	Inc	Mar 05 Salary	Inc	Mar 06 Salary	Inc	Mar 07 Salary	Inc	Jul 11 Salary	Inc	Jul 16 Salary	Inc
110066	Director of Civil Aviation	0	47,400	800	54,300	800	56,400	800	57,800	800	58,800	800	58,800	800	58,800	800
		1	48,200		55,100		57,200		58,600		59,600		59,600		59,600	
		2	49,000		55,900		58,000		59,400		60,400		60,400		60,400	
		3	49,800		56,700		58,800		60,200		61,200		61,200		61,200	
		4	50,600		57,500		59,600		61,000		62,000		62,000		62,000	
		5	51,400		58,300		60,400		61,800		62,800		62,800		62,800	
		6	52,200		59,100		61,200		62,600		63,600		63,600		63,600	
		7	53,000		59,900		62,000		63,400		64,400		64,400		64,400	
		8							64,200		65,200		65,200		65,200	
		9											66,000		66,000	
		10											66,800		66,800	
		11													67,600	
		12													68,400	
		13													69,200	

Salary increase of \$1,200 with effect from 1July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: CA2

Job Code	Post	Step	Jul 00		Mar 03		Mar 05		Mar 06		Mar 07		Jul 11		Jul 16	
			Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc
110067	Senior Deputy Director of Civil Aviation	0	42,300	800	49,200	800	51,300	800	52,700	800	53,700	800	53,700	800	53,700	800
		1	43,100		50,000		52,100		53,500		54,500		54,500		54,500	
		2	43,900		50,800		52,900		54,300		55,300		55,300		55,300	
		3	44,700		51,600		53,700		55,100		56,100		56,100		56,100	
		4	45,500		52,400		54,500		55,900		56,900		56,900		56,900	
		5	46,300		53,200		55,300		56,700		57,700		57,700		57,700	
		6	47,100		54,000		56,100		57,500		58,500		58,500		58,500	
		7	47,900		54,800		56,900		58,300		59,300		59,300		59,300	
		8							59,100		60,100		60,100		60,100	
		9											60,900		60,900	
		10											61,700		61,700	
		11													62,500	
		12													63,300	
		13													64,100	

Salary increase of \$1,200 with effect from 1July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: CA3

Job Code	Post	Step	Jul 00		Mar 03		Mar 05		Mar 06		Mar 07		Jul 11		Jul 16	
			Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc
130005	Deputy Airport Manager	0	39,100	800	46,000	800	48,100	800	49,500	800	50,500	800	50,500	800	50,500	800
120031	Deputy Director of Civil Aviation	1	39,900		46,800		48,900		50,300		51,300		51,300		51,300	
		2	40,700		47,600		49,700		51,100		52,100		52,100		52,100	
		3	41,500		48,400		50,500		51,900		52,900		52,900		52,900	
		4	42,300		49,200		51,300		52,700		53,700		53,700		53,700	
		5	43,100		50,000		52,100		53,500		54,500		54,500		54,500	
		6							54,300		55,300		55,300		55,300	
		7											56,100		56,100	
		8											56,900		56,900	
		9													57,700	
		10													58,500	
		11													59,300	

Salary increase of \$1,200 with effect from 1July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: CA4

Job Code	Post	Step	Jul 00		Mar 03		Mar 05		Mar 06		Mar 07		Jul 09		Jul 11		Jul 16	
			Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc
130004	Assistant Airport Manager	0	35,800	700	42,700	700	44,800	700	46,200	700	47,200	700	47,200	800	47,200	800	47,200	800
310058	Chief Operations Officer	1	36,500		43,400		45,500		46,900		47,900		48,000		48,000		48,000	
310069	Chief Operations Officer (Avionics)	2	37,200		44,100		46,200		47,600		48,600		48,800		48,800		48,800	
		3	37,900		44,800		46,900		48,300		49,300		49,600		49,600		49,600	
		4	38,600		45,500		47,600		49,000		50,000		50,400		50,400		50,400	
		5	39,300		46,200		48,300		49,700		50,700		51,200		51,200		51,200	
		6	40,000		46,900		49,000		50,400		51,400		52,000		52,000		52,000	
		7	40,700		47,600		49,700		51,100		52,100		52,800		52,800		52,800	
		8	41,400		48,300		50,400		51,800		52,800		53,600		53,600		53,600	
		9	42,100		49,000		51,100		52,500		53,500		54,400		54,400		54,400	
		10	42,800		49,700		51,800		53,200		54,200		55,200		55,200		55,200	
		11							53,900		54,900				56,000		56,000	
		12												56,800		56,800		
		13														57,600		
		14														58,400		
		15														59,200		

Officers would receive the July 2009 incremental increase on their incremental month and be placed on point in the scale.

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the salary will be awarded and salary placed on point.

Scale: CA5

Job Code	Post	Step	Jul 00		Mar 03		Mar 05		Mar 06		Mar 07		Jul 09		Jul 11		Jul 16	
			Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc
310059	Operations Officer	0	34,600	700	41,500	700	43,600	700	45,000	700	46,000	700	46,000	800	46,000	800	46,000	800
310177	Operations Officer (Avionics)	1	35,300		42,200		44,300		45,700		46,700		46,800		46,800		46,800	
		2	36,000		42,900		45,000		46,400		47,400		47,600		47,600		47,600	
		3	36,700		43,600		45,700		47,100		48,100		48,400		48,400		48,400	
		4	37,400		44,300		46,400		47,800		48,800		49,200		49,200		49,200	
		5	38,100		45,000		47,100		48,500		49,500		50,000		50,000		50,000	
		6							49,200		50,200		50,800		50,800		50,800	
		7											51,600		51,600		51,600	
		8											52,400		52,400		52,400	
		9															53,200	
		10															54,000	
		11															54,800	

Officers would receive the July 2009 incremental increase on their incremental month and be placed on point in the scale.

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the salary will be awarded and salary placed on point.

Scale: CA6

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310178	Electronics Technician Supervisor	0	36,550	700	36,550	700	36,550	700
		1	37,250		37,250		37,250	
		2	37,950		37,950		37,950	
		3	38,650		38,650		38,650	
		4	39,350		39,350		39,350	
		5	40,050		40,050		40,050	
		6	40,750		40,750		40,750	
		7	41,450		41,450		41,450	
		8	42,150		42,150		42,150	
		9			42,850		42,850	
		10			43,550		43,550	
		11					44,250	
		12					44,950	
		13					45,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: CA7

Job Code	Post	Step	Jul 08 Salary	Inc	Jul 11 Salary	Inc
	Vacant	0	34,250	700	33,500	700
		1	34,950		34,200	
		2	35,650		34,900	
		3	36,350		35,600	
		4	37,050		36,300	
		5	37,750		37,000	
		6	38,450		37,700	
		7			38,400	
		8			39,100	
		9				
		10				
		11				
		12				
		13				

Scale: CA8

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310179	Chief Electronics Technician	0	31,950	700	31,950	700	31,950	700
310146	Assistant Airport Manager, Family Island	1	32,650		32,650		32,650	
		2	33,350		33,350		33,350	
		3	34,050		34,050		34,050	
		4	34,750		34,750		34,750	
		5	35,450		35,450		35,450	
		6	36,150		36,150		36,150	
		7	36,850		36,850		36,850	
		8	37,550		37,550		37,550	
		9	38,250		38,250		38,250	
		10	38,950		38,950		38,950	
		11	39,650		39,650		39,650	
		12	40,350		40,350		40,350	
		13			41,050		41,050	
		14			41,750		41,750	
		15					42,450	
		16					43,150	
		17					43,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: CA9

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc	Jul 16 Salary	Inc
910066	Chief Maintenance Superintendent (Aviation)	0	31,950	700	31,950	700	31,950	700
		1	32,650		32,650		32,650	
		2	33,350		33,350		33,350	
		3	34,050		34,050		34,050	
		4	34,750		34,750		34,750	
		5	35,450		35,450		35,450	
		6	36,150		36,150		36,150	
		7	36,850		36,850		36,850	
		8	37,550		37,550		37,550	
		9	38,250		38,250		38,250	
		10			38,950		38,950	
		11			39,650		39,650	
		12					40,350	
		13					41,050	
		14					41,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: CA10

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310042	Senior Electronics Technician	0	25,650	700	25,650	700	25,650	700
		1	26,350		26,350		26,350	
		2	27,050		27,050		27,050	
		3	27,750		27,750		27,750	
		4	28,450		28,450		28,450	
		5	29,150		29,150		29,150	
		6	29,850		29,850		29,850	
		7	30,550		30,550		30,550	
		8	31,250		31,250		31,250	
		9	31,950		31,950		31,950	
		10	32,650		32,650		32,650	
		11	33,350		33,350		33,350	
		12	34,050		34,050		34,050	
		13	34,750		34,750		34,750	
		14			35,450		35,450	
		15			36,150		36,150	
		16					36,850	
		17					37,550	
		18					38,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Data Processing Personnel

Scale: D1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110099	Controller, Data Processing	0	53,050	800	53,050	800
		1	53,850		53,850	
		2	54,650		54,650	
		3	55,450		55,450	
		4	56,250		56,250	
		5	57,050		57,050	
		6	57,850		57,850	
		7	58,650		58,650	
		8	59,450		59,450	
		9	60,250		60,250	
		10	61,050		61,050	
		11	61,850		61,850	
		12	62,650		62,650	
		13			63,450	
		14			64,250	
		15			65,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: D2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110100	Deputy Controller, Data Processing	0	45,350	800	45,350	800
210031	Director of Systems and Programming	1	46,150		46,150	
		2	46,950		46,950	
		3	47,750		47,750	
		4	48,550		48,550	
		5	49,350		49,350	
		6	50,150		50,150	
		7	50,950		50,950	
		8	51,750		51,750	
		9	52,550		52,550	
		10	53,350		53,350	
		11	54,150		54,150	
		12			54,950	
		13			55,750	
		14			56,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: D3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210075	Director of Operations	0	39,450	700	39,450	700
210030	Senior Supervisor of Systems Programming	1	40,150		40,150	
210022	Supervisor, Systems Analyst	2	40,850		40,850	
		3	41,550		41,550	
		4	42,250		42,250	
		5	42,950		42,950	
		6	43,650		43,650	
		7	44,350		44,350	
		8	45,050		45,050	
		9	45,750		45,750	
		10	46,450		46,450	
		11	47,150		47,150	
		12	47,850		47,850	
		13	48,550		48,550	
		14			49,250	
		15			49,950	
		16			50,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: D4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310021	Supervisor, Computer Operations	0	34,650	700	34,650	700
120021	Supervisor, Data Processing (Administration)	1	35,350		35,350	
310084	Supervisor, Technical Services	2	36,050		36,050	
		3	36,750		36,750	
		4	37,450		37,450	
		5	38,150		38,150	
		6	38,850		38,850	
		7	39,550		39,550	
		8	40,250		40,250	
		9	40,950		40,950	
		10	41,650		41,650	
		11	42,350		42,350	
		12	43,050		43,050	
		13	43,750		43,750	
		14			44,450	
		15			45,150	
		16			45,850	
		17				

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: D5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210029	Senior Programmer / Analyst	0	32,650	700	32,650	700
210021	Senior Systems Analyst	1	33,350		33,350	
210032	Systems Administrator	2	34,050		34,050	
		3	34,750		34,750	
		4	35,450		35,450	
		5	36,150		36,150	
		6	36,850		36,850	
		7	37,550		37,550	
		8	38,250		38,250	
		9	38,950		38,950	
		10	39,650		39,650	
		11	40,350		40,350	
		12	41,050		41,050	
		13	41,750		41,750	
		14	42,450		42,450	
		15			43,150	
		16			43,850	
		17			44,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: D6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210028	Programmer / Analyst	0	29,750	700	29,750	700
210019	Systems Designer	1	30,450		30,450	
210027	Systems Programmer	2	31,150		31,150	
230026	Training Coordinator	3	31,850		31,850	
		4	32,550		32,550	
		5	33,250		33,250	
		6	33,950		33,950	
		7	34,650		34,650	
		8	35,350		35,350	
		9	36,050		36,050	
		10	36,750		36,750	
		11	37,450		37,450	
		12	38,150		38,150	
		13			38,850	
		14			39,550	
		15			40,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: D7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210018	Data Administrator	0	26,150	700	26,150	700
210026	Senior Programmer	1	26,850		26,850	
		2	27,550		27,550	
		3	28,250		28,250	
		4	28,950		28,950	
		5	29,650		29,650	
		6	30,350		30,350	
		7	31,050		31,050	
		8	31,750		31,750	
		9	32,450		32,450	
		10	33,150		33,150	
		11	33,850		33,850	
		12	34,550		34,550	
		13	35,250		35,250	
		14			35,950	
		15			36,650	
		16			37,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: D8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310020	Chief Computer Operator	0	25,450	700	25,450	700
210025	Programmer I	1	26,150		26,150	
410020	Supervisor, Data Control	2	26,850		26,850	
410009	Supervisor, Data Entry	3	27,550		27,550	
310013	Technical Services Officer	4	28,250		28,250	
		5	28,950		28,950	
		6	29,650		29,650	
		7	30,350		30,350	
		8	31,050		31,050	
		9	31,750		31,750	
		10	32,450		32,450	
		11	33,150		33,150	
		12	33,850		33,850	
		13	34,550		34,550	
		14	35,250		35,250	
		15			35,950	
		16			36,650	
		17			37,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: D9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
410018	Chief Data Encoder	0	24,150	700	24,150	700
210024	Programmer II	1	24,850		24,850	
120020	Senior Supervisor, Data Processing	2	25,550		25,550	
240038	Supervisor, Library	3	26,250		26,250	
		4	26,950		26,950	
		5	27,650		27,650	
		6	28,350		28,350	
		7	29,050		29,050	
		8	29,750		29,750	
		9	30,450		30,450	
		10	31,150		31,150	
		11	31,850		31,850	
		12	32,550		32,550	
		13	33,250		33,250	
		14	33,950		33,950	
		15			34,650	
		16			35,350	
		17			36,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: D10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210017	Assistant Data Administrator	0	23,000	700	23,000	700
410007	Data Encoder I	1	23,700		23,700	
310019	Senior Computer Operator	2	24,400		24,400	
410017	Senior Data Control Clerk	3	25,100		25,100	
120019	Supervisor, Data Processing	4	25,800		25,800	
310014	User Relations Officer	5	26,500		26,500	
		6	27,200		27,200	
		7	27,900		27,900	
		8	28,600		28,600	
		9	29,300		29,300	
		10	30,000		30,000	
		11	30,700		30,700	
		12	31,400		31,400	
		13	32,100		32,100	
		14			32,800	
		15			33,500	
		16			34,200	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: D11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210023	Applications Programmer I	0	19,800	600	19,800	600
310018	Computer Operator I	1	20,400		20,400	
410016	Data Control Clerk	2	21,000		21,000	
410006	Data Encoder II	3	21,600		21,600	
		4	22,200		22,200	
		5	22,800		22,800	
		6	23,400		23,400	
		7	24,000		24,000	
		8	24,600		24,600	
		9	25,200		25,200	
		10	25,800		25,800	
		11	26,400		26,400	
		12	27,000		27,000	
		13	27,600		27,600	
		14	28,200		28,200	
		15	28,800		28,800	
		16	29,400		29,400	
		17	30,000		30,000	
		18			30,600	
		19			31,200	
		20			31,800	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: D12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310017	Computer Operator II	0	19,800	600	19,800	600
410063	Data Encoder III	1	20,400		20,400	
		2	21,000		21,000	
		3	21,600		21,600	
		4	22,200		22,200	
		5	22,800		22,800	
		6	23,400		23,400	
		7	24,000		24,000	
		8	24,600		24,600	
		9	25,200		25,200	
		10	25,800		25,800	
		11	26,400		26,400	
		12	27,000		27,000	
		13	27,600		27,600	
		14	28,200		28,200	
		15	28,800		28,800	
		16			29,400	
		17			30,000	
		18			30,600	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: D13

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310016	Computer Operator III	0	16,950	600	16,950	600
240015	Operations Librarian	1	17,550		17,550	
310144	Radio and Computer Terminal Operator III	2	18,150		18,150	
		3	18,750		18,750	
		4	19,350		19,350	
		5	19,950		19,950	
		6	20,550		20,550	
		7	21,150		21,150	
		8	21,750		21,750	
		9	22,350		22,350	
		10	22,950		22,950	
		11	23,550		23,550	
		12	24,150		24,150	
		13	24,750		24,750	
		14	25,350		25,350	
		15	25,950		25,950	
		16			26,550	
		17			27,150	
		18			27,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: D14

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
410005	Senior Data Entry Operator	0	14,800	600	14,800	600
		1	15,400		15,400	
		2	16,000		16,000	
		3	16,600		16,600	
		4	17,200		17,200	
		5	17,800		17,800	
		6	18,400		18,400	
		7	19,000		19,000	
		8	19,600		19,600	
		9	20,200		20,200	
		10	20,800		20,800	
		11	21,400		21,400	
		12	22,000		22,000	
		13	22,600		22,600	
		14	23,200		23,200	
		15	23,800		23,800	
		16	24,400		24,400	
		17	25,000		25,000	
		18	25,600		25,600	
		19	26,200		26,200	
		20	26,800		26,800	
		21			27,400	
		22			28,000	
		23			28,600	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: D15

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
410004	Data Entry Operator	0	11,650	400	11,650	400
410003	Trainee Data Encoder	1	12,050		12,050	
		2	12,450		12,450	
		3	12,850		12,850	
		4	13,250		13,250	
		5	13,650		13,650	
		6	14,050		14,050	
		7	14,450		14,450	
		8	14,850		14,850	
		9	15,250		15,250	
		10	15,650		15,650	
		11	16,050		16,050	
		12	16,450		16,450	
		13	16,850		16,850	
		14	17,250		17,250	
		15	17,650		17,650	
		16	18,050		18,050	
		17	18,450		18,450	
		18	18,850		18,850	
		19	19,250		19,250	
		20	19,650		19,650	
		21	20,050		20,050	
		22	20,450		20,450	
		23	20,850		20,850	
		24	21,250		21,250	
		25	21,650		21,650	
		26	22,050		22,050	
		27			22,450	
		28			22,850	
		29			23,250	
		30			23,650	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Royal Bahamas Defence Force Personnel

Scale: DF1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110022	Commodore, Defence Force	0	64,550	1,000	64,550	1,000
		1	65,550		65,550	
		2	66,550		66,550	
		3	67,550		67,550	
		4	68,550		68,550	
		5	69,550		69,550	
		6	70,550		70,550	
		7	71,550		71,550	
		8	72,550		72,550	
		9	73,550		73,550	
		10	74,550		74,550	
		11			75,550	
		12			76,550	
		13			77,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: DF2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110308	Deputy Commodore, Defence Force (w.e.f. 21/1/2010) Cabinet Conclusion ICO (10) 3	0	55,850	800	55,850	800
		1	56,650		56,650	
		2	57,450		57,450	
		3	58,250		58,250	
		4	59,050		59,050	
		5	59,850		59,850	
		6	60,650		60,650	
		7	61,450		61,450	
		8	62,250		62,250	
		9	63,050		63,050	
		10	63,850		63,850	
		11	64,650		64,650	
		12			65,450	
		13			66,250	
		14			67,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: DF2A

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110189	Captain, Defence Force	0	52,150	800	52,150	800
		1	52,950		52,950	
		2	53,750		53,750	
		3	54,550		54,550	
		4	55,350		55,350	
		5	56,150		56,150	
		6	56,950		56,950	
		7	57,750		57,750	
		8	58,550		58,550	
		9	59,350		59,350	
		10	60,150		60,150	
		11			60,950	
		12			61,750	
		13			62,550	

Scale: DF3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110191	Senior Commander	0	49,650	700	49,650	700
		1	50,350		50,350	
		2	51,050		51,050	
		3	51,750		51,750	
		4	52,450		52,450	
		5	53,150		53,150	
		6	53,850		53,850	
		7	54,550		54,550	
		8	55,250		55,250	
		9	55,950		55,950	
		10			56,650	
		11			57,350	
		12			58,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: DF4

Job Code Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510070 Commander	0	49,750	700	49,750	700
	1	50,450		50,450	
	2	51,150		51,150	
	3	51,850		51,850	
	4	52,550		52,550	
	5	53,250		53,250	
	6	53,950		53,950	
	7	54,650		54,650	
	8	55,350		55,350	
	9	56,050		56,050	
	10	56,750		56,750	
	11	57,450		57,450	
	12	58,150		58,150	
	13	58,850		58,850	
	14			59,550	
	15			60,250	
	16			60,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: DF5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510071	Lieutenant Commander	0	44,250	700	44,250	700
		1	44,950		44,950	
		2	45,650		45,650	
		3	46,350		46,350	
		4	47,050		47,050	
		5	47,750		47,750	
		6	48,450		48,450	
		7	49,150		49,150	
		8	49,850		49,850	
		9	50,550		50,550	
		10	51,250		51,250	
		11	51,950		51,950	
		12	52,650		52,650	
		13			53,350	
		14			54,050	
		15			54,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: DF6

Job Code Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510037 Force Chief Petty Officer	0	40,650	700	40,650	700
	1	41,350		41,350	
	2	42,050		42,050	
	3	42,750		42,750	
	4	43,450		43,450	
	5	44,150		44,150	
	6	44,850		44,850	
	7	45,550		45,550	
	8	46,250		46,250	
	9	46,950		46,950	
	10	47,650		47,650	
	11			48,350	
	12			49,050	
	13			49,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: DF7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510040	Senior Lieutenant	0	40,650	700	40,650	700
		1	41,350		41,350	
		2	42,050		42,050	
		3	42,750		42,750	
		4	43,450		43,450	
		5	44,150		44,150	
		6	44,850		44,850	
		7	45,550		45,550	
		8	46,250		46,250	
		9	46,950		46,950	
		10	47,650		47,650	
		11			48,350	
		12			49,050	
		13			49,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: DF8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510058	Lieutenant	0	36,050	700	36,050	700
510041	Chaplain [Upgraded]	DF9A	1	36,750	36,750	
	ICN (13) 39th Meeting, Concl. 34		2	37,450	37,450	
	w.e.f. 24/9/13		3	38,150	38,150	
			4	38,850	38,850	
			5	39,550	39,550	
			6	40,250	40,250	
			7	40,950	40,950	
			8	41,650	41,650	
			9	42,350	42,350	
			10	43,050	43,050	
			11	43,750	43,750	
			12		44,450	
			13		45,150	
			14		45,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: DF9

Job Code Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510038 Chief Petty Officer	0	36,050	700	36,050	700
	1	36,750		36,750	
	2	37,450		37,450	
	3	38,150		38,150	
	4	38,850		38,850	
	5	39,550		39,550	
	6	40,250		40,250	
	7	40,950		40,950	
	8	41,650		41,650	
	9	42,350		42,350	
	10	43,050		43,050	
	11	43,750		43,750	
	12			44,450	
	13			45,150	
	14			45,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: DF9A

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
	Vacant					
		0	33,550	700	33,550	700
		1	34,250		34,250	
		2	34,950		34,950	
		3	35,650		35,650	
		4	36,350		36,350	
		5	37,050		37,050	
		6	37,750		37,750	
		7	38,450		38,450	
		8	39,150		39,150	
		9			39,850	
		10			40,550	

Scale: DF10

Job Code Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510042 Sub-Lieutenant	0	31,950	600	31,950	600
	1	32,550		32,550	
	2	33,150		33,150	
	3	33,750		33,750	
	4	34,350		34,350	
	5	34,950		34,950	
	6	35,550		35,550	
	7	36,150		36,150	
	8	36,750		36,750	
	9	37,350		37,350	
	10	37,950		37,950	
	11	38,550		38,550	
	12	39,150		39,150	
	13			39,750	
	14			40,350	
	15			40,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: DF11

Job Code Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510039 Petty Officer	0	31,950	600	31,950	600
	1	32,550		32,550	
	2	33,150		33,150	
	3	33,750		33,750	
	4	34,350		34,350	
	5	34,950		34,950	
	6	35,550		35,550	
	7	36,150		36,150	
	8	36,750		36,750	
	9	37,350		37,350	
	10	37,950		37,950	
	11	38,550		38,550	
	12	39,150		39,150	
	13	39,750		39,750	
	14	40,350		40,350	
	15	40,950		40,950	
	16			41,550	
	17			42,150	
	18			42,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: DF12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510043	Acting Sub-Lieutenant	0	31,950	600	31,950	600
		1	32,550		32,550	
		2	33,150		33,150	
		3	33,750		33,750	
		4	34,350		34,350	
		5	34,950		34,950	
		6	35,550		35,550	
		7	36,150		36,150	
		8	36,750		36,750	
		9	37,350		37,350	
		10	37,950		37,950	
		11	38,550		38,550	
		12	39,150		39,150	
		13			39,750	
		14			40,350	
		15			40,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: DF13

Job Code Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510044 Leading Seaman	0	28,650	600	28,650	600
	1	29,250		29,250	
	2	29,850		29,850	
	3	30,450		30,450	
	4	31,050		31,050	
	5	31,650		31,650	
	6	32,250		32,250	
	7	32,850		32,850	
	8	33,450		33,450	
	9	34,050		34,050	
	10	34,650		34,650	
	11	35,250		35,250	
	12	35,850		35,850	
	13			36,450	
	14			37,050	
15			37,650		

Scale: DF14

Job Code Post	Step	Jul 08 Salary	Inc	Jul 16 Salary	Inc
510047 Midshipman	0	26,400	0	27,600	0

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: DF15

Job Code Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510045 Able Seaman	0	25,250	600	25,250	600
	1	25,850		25,850	
	2	26,450		26,450	
	3	27,050		27,050	
	4	27,650		27,650	
	5	28,250		28,250	
	6	28,850		28,850	
	7	29,450		29,450	
	8	30,050		30,050	
	9	30,650		30,650	
	10	31,250		31,250	
	11	31,850		31,850	
	12	32,450		32,450	
	13	33,050		33,050	
	14	33,650		33,650	
	15			34,250	
	16			34,850	
	17			35,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: DF16

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510046	Marine Seaman	0	21,350	600	21,350	600
		1	21,950		21,950	
		2	22,550		22,550	
		3	23,150		23,150	
		4	23,750		23,750	
		5	24,350		24,350	
		6	24,950		24,950	
		7	25,550		25,550	
		8	26,150		26,150	
		9	26,750		26,750	
		10	27,350		27,350	
		11	27,950		27,950	
		12	28,550		28,550	
		13	29,150		29,150	
		14	29,750		29,750	
		15			30,350	
		16			30,950	
		17			31,550	

Scale: DF17

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510048	Recruit	0	18,000	0	18,000	0

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Engineering Personnel

Scale: E1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110057	Director of Public Works	0	59,450	800	59,450	800
		1	60,250		60,250	
		2	61,050		61,050	
		3	61,850		61,850	
		4	62,650		62,650	
		5	63,450		63,450	
		6	64,250		64,250	
		7	65,050		65,050	
		8	65,850		65,850	
		9	66,650		66,650	
		10	67,450		67,450	
		11			68,250	
		12			69,050	
		13			69,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110060	Director of Housing (Technical Services)	0	56,950	800	56,950	800
		1	57,750		57,750	
		2	58,550		58,550	
		3	59,350		59,350	
		4	60,150		60,150	
		5	60,950		60,950	
		6	61,750		61,750	
		7	62,550		62,550	
		8	63,350		63,350	
		9	64,150		64,150	
		10	64,950		64,950	
		11			65,750	
		12			66,550	
		13			67,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110046	Director of Forestry (Cabinet Conclusion ICO(10) 50 wef 1/12/10)	0	50,350	800	50,350	800
		1	51,150		51,150	
110058	Director of Lands and Surveys	2	51,950		51,950	
110059	Director of Physical Planning	3	52,750		52,750	
340299	Project Coordinator, Land Use Policy Administration Program	4	53,550		53,550	
		5	54,350		54,350	
		6	55,150		55,150	
		7	55,950		55,950	
		8	56,750		56,750	
		9	57,550		57,550	
		10	58,350		58,350	
		11	59,150		59,150	
		12	59,950		59,950	
		13			60,750	
		14			61,550	
		15			62,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310100	Building Control Officer	0	47,850	700	47,850	700
110102	Deputy Director of Public Works	1	48,550		48,550	
		2	49,250		49,250	
		3	49,950		49,950	
		4	50,650		50,650	
		5	51,350		51,350	
		6	52,050		52,050	
		7	52,750		52,750	
		8	53,450		53,450	
		9	54,150		54,150	
		10	54,850		54,850	
		11	55,550		55,550	
		12	56,250		56,250	
		13	56,950		56,950	
		14			57,650	
		15			58,350	
		16			59,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110215	Senior Deputy Director of Physical Planning	0	47,150	700	47,150	700
		1	47,850		47,850	
210051	Subdivision Officer	2	48,550		48,550	
		3	49,250		49,250	
		4	49,950		49,950	
		5	50,650		50,650	
		6	51,350		51,350	
		7	52,050		52,050	
		8	52,750		52,750	
		9	53,450		53,450	
		10	54,150		54,150	
		11	54,850		54,850	
		12	55,550		55,550	
		13	56,250		56,250	
		14			56,950	
		15			57,650	
		16			58,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240157	Director, BNGIS	0	46,350	700	46,350	700
110184	Surveyor General	1	47,050		47,050	
		2	47,750		47,750	
		3	48,450		48,450	
		4	49,150		49,150	
		5	49,850		49,850	
		6	50,550		50,550	
		7	51,250		51,250	
		8	51,950		51,950	
		9	52,650		52,650	
		10	53,350		53,350	
		11	54,050		54,050	
		12	54,750		54,750	
		13			55,450	
		14			56,150	
		15			56,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340068	Assistant Director of Public Works	0	43,850	700	43,850	700
210053	Building Surveyor	1	44,550		44,550	
210078	Chief Subdivision Officer	2	45,250		45,250	
210096	Contract Control Officer	3	45,950		45,950	
110104	Deputy Director of Lands and Surveys	4	46,650		46,650	
110103	Deputy Director of Physical Planning	5	47,350		47,350	
		6	48,050		48,050	
		7	48,750		48,750	
		8	49,450		49,450	
		9	50,150		50,150	
		10	50,850		50,850	
		11	51,550		51,550	
		12	52,250		52,250	
		13			52,950	
		14			53,650	
		15			54,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210055	Chief Architect	0	43,150	700	43,150	700
210054	Chief Engineer	1	43,850		43,850	
210100	Chief Estate Management Officer	2	44,550		44,550	
210101	Chief Estate Valuation Surveyor	3	45,250		45,250	
210059	Chief Forest Officer	4	45,950		45,950	
210058	Chief Geologist	5	46,650		46,650	
210057	Chief Hydrologist	6	47,350		47,350	
210079	Chief Quantity Surveyor	7	48,050		48,050	
210056	Chief Surveyor	8	48,750		48,750	
210205	Deputy Director, BNGIS	9	49,450		49,450	
		10	50,150		50,150	
		11	50,850		50,850	
		12	51,550		51,550	
		13			52,250	
		14			52,950	
		15			53,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210060	Regional Engineer	0	42,050	700	42,050	700
		1	42,750		42,750	
		2	43,450		43,450	
		3	44,150		44,150	
		4	44,850		44,850	
		5	45,550		45,550	
		6	46,250		46,250	
		7	46,950		46,950	
		8	47,650		47,650	
		9	48,350		48,350	
		10			49,050	
		11			49,750	
		12			50,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210068	Deputy Building Control Officer	0	40,150	700	40,150	700
120073	Deputy Director of Government Printing	1	40,850		40,850	
210092	Deputy Surveyor General	2	41,550		41,550	
210062	Senior Architect	3	42,250		42,250	
210080	Senior Building Surveyor	4	42,950		42,950	
210061	Senior Engineer	5	43,650		43,650	
210102	Senior Estate Management Officer	6	44,350		44,350	
210086	Senior Estates Valuation Surveyor	7	45,050		45,050	
220042	Senior Forest Officer	8	45,750		45,750	
210065	Senior Geologist	9	46,450		46,450	
210063	Senior Hydrologist	10	47,150		47,150	
210108	Senior Quantity Surveyor	11	47,850		47,850	
210064	Senior Surveyor	12			48,550	
		13			49,250	
		14			49,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310133	Cartographic Specialist	0	37,450	700	37,450	700
310108	Deputy Chief Housing Officer	1	38,150		38,150	
310132	GIS Analyst	2	38,850		38,850	
		3	39,550		39,550	
		4	40,250		40,250	
		5	40,950		40,950	
		6	41,650		41,650	
		7	42,350		42,350	
		8	43,050		43,050	
		9	43,750		43,750	
		10	44,450		44,450	
		11	45,150		45,150	
		12	45,850		45,850	
		13	46,550		46,550	
		14	47,250		47,250	
		15			47,950	
		16			48,650	
		17			49,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210070	Architect	0	37,150	700	37,150	700
340049	Assistant Director of Physical Planning	1	37,850		37,850	
210069	Engineer	2	38,550		38,550	
210103	Estate Management Officer	3	39,250		39,250	
210085	Estate Valuation Surveyor	4	39,950		39,950	
220043	Forest Officer	5	40,650		40,650	
210073	Geologist	6	41,350		41,350	
210072	Hydrologist	7	42,050		42,050	
210082	Quantity Surveyor	8	42,750		42,750	
210043	Surveyor	9	43,450		43,450	
		10	44,150		44,150	
		11	44,850		44,850	
		12			45,550	
		13			46,250	
		14			46,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E13

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110167	Chief Superintendent, Government Printing	0	36,850	700	36,850	700
		1	37,550		37,550	
		2	38,250		38,250	
		3	38,950		38,950	
		4	39,650		39,650	
		5	40,350		40,350	
		6	41,050		41,050	
		7	41,750		41,750	
		8	42,450		42,450	
		9	43,150		43,150	
		10	43,850		43,850	
		11	44,550		44,550	
		12	45,250		45,250	
		13	45,950		45,950	
		14	46,650		46,650	
		15			47,350	
		16			48,050	
		17			48,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E14

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310103	Chief Estates Officer	0	35,150	700	35,150	700
310102	Chief Works Controller	1	35,850		35,850	
110299	Supervisor, Facilities Management	2	36,550		36,550	
		3	37,250		37,250	
		4	37,950		37,950	
		5	38,650		38,650	
		6	39,350		39,350	
		7	40,050		40,050	
		8	40,750		40,750	
		9	41,450		41,450	
		10	42,150		42,150	
		11	42,850		42,850	
		12	43,550		43,550	
		13	44,250		44,250	
		14	44,950		44,950	
		15			45,650	
		16			46,350	
		17			47,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E15

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210067	Chief Physical Planner	0	35,750	700	35,750	700
230073	GIS Junior Analyst	1	36,450		36,450	
210041	GIS Technician I	2	37,150		37,150	
820029	Senior Superintendent Government Printing (w.e.f. 06/09/05)	3	37,850		37,850	
		4	38,550		38,550	
		5	39,250		39,250	
		6	39,950		39,950	
		7	40,650		40,650	
		8	41,350		41,350	
		9	42,050		42,050	
		10	42,750		42,750	
		11	43,450		43,450	
		12			44,150	
		13			44,850	
		14			45,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E16

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310104	Assistant Architect	0	32,150	700	32,150	700
340043	Assistant Director of Lands and Surveys	1	32,850		32,850	
210087	Assistant Electronics Engineer	2	33,550		33,550	
210088	Assistant Engineer	3	34,250		34,250	
310160	Assistant Estate Management Officer I	4	34,950		34,950	
310161	Assistant Estate Valuation Surveyor I	5	35,650		35,650	
220045	Assistant Forest Officer	6	36,350		36,350	
210090	Assistant Geologist	7	37,050		37,050	
210091	Assistant Hydrologist	8	37,750		37,750	
210083	Assistant Quantity Surveyor	9	38,450		38,450	
210044	Assistant Surveyor (Qualified)	10	39,150		39,150	
310106	Deputy Building Control Officer	11	39,850		39,850	
310107	Estate Officer	12			40,550	
340300	Project Administrative Assistant (LUPAP)	13			41,250	
310181	Senior Physical Planner	14			41,950	
910068	Senior School Maintenance Officer					
310110	Senior Works Controller					

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E17

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310112	Assistant Building Control Officer	0	30,450	700	30,450	700
310162	Assistant Estate Management Officer II	1	31,150		31,150	
310163	Assistant Estate Valuation Surveyor II	2	31,850		31,850	
310113	Building Maintenance Officer	3	32,550		32,550	
310111	District Works Controller	4	33,250		33,250	
310138	GIS Technician II	5	33,950		33,950	
310114	Plant Manager	6	34,650		34,650	
340122	GIS Analyst III	7	35,350		35,350	
		8	36,050		36,050	
		9	36,750		36,750	
		10	37,450		37,450	
		11			38,150	
		12			38,850	
		13			39,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E18

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310140	Assistant Estates Officer	0	26,850	700	26,850	700
340200	Chief Trade Superintendent	1	27,550		27,550	
310150	Physical Planner	2	28,250		28,250	
230066	School Maintenance Officer	3	28,950		28,950	
		4	29,650		29,650	
		5	30,350		30,350	
		6	31,050		31,050	
		7	31,750		31,750	
		8	32,450		32,450	
		9	33,150		33,150	
		10	33,850		33,850	
		11	34,550		34,550	
		12			35,250	
		13			35,950	
		14			36,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E19

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340203	Senior Trade Superintendent	0	25,650	700	25,650	700
		1	26,350		26,350	
		2	27,050		27,050	
		3	27,750		27,750	
		4	28,450		28,450	
		5	29,150		29,150	
		6	29,850		29,850	
		7	30,550		30,550	
		8	31,250		31,250	
		9	31,950		31,950	
		10	32,650		32,650	
		11	33,350		33,350	
		12			34,050	
		13			34,750	
		14			35,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: E20

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310110	Assistant School Maintenance Officer	0	22,850	600	22,850	600
340123	GIS Technician III	1	23,450		23,450	
340204	Trade Superintendent	2	24,050		24,050	
340124	GIS Analyst IV	3	24,650		24,650	
		4	25,250		25,250	
		5	25,850		25,850	
		6	26,450		26,450	
		7	27,050		27,050	
		8	27,650		27,650	
		9	28,250		28,250	
		10	28,850		28,850	
		11	29,450		29,450	
		12	30,050		30,050	
		13	30,650		30,650	
		14	31,250		31,250	
		15			31,850	
		16			32,450	
		17			33,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: E21

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310182	Physical Planner Assistant	0	21,800	600	21,800	600
340205	Trade Foreman	1	22,400		22,400	
		2	23,000		23,000	
		3	23,600		23,600	
		4	24,200		24,200	
		5	24,800		24,800	
		6	25,400		25,400	
		7	26,000		26,000	
		8	26,600		26,600	
		9	27,200		27,200	
		10	27,800		27,800	
		11	28,400		28,400	
		12	29,000		29,000	
		13	29,600		29,600	
		14	30,200		30,200	
		15	30,800		30,800	
		16			31,400	
		17			32,000	
		18			32,600	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: E22

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340206	Tradesman Grade I	0	19,350	600	19,350	600
980104	Trainee GIS Analyst	1	19,950		19,950	
980105	Trainee GIS Technician	2	20,550		20,550	
		3	21,150		21,150	
		4	21,750		21,750	
		5	22,350		22,350	
		6	22,950		22,950	
		7	23,550		23,550	
		8	24,150		24,150	
		9	24,750		24,750	
		10	25,350		25,350	
		11	25,950		25,950	
		12	26,550		26,550	
		13	27,150		27,150	
		14	27,750		27,750	
		15	28,350		28,350	
		16			28,950	
		17			29,550	
		18			30,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: E23

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340207	Tradesman Grade II	0	16,850	500	16,850	500
980067	Trainee Assistant Physical Planner	1	17,350		17,350	
		2	17,850		17,850	
		3	18,350		18,350	
		4	18,850		18,850	
		5	19,350		19,350	
		6	19,850		19,850	
		7	20,350		20,350	
		8	20,850		20,850	
		9	21,350		21,350	
		10	21,850		21,850	
		11	22,350		22,350	
		12	22,850		22,850	
		13	23,350		23,350	
		14	23,850		23,850	
		15			24,350	
		16			24,850	
		17			25,350	
		18			25,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Education Personnel

Scale: ED1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110024	Director of Education	0	59,450	800	59,450	800
110277	Director of Higher Education & Lifelong Learning	1	60,250		60,250	
		2	61,050		61,050	
		3	61,850		61,850	
		4	62,650		62,650	
		5	63,450		63,450	
		6	64,250		64,250	
		7	65,050		65,050	
		8	65,850		65,850	
		9	66,650		66,650	
		10	67,450		67,450	
		11			68,250	
		12			69,050	
		13			69,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120032	Deputy Director of Education	0	47,450	700	47,450	700
		1	48,150		48,150	
		2	48,850		48,850	
		3	49,550		49,550	
		4	50,250		50,250	
		5	50,950		50,950	
		6	51,650		51,650	
		7	52,350		52,350	
		8	53,050		53,050	
		9	53,750		53,750	
		10	54,450		54,450	
		11	55,150		55,150	
		12	55,850		55,850	
		13	56,550		56,550	
		14	57,250		57,250	
		15	57,950		57,950	
		16			58,650	
		17			59,350	
		18			60,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240120	Director of Libraries	0	46,450	700	46,450	700
		1	47,150		47,150	
		2	47,850		47,850	
		3	48,550		48,550	
		4	49,250		49,250	
		5	49,950		49,950	
		6	50,650		50,650	
		7	51,350		51,350	
		8	52,050		52,050	
		9	52,750		52,750	
		10	53,450		53,450	
		11	54,150		54,150	
		12	54,850		54,850	
		13	55,550		55,550	
		14			56,250	
		15			56,950	
		16			57,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340063	Assistant Director of Education	0	43,950	700	43,950	700
320075	Director of Educational Planning *	1	44,650		44,650	
		2	45,350		45,350	
		3	46,050		46,050	
		4	46,750		46,750	
		5	47,450		47,450	
		6	48,150		48,150	
		7	48,850		48,850	
		8	49,550		49,550	
		9	50,250		50,250	
		10	50,950		50,950	
		11	51,650		51,650	
		12	52,350		52,350	
		13	53,050		53,050	
		14	53,750		53,750	
		15			54,450	
		16			55,150	
		17			55,850	

Salary increase of \$1,400 with effect from 1 July, 2016

*** Salary increase of \$1,200 for Director of Educational Planning with effect from 1 July, 2016 and on incremental month, the increment will be awarded and salary placed on point.**

Scale: ED5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
230034	District Education Officer	0	41,450	700	41,450	700
		1	42,150		42,150	
		2	42,850		42,850	
		3	43,550		43,550	
		4	44,250		44,250	
		5	44,950		44,950	
		6	45,650		45,650	
		7	46,350		46,350	
		8	47,050		47,050	
		9	47,750		47,750	
		10	48,450		48,450	
		11	49,150		49,150	
		12	49,850		49,850	
		13	50,550		50,550	
		14	51,250		51,250	
		15			51,950	
		16			52,650	
		17			53,350	

Salary increase of \$1,400 with effect from 1 July 2016 and on incremental month the increment will be awarded.

Scale: ED6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110214	Chief Audiologist	0	41,450	700	41,450	700
240054	Chief School Psychologist	1	42,150		42,150	
320039	Chief Speech Language Pathologist	2	42,850		42,850	
		3	43,550		43,550	
		4	44,250		44,250	
		5	44,950		44,950	
		6	45,650		45,650	
		7	46,350		46,350	
		8	47,050		47,050	
		9	47,750		47,750	
		10	48,450		48,450	
		11	49,150		49,150	
		12	49,850		49,850	
		13	50,550		50,550	
		14	51,250		51,250	
		15			51,950	
		16			52,650	
		17			53,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
230064	Chief Media Specialist	0	39,750	700	39,750	700
240121	Deputy Director of Libraries	1	40,450		40,450	
		2	41,150		41,150	
		3	41,850		41,850	
		4	42,550		42,550	
		5	43,250		43,250	
		6	43,950		43,950	
		7	44,650		44,650	
		8	45,350		45,350	
		9	46,050		46,050	
		10	46,750		46,750	
		11			47,450	
		12			48,150	
		13			48,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110289	Deputy Director of Educational Planning (w.e.f. 08/03/05)	0	36,950	700	36,950	700
		1	37,650		37,650	
		2	38,350		38,350	
		3	39,050		39,050	
		4	39,750		39,750	
		5	40,450		40,450	
		6	41,150		41,150	
		7	41,850		41,850	
		8	42,550		42,550	
		9	43,250		43,250	
		10	43,950		43,950	
		11	44,650		44,650	
		12	45,350		45,350	
		13	46,050		46,050	
		14	46,750		46,750	
		15	47,450		47,450	
		16			48,150	
		17			48,850	
		18			49,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
320074	Chief Educational Planning Officer	0	36,250	700	36,250	700
		1	36,950		36,950	
		2	37,650		37,650	
		3	38,350		38,350	
		4	39,050		39,050	
		5	39,750		39,750	
		6	40,450		40,450	
		7	41,150		41,150	
		8	41,850		41,850	
		9	42,550		42,550	
		10	43,250		43,250	
		11	43,950		43,950	
		12	44,650		44,650	
		13	45,350		45,350	
		14			46,050	
		15			46,750	
		16			47,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340040	Chief Librarian	0	35,950	700	35,950	700
		1	36,650		36,650	
		2	37,350		37,350	
		3	38,050		38,050	
		4	38,750		38,750	
		5	39,450		39,450	
		6	40,150		40,150	
		7	40,850		40,850	
		8	41,550		41,550	
		9	42,250		42,250	
		10	42,950		42,950	
		11	43,650		43,650	
		12	44,350		44,350	
		13	45,050		45,050	
		14	45,750		45,750	
		15			46,450	
		16			47,150	
		17			47,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340291	Senior Educational Planning Officer	0	35,550	700	35,550	700
		1	36,250		36,250	
		2	36,950		36,950	
		3	37,650		37,650	
		4	38,350		38,350	
		5	39,050		39,050	
		6	39,750		39,750	
		7	40,450		40,450	
		8	41,150		41,150	
		9	41,850		41,850	
		10	42,550		42,550	
		11	43,250		43,250	
		12	43,950		43,950	
		13			44,650	
		14			45,350	
		15			46,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110210	Senior Audiologist	0	35,450	700	35,450	700
240056	Senior School Psychologist	1	36,150		36,150	
240201	Senior Speech Language Pathologist	2	36,850		36,850	
		3	37,550		37,550	
		4	38,250		38,250	
		5	38,950		38,950	
		6	39,650		39,650	
		7	40,350		40,350	
		8	41,050		41,050	
		9	41,750		41,750	
		10	42,450		42,450	
		11	43,150		43,150	
		12	43,850		43,850	
		13	44,550		44,550	
		14	45,250		45,250	
		15			45,950	
		16			46,650	
		17			47,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED13

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
320072	Educational Planning Officer	0	34,950	700	34,950	700
		1	35,650		35,650	
		2	36,350		36,350	
		3	37,050		37,050	
		4	37,750		37,750	
		5	38,450		38,450	
		6	39,150		39,150	
		7	39,850		39,850	
		8	40,550		40,550	
		9	41,250		41,250	
		10	41,950		41,950	
		11	42,650		42,650	
		12			43,350	
		13			44,050	
		14			44,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED14

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
230037	Senior School Inspector	0	34,450	700	34,450	700
		1	35,150		35,150	
		2	35,850		35,850	
		3	36,550		36,550	
		4	37,250		37,250	
		5	37,950		37,950	
		6	38,650		38,650	
		7	39,350		39,350	
		8	40,050		40,050	
		9	40,750		40,750	
		10	41,450		41,450	
		11	42,150		42,150	
		12	42,850		42,850	
		13	43,550		43,550	
		14	44,250		44,250	
		15			44,950	
		16			45,650	
		17			46,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED15

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
230075	Assistant Educational Planning Officer (w.e.f. 08/03/05)	0	32,950	700	32,950	700
		1	33,650		33,650	
230043	Guidance Counselor I *	2	34,350		34,350	
		3	35,050		35,050	
		4	35,750		35,750	
		5	36,450		36,450	
		6	37,150		37,150	
		7	37,850		37,850	
		8	38,550		38,550	
		9	39,250		39,250	
		10	39,950		39,950	
		11			40,650	
		12			41,350	
		13			42,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

*** Salary increase of two (2) increments for Guidance Counselor I with effect from 1 September 2016 and NOT \$1,200 with effect from 1 July 2016**

Scale: ED16

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110230	Audiologist I	0	31,450	700	31,450	700
240144	School Psychologist I	1	32,150		32,150	
310194	Speech Language Pathologist I	2	32,850		32,850	
		3	33,550		33,550	
		4	34,250		34,250	
		5	34,950		34,950	
		6	35,650		35,650	
		7	36,350		36,350	
		8	37,050		37,050	
		9	37,750		37,750	
		10	38,450		38,450	
		11	39,150		39,150	
		12	39,850		39,850	
		13			40,550	
		14			41,250	
		15			41,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED17

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
	Vacant	0	31,350	700	31,350	700
		1	32,050		32,050	
		2	32,750		32,750	
		3	33,450		33,450	
		4	34,150		34,150	
		5	34,850		34,850	
		6	35,550		35,550	
		7	36,250		36,250	
		8	36,950		36,950	
		9			37,650	
		10			38,350	

Scale: ED18

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110207	Audiologist II	0	30,950	700	30,950	700
240145	School Psychologist II	1	31,650		31,650	
240276	Senior Research Assistant (w.e.f. 08/03/05)	2	32,350		32,350	
		3	33,050		33,050	
240202	Speech Language Pathologist II	4	33,750		33,750	
		5	34,450		34,450	
		6	35,150		35,150	
		7	35,850		35,850	
		8	36,550		36,550	
		9	37,250		37,250	
		10	37,950		37,950	
		11	38,650		38,650	
		12	39,350		39,350	
		13			40,050	
		14			40,750	
		15			41,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED19

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
230038	School Inspector	0	30,450	700	30,450	700
240122	Senior Media Specialist	1	31,150		31,150	
		2	31,850		31,850	
		3	32,550		32,550	
		4	33,250		33,250	
		5	33,950		33,950	
		6	34,650		34,650	
		7	35,350		35,350	
		8	36,050		36,050	
		9	36,750		36,750	
		10	37,450		37,450	
		11	38,150		38,150	
		12	38,850		38,850	
		13			39,550	
		14			40,250	
		15			40,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED20

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
230033	Pre-School Coordinator	0	29,950	700	29,950	700
		1	30,650		30,650	
		2	31,350		31,350	
		3	32,050		32,050	
		4	32,750		32,750	
		5	33,450		33,450	
		6	34,150		34,150	
		7	34,850		34,850	
		8	35,550		35,550	
		9	36,250		36,250	
		10	36,950		36,950	
		11	37,650		37,650	
		12	38,350		38,350	
		13			39,050	
		14			39,750	
		15			40,450	

**Salary increase of two (2) increments with effect from
1 September, 2016**

Scale: ED21

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110208	Audiologist III	0	29,150	700	29,150	700
410103	Research Assistant, Grade I (w.e.f. 08/03/05)	1	29,850		29,850	
		2	30,550		30,550	
240146	School Psychologist III	3	31,250		31,250	
240203	Speech Language Pathologist III	4	31,950		31,950	
		5	32,650		32,650	
		6	33,350		33,350	
		7	34,050		34,050	
		8	34,750		34,750	
		9	35,450		35,450	
		10	36,150		36,150	
		11			36,850	
		12			37,550	
		13			38,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED22

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340215	Career Counseling Officer	0	28,150	700	28,150	700
240124	Media Specialist I	1	28,850		28,850	
		2	29,550		29,550	
		3	30,250		30,250	
		4	30,950		30,950	
		5	31,650		31,650	
		6	32,350		32,350	
		7	33,050		33,050	
		8	33,750		33,750	
		9	34,450		34,450	
		10	35,150		35,150	
		11			35,850	
		12			36,550	
		13			37,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED23

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
410104	Research Assistant, Grade II (w.e.f. 08/03/05)	0	24,650	700	24,650	700
		1	25,350		25,350	
		2	26,050		26,050	
		3	26,750		26,750	
		4	27,450		27,450	
		5	28,150		28,150	
		6	28,850		28,850	
		7	29,550		29,550	
		8	30,250		30,250	
		9	30,950		30,950	
		10	31,650		31,650	
		11	32,350		32,350	
		12	33,050		33,050	
		13			33,750	
		14			34,450	
		15			35,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ED24

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240125	Media Specialist II	0	23,650	600	23,650	600
240043	Publications, Research & Statistics Officer	1	24,250		24,250	
		2	24,850		24,850	
410085	Senior Library Researcher *	3	25,450		25,450	
		4	26,050		26,050	
		5	26,650		26,650	
		6	27,250		27,250	
		7	27,850		27,850	
		8	28,450		28,450	
		9	29,050		29,050	
		10	29,650		29,650	
		11	30,250		30,250	
		12	30,850		30,850	
		13	31,450		31,450	
		14			32,050	
		15			32,650	
		16			33,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

*** Salary increase of two (2) increments for Senior Library Researcher with effect from 1 September 2016 and NOT 1 July 2016.**

Scale: ED25

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
	Vacant	0	23,150	600	23,150	600
		1	23,750		23,750	
		2	24,350		24,350	
		3	24,950		24,950	
		4	25,550		25,550	
		5	26,150		26,150	
		6	26,750		26,750	
		7	27,350		27,350	
		8	27,950		27,950	
		9	28,550		28,550	
		10	29,150		29,150	
		11	29,750		29,750	
		12	30,350		30,350	
		13			30,950	
		14			31,550	

Scale: ED26

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
980071	Audiologist Technician (Trainees)	0	21,400	600	21,400	600
980106	Trainee School Psychologist	1	22,000		22,000	
980069	Trainee Speech Language Pathologist	2	22,600		22,600	
		3	23,200		23,200	
		4	23,800		23,800	
		5	24,400		24,400	
		6	25,000		25,000	
		7	25,600		25,600	
		8	26,200		26,200	
		9	26,800		26,800	
		10	27,400		27,400	
		11	28,000		28,000	
		12	28,600		28,600	
		13	29,200		29,200	
		14	29,800		29,800	
		15	30,400		30,400	
		16			31,000	
		17			31,600	
		18			32,200	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: ED27

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240126	Assistant Media Specialist	0	20,400	600	20,400	600
230027	Assistant Pre-School Coordinator	1	21,000		21,000	
240127	Library Associate *	2	21,600		21,600	
240128	Library Researcher *	3	22,200		22,200	
230028	Radio Program Producer	4	22,800		22,800	
410105	Research Assistant, Grade III (w.e.f. 08/03/05)	5	23,400		23,400	
320041	Speech Therapist	6	24,000		24,000	
		7	24,600		24,600	
		8	25,200		25,200	
		9	25,800		25,800	
		10	26,400		26,400	
		11	27,000		27,000	
		12	27,600		27,600	
		13	28,200		28,200	
		14	28,800		28,800	
		15	29,400		29,400	
16			30,000			
17			30,600			
18			31,200			

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

*** Salary increase of two (2) increments for Library Associate and Library
Researcher with effect from 1 September 2016 and NOT 1 July 2016.**

Scale: ED28

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
	Vacant	0	19,550	600	19,550	600
		1	20,150		20,150	
		2	20,750		20,750	
		3	21,350		21,350	
		4	21,950		21,950	
		5	22,550		22,550	
		6	23,150		23,150	
		7	23,750		23,750	
		8	24,350		24,350	
		9	24,950		24,950	
		10	25,550		25,550	
		11	26,150		26,150	
		12			26,750	
		13			27,350	
		14				

Statistical Personnel

Scale: ES1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110055	Director of Statistics	0	53,050	800	53,050	800
		1	53,850		53,850	
		2	54,650		54,650	
		3	55,450		55,450	
		4	56,250		56,250	
		5	57,050		57,050	
		6	57,850		57,850	
		7	58,650		58,650	
		8	59,450		59,450	
		9	60,250		60,250	
		10	61,050		61,050	
		11	61,850		61,850	
		12	62,650		62,650	
		13			63,450	
		14			64,250	
		15			65,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ES2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc	
110309	Senior Deputy Director of Economic Planning (ICO (09) 2nd Meeting)	0	47,550	700	47,550	700	
		1	48,250		48,250		
110056	Senior Deputy Director of Statistics	2	48,950		48,950		
		3	49,650		49,650		
		4	50,350		50,350		
		5	51,050		51,050		
		6	51,750		51,750		
		7	52,450		52,450		
		8	53,150		53,150		
		9	53,850		53,850		
		10	54,550		54,550		
		11	55,250		55,250		
		12	55,950		55,950		
		13	56,650		56,650		
		14				57,350	
		15				58,050	
		16				58,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ES3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210013	Biomedical Statistician	0	42,450	700	42,450	700
120033	Deputy Director of Statistics	1	43,150		43,150	
		2	43,850		43,850	
		3	44,550		44,550	
		4	45,250		45,250	
		5	45,950		45,950	
		6	46,650		46,650	
		7	47,350		47,350	
		8	48,050		48,050	
		9	48,750		48,750	
		10	49,450		49,450	
		11	50,150		50,150	
		12	50,850		50,850	
		13			51,550	
		14			52,250	
		15			52,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ES4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120034	Deputy Director of Economic Planning	0	41,050	700	41,050	700
		1	41,750		41,750	
		2	42,450		42,450	
		3	43,150		43,150	
		4	43,850		43,850	
		5	44,550		44,550	
		6	45,250		45,250	
		7	45,950		45,950	
		8	46,650		46,650	
		9	47,350		47,350	
		10	48,050		48,050	
		11	48,750		48,750	
		12	49,450		49,450	
		13	50,150		50,150	
		14	50,850		50,850	
		15			51,550	
		16			52,250	
		17			52,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ES5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340067	Assistant Director of Statistics	0	37,450	700	37,450	700
240613	Chief Economist	1	38,150		38,150	
120034	Deputy Director of Economics	2	38,850		38,850	
		3	39,550		39,550	
		4	40,250		40,250	
		5	40,950		40,950	
		6	41,650		41,650	
		7	42,350		42,350	
		8	43,050		43,050	
		9	43,750		43,750	
		10	44,450		44,450	
		11	45,150		45,150	
		12	45,850		45,850	
		13	46,550		46,550	
		14	47,250		47,250	
		15	47,950		47,950	
		16	48,650		48,650	
		17	49,350		49,350	
		18			50,050	
		19			50,750	
		20			51,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ES6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240044	Senior Economist	0	33,450	700	33,450	700
210014	Senior Statistician	1	34,150		34,150	
		2	34,850		34,850	
		3	35,550		35,550	
		4	36,250		36,250	
		5	36,950		36,950	
		6	37,650		37,650	
		7	38,350		38,350	
		8	39,050		39,050	
		9	39,750		39,750	
		10	40,450		40,450	
		11	41,150		41,150	
		12	41,850		41,850	
		13			42,550	
		14			43,250	
		15			43,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ES7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210015	Statistician Grade I	0	31,950	700	31,950	700
		1	32,650		32,650	
		2	33,350		33,350	
		3	34,050		34,050	
		4	34,750		34,750	
		5	35,450		35,450	
		6	36,150		36,150	
		7	36,850		36,850	
		8	37,550		37,550	
		9	38,250		38,250	
		10	38,950		38,950	
		11	39,650		39,650	
		12			40,350	
		13			41,050	
		14			41,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ES8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240045	Economist	0	27,650	700	27,650	700
210016	Statistician Grade II	1	28,350		28,350	
		2	29,050		29,050	
		3	29,750		29,750	
		4	30,450		30,450	
		5	31,150		31,150	
		6	31,850		31,850	
		7	32,550		32,550	
		8	33,250		33,250	
		9	33,950		33,950	
		10	34,650		34,650	
		11	35,350		35,350	
		12	36,050		36,050	
		13			36,750	
		14			37,450	
		15			38,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ES9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240046	Assistant Economist	0	24,400	700	24,400	700
210012	Statistician Grade III	1	25,100		25,100	
		2	25,800		25,800	
		3	26,500		26,500	
		4	27,200		27,200	
		5	27,900		27,900	
		6	28,600		28,600	
		7	29,300		29,300	
		8	30,000		30,000	
		9	30,700		30,700	
		10	31,400		31,400	
		11	32,100		32,100	
		12	32,800		32,800	
		13			33,500	
		14			34,200	
		15			34,900	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ES10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340075	Statistical Assistant Grade I	0	23,700	700	23,700	700
		1	24,400		24,400	
		2	25,100		25,100	
		3	25,800		25,800	
		4	26,500		26,500	
		5	27,200		27,200	
		6	27,900		27,900	
		7	28,600		28,600	
		8	29,300		29,300	
		9	30,000		30,000	
		10	30,700		30,700	
		11	31,400		31,400	
		12	32,100		32,100	
		13			32,800	
		14			33,500	
		15			34,200	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: ES11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110055	Director of Statistics	0	18,750	600	18,750	600
		1	19,350		19,350	
		2	19,950		19,950	
		3	20,550		20,550	
		4	21,150		21,150	
		5	21,750		21,750	
		6	22,350		22,350	
		7	22,950		22,950	
		8	23,550		23,550	
		9	24,150		24,150	
		10	24,750		24,750	
		11	25,350		25,350	
		12	25,950		25,950	
		13	26,550		26,550	
		14			27,150	
		15			27,750	
		16			28,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Financial Personnel

Scale: F1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110187	Director of Internal Audit	0	56,350	800	56,350	800
		1	57,150		57,150	
		2	57,950		57,950	
		3	58,750		58,750	
		4	59,550		59,550	
		5	60,350		60,350	
		6	61,150		61,150	
		7	61,950		61,950	
		8	62,750		62,750	
		9	63,550		63,550	
		10	64,350		64,350	
		11	65,150		65,150	
		12			65,950	
		13			66,750	
		14			67,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: F2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110043	Senior Deputy Auditor General	0	51,450	700	51,450	700
110279	Senior Deputy Director of Internal Audit (w.e.f. 21/12/04)	1	52,150		52,150	
		2	52,850		52,850	
110044	Senior Deputy Treasurer	3	53,550		53,550	
110278	Senior Financial Controller (w.e.f. 12/21/04)	4	54,250		54,250	
		5	54,950		54,950	
		6	55,650		55,650	
		7	56,350		56,350	
		8	57,050		57,050	
		9	57,750		57,750	
		10	58,450		58,450	
		11	59,150		59,150	
		12	59,850		59,850	
		13	60,550		60,550	
		14	61,250		61,250	
		15	61,950		61,950	
		16			62,650	
		17			63,350	
		18			64,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: F3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120037	Deputy Auditor General	0	47,450	700	47,450	700
120067	Deputy Director, Internal Audit	1	48,150		48,150	
120036	Deputy Treasurer	2	48,850		48,850	
240006	Financial Controller I	3	49,550		49,550	
		4	50,250		50,250	
		5	50,950		50,950	
		6	51,650		51,650	
		7	52,350		52,350	
		8	53,050		53,050	
		9	53,750		53,750	
		10	54,450		54,450	
		11	55,150		55,150	
		12	55,850		55,850	
		13	56,550		56,550	
		14	57,250		57,250	
		15	57,950		57,950	
		16	58,650		58,650	
		17			59,350	
		18			60,050	
		19			60,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: F4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120039	Assistant Auditor General	0	43,450	700	43,450	700
120068	Assistant Director, Internal Audit	1	44,150		44,150	
120038	Assistant Treasurer	2	44,850		44,850	
240007	Financial Controller II	3	45,550		45,550	
		4	46,250		46,250	
		5	46,950		46,950	
		6	47,650		47,650	
		7	48,350		48,350	
		8	49,050		49,050	
		9	49,750		49,750	
		10	50,450		50,450	
		11	51,150		51,150	
		12	51,850		51,850	
		13	52,550		52,550	
		14	53,250		53,250	
		15	53,950		53,950	
		16	54,650		54,650	
		17			55,350	
		18			56,050	
		19			56,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: F5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240003	Accounting and Audit Officer I	0	40,450	700	40,450	700
340194	Chief Internal Auditor	1	41,150		41,150	
240114	Chief Revenue Compliance Officer	2	41,850		41,850	
240150	Deputy Chief Finance and Revenue Officer (w.e.f. 12/01/02)	3	42,550		42,550	
		4	43,250		43,250	
240092	Finance and Accounting Officer I	5	43,950		43,950	
120074	Internal Auditor I	6	44,650		44,650	
		7	45,350		45,350	
		8	46,050		46,050	
		9	46,750		46,750	
		10	47,450		47,450	
		11	48,150		48,150	
		12	48,850		48,850	
		13	49,550		49,550	
		14	50,250		50,250	
		15	50,950		50,950	
		16			51,650	
		17			52,350	
		18			53,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: F6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240004	Accounting and Audit Officer II	0	34,950	700	34,950	700
240093	Finance and Accounting Officer II	1	35,650		35,650	
340256	Internal Auditor II	2	36,350		36,350	
340103	Senior Finance and Revenue Officer	3	37,050		37,050	
240115	Senior Revenue Compliance Officer	4	37,750		37,750	
240086	Systems Operations Officer	5	38,450		38,450	
		6	39,150		39,150	
		7	39,850		39,850	
		8	40,550		40,550	
		9	41,250		41,250	
		10	41,950		41,950	
		11	42,650		42,650	
		12	43,350		43,350	
		13	44,050		44,050	
		14	44,750		44,750	
		15	45,450		45,450	
		16	46,150		46,150	
		17	46,850		46,850	
		18			47,550	
		19			48,250	
		20			48,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: F7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240014	Accounting and Audit Officer III	0	32,950	700	32,950	700
240013	Finance and Accounting Officer III	1	33,650		33,650	
340196	Internal Auditor III	2	34,350		34,350	
240087	Operations Officer I (Treasury)	3	35,050		35,050	
240116	Revenue Compliance Officer	4	35,750		35,750	
240008	Senior Accountant	5	36,450		36,450	
240089	Systems Security Officer	6	37,150		37,150	
		7	37,850		37,850	
		8	38,550		38,550	
		9	39,250		39,250	
		10	39,950		39,950	
		11	40,650		40,650	
		12	41,350		41,350	
		13	42,050		42,050	
		14	42,750		42,750	
		15	43,450		43,450	
		16			44,150	
		17			44,850	
		18			45,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: F8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340164	Chief Supplies Officer	0	35,250	700	35,250	700
		1	35,950		35,950	
		2	36,650		36,650	
		3	37,350		37,350	
		4	38,050		38,050	
		5	38,750		38,750	
		6	39,450		39,450	
		7	40,150		40,150	
		8	40,850		40,850	
		9	41,550		41,550	
		10	42,250		42,250	
		11	42,950		42,950	
		12			43,650	
		13			44,350	
		14			45,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: F9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
420002	Chief Cashier	0	29,950	700	29,950	700
340097	Revenue Supervisor	1	30,650		30,650	
340165	Senior Supplies Officer	2	31,350		31,350	
340009	Senior Valuation Officer	3	32,050		32,050	
		4	32,750		32,750	
		5	33,450		33,450	
		6	34,150		34,150	
		7	34,850		34,850	
		8	35,550		35,550	
		9	36,250		36,250	
		10	36,950		36,950	
		11	37,650		37,650	
		12	38,350		38,350	
		13			39,050	
		14			39,750	
		15			40,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: F10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240005	Accountant	0	26,450	700	26,450	700
240204	Accounting and Audit Officer IV	1	27,150		27,150	
340073	Chief Assistant Accountant	2	27,850		27,850	
340199	Internal Auditor IV	3	28,550		28,550	
240088	Operations Officer II (Treasury)	4	29,250		29,250	
420003	Senior Cashier	5	29,950		29,950	
340077	Senior Financial Assistant	6	30,650		30,650	
340098	Senior Revenue Investigator	7	31,350		31,350	
340182	Supplies Officer	8	32,050		32,050	
340010	Valuation Officer	9	32,750		32,750	
		10	33,450		33,450	
		11	34,150		34,150	
		12	34,850		34,850	
		13	35,550		35,550	
		14			36,250	
		15			36,950	
		16			37,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: F10A

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
	Accountant (Foreign Mission)	0	26,450	700	26,450	700
		1	27,150		27,150	
		2	27,850		27,850	
		3	28,550		28,550	
		4	29,250		29,250	
		5	29,950		29,950	
		6	30,650		30,650	
		7	31,350		31,350	
		8	32,050		32,050	
		9	32,750		32,750	
		10	33,450		33,450	
		11	34,150		34,150	
		12	34,850		34,850	
		13	35,550		35,550	
		14	36,250		36,250	
		15	36,950		36,950	
		16	37,650		37,650	
		17			38,350	
		18			39,050	
		19			39,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: F11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340099	Revenue Investigator	0	23,650	600	23,650	600
340078	Senior Assistant Accountant	1	24,250		24,250	
340101	Senior Finance and Revenue Assistant	2	24,850		24,850	
		3	25,450		25,450	
		4	26,050		26,050	
		5	26,650		26,650	
		6	27,250		27,250	
		7	27,850		27,850	
		8	28,450		28,450	
		9	29,050		29,050	
		10	29,650		29,650	
		11	30,250		30,250	
		12	30,850		30,850	
		13	31,450		31,450	
		14	32,050		32,050	
		15			32,650	
		16			33,250	
		17			33,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: F12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340074	Assistant Accountant	0	20,950	600	20,950	600
340266	Assistant Accounting and Audit Officer	1	21,550		21,550	
340197	Assistant Internal Auditor	2	22,150		22,150	
340100	Assistant Revenue Investigator	3	22,750		22,750	
340166	Assistant Supplies Officer	4	23,350		23,350	
420004	Cashier	5	23,950		23,950	
410029	Consumer Analyst	6	24,550		24,550	
340102	Finance and Revenue Assistant	7	25,150		25,150	
240087	Operations Officer II (Treasury)	8	25,750		25,750	
		9	26,350		26,350	
		10	26,950		26,950	
		11	27,550		27,550	
		12	28,150		28,150	
		13	28,750		28,750	
		14	29,350		29,350	
		15	29,950		29,950	
		16	30,550		30,550	
		17			31,150	
		18			31,750	
		19			32,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: F13

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
410019	Chief Accounts Clerk (w.e.f. 01/10/02)	0	20,950	600	20,950	600
410026	Chief Audit Clerk	1	21,550		21,550	
410069	Chief Internal Audit Clerk	2	22,150		22,150	
		3	22,750		22,750	
		4	23,350		23,350	
		5	23,950		23,950	
		6	24,550		24,550	
		7	25,150		25,150	
		8	25,750		25,750	
		9	26,350		26,350	
		10	26,950		26,950	
		11	27,550		27,550	
		12	28,150		28,150	
		13	28,750		28,750	
		14	29,350		29,350	
		15			29,950	
		16			30,550	
		17			31,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: F14

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
420001	Assistant Cashier	0	17,550	600	17,550	600
410030	Assistant Consumer Analyst	1	18,150		18,150	
410022	Senior Accounts Clerk (w.e.f. 01/01/02)	2	18,750		18,750	
410027	Senior Audit Clerk	3	19,350		19,350	
410070	Senior Internal Audit Clerk	4	19,950		19,950	
		5	20,550		20,550	
		6	21,150		21,150	
		7	21,750		21,750	
		8	22,350		22,350	
		9	22,950		22,950	
		10	23,550		23,550	
		11	24,150		24,150	
		12	24,750		24,750	
		13	25,350		25,350	
		14	25,950		25,950	
		15	26,550		26,550	
		16			27,150	
		17			27,750	
		18			28,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: F15

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
410024	Accounts Clerk	0	14,550	600	14,550	600
410028	Audit Clerk	1	15,150		15,150	
410071	Internal Audit Clerk	2	15,750		15,750	
		3	16,350		16,350	
		4	16,950		16,950	
		5	17,550		17,550	
		6	18,150		18,150	
		7	18,750		18,750	
		8	19,350		19,350	
		9	19,950		19,950	
		10	20,550		20,550	
		11	21,150		21,150	
		12	21,750		21,750	
		13	22,350		22,350	
		14	22,950		22,950	
		15	23,550		23,550	
		16			24,150	
		17			24,750	
		18			25,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Fire Services Personnel

Scale: FS1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510016	Chief Fire Officer	0	32,750	700	32,750	700
		1	33,450		33,450	
		2	34,150		34,150	
		3	34,850		34,850	
		4	35,550		35,550	
		5	36,250		36,250	
		6	36,950		36,950	
		7	37,650		37,650	
		8	38,350		38,350	
		9	39,050		39,050	
		10			39,750	
		11			40,450	
		12			41,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: FS2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510017	Deputy Chief Fire Officer	0	29,750	700	29,750	700
		1	30,450		30,450	
		2	31,150		31,150	
		3	31,850		31,850	
		4	32,550		32,550	
		5	33,250		33,250	
		6	33,950		33,950	
		7	34,650		34,650	
		8	35,350		35,350	
		9	36,050		36,050	
		10	36,750		36,750	
		11			37,450	
		12			38,150	
		13			38,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: FS3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510018	Fire Officer	0	26,450	600	26,450	600
		1	27,050		27,050	
		2	27,650		27,650	
		3	28,250		28,250	
		4	28,850		28,850	
		5	29,450		29,450	
		6	30,050		30,050	
		7	30,650		30,650	
		8	31,250		31,250	
		9	31,850		31,850	
		10			32,450	
		11			33,050	
		12			33,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: FS4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510019	Assistant Fire Officer	0	23,650	600	23,650	600
		1	24,250		24,250	
		2	24,850		24,850	
		3	25,450		25,450	
		4	26,050		26,050	
		5	26,650		26,650	
		6	27,250		27,250	
		7	27,850		27,850	
		8	28,450		28,450	
		9	29,050		29,050	
		10	29,650		29,650	
		11	30,250		30,250	
		12			30,850	
		13			31,450	
		14			32,050	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: FS5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510020	Sergeant Fireman	0	22,150	600	22,150	600
		1	22,750		22,750	
		2	23,350		23,350	
		3	23,950		23,950	
		4	24,550		24,550	
		5	25,150		25,150	
		6	25,750		25,750	
		7	26,350		26,350	
		8	26,950		26,950	
		9	27,550		27,550	
		10	28,150		28,150	
		11			28,750	
		12			29,350	
		13			29,950	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: FS6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510021	Leading Fireman	0	20,400	600	20,400	600
		1	21,000		21,000	
		2	21,600		21,600	
		3	22,200		22,200	
		4	22,800		22,800	
		5	23,400		23,400	
		6	24,000		24,000	
		7	24,600		24,600	
		8	25,200		25,200	
		9	25,800		25,800	
		10	26,400		26,400	
		11	27,000		27,000	
		12	27,600		27,600	
		13			28,200	
		14			28,800	
		15			29,400	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: FS7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510022	Fireman	0	16,950	600	16,950	600
		1	17,550		17,550	
		2	18,150		18,150	
		3	18,750		18,750	
		4	19,350		19,350	
		5	19,950		19,950	
		6	20,550		20,550	
		7	21,150		21,150	
		8	21,750		21,750	
		9	22,350		22,350	
		10	22,950		22,950	
		11	23,550		23,550	
		12	24,150		24,150	
		13	24,750		24,750	
		14			25,350	
		15			25,950	
		16			26,550	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Allied Health Personnel

Scale: H1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110162	Deputy Director, Environmental Health Services	0	44,850	700	44,850	700
		1	45,550		45,550	
110094	Director of Materials Management	2	46,250		46,250	
		3	46,950		46,950	
		4	47,650		47,650	
		5	48,350		48,350	
		6	49,050		49,050	
		7	49,750		49,750	
		8	50,450		50,450	
		9	51,150		51,150	
		10	51,850		51,850	
		11	52,550		52,550	
		12	53,250		53,250	
		13			53,950	
		14			54,650	
		15			55,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: H2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340070	Assistant Director, Environmental Health Services	0	41,850	700	41,850	700
		1	42,550		42,550	
		2	43,250		43,250	
		3	43,950		43,950	
		4	44,650		44,650	
		5	45,350		45,350	
		6	46,050		46,050	
		7	46,750		46,750	
		8	47,450		47,450	
		9	48,150		48,150	
		10	48,850		48,850	
		11	49,550		49,550	
		12			50,250	
		13			50,950	
		14			51,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: H3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120042	Deputy Director of Materials Management	0	41,350	700	41,350	700
		1	42,050		42,050	
		2	42,750		42,750	
		3	43,450		43,450	
		4	44,150		44,150	
		5	44,850		44,850	
		6	45,550		45,550	
		7	46,250		46,250	
		8	46,950		46,950	
		9	47,650		47,650	
		10	48,350		48,350	
		11	49,050		49,050	
		12			49,750	
		13			50,450	
		14			51,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: H4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
320001	Chief Laboratory Supervisor	0	41,150	700	41,150	700
220010	Chief Pharmacist	1	41,850		41,850	
210008	Chief Public Analyst	2	42,550		42,550	
220048	Director of AIDS Secretariat	3	43,250		43,250	
320049	Director of Dietetics	4	43,950		43,950	
220067	Director of Health Education and Promotion (w.e.f. 01/10/02)	5	44,650		44,650	
320060	Director of Physiotherapy	6	45,350		45,350	
310101	Director of Radiography	7	46,050		46,050	
		8	46,750		46,750	
		9	47,450		47,450	
		10	48,150		48,150	
		11	48,850		48,850	
		12			49,550	
		13			50,250	
		14			50,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: H5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110199	Deputy Director of Health Education and Promotion	0	39,950	700	39,950	700
		1	40,650		40,650	
		2	41,350		41,350	
		3	42,050		42,050	
		4	42,750		42,750	
		5	43,450		43,450	
		6	44,150		44,150	
		7	44,850		44,850	
		8	45,550		45,550	
		9	46,250		46,250	
		10	46,950		46,950	
		11	47,650		47,650	
		12			48,350	
		13			49,050	
		14			49,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: H6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110200	Assistant Director of Health Education and Promotion (w.e.f. 01/10/02)	0	36,150	700	36,150	700
		1	36,850		36,850	
220002	Epidemiologist	2	37,550		37,550	
210009	Public Analyst I	3	38,250		38,250	
		4	38,950		38,950	
		5	39,650		39,650	
		6	40,350		40,350	
		7	41,050		41,050	
		8	41,750		41,750	
		9	42,450		42,450	
		10	43,150		43,150	
		11	43,850		43,850	
		12	44,550		44,550	
		13	45,250		45,250	
		14	45,950		45,950	
		15			46,650	
		16			47,350	
		17			48,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: H7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
320004	Blood Procurement Officer	0	35,150	700	35,150	700
320021	Chief Dietitian	1	35,850		35,850	
110201	Chief Health Education and Promotion Officer (w.e.f. 01/10/02)	2	36,550		36,550	
		3	37,250		37,250	
120023	Chief Health Education Officer	4	37,950		37,950	
310075	Chief Health Inspector	5	38,650		38,650	
120025	Chief Medical Records Officer	6	39,350		39,350	
320035	Chief Occupational Therapist	7	40,050		40,050	
320026	Chief Physiotherapist	8	40,750		40,750	
310026	Chief Radiographer	9	41,450		41,450	
510009	Chiropodist	10	42,150		42,150	
220011	Deputy Chief Pharmacist	11	42,850		42,850	
320002	Deputy Chief Laboratory Supervisor	12	43,550		43,550	
320025	Ophthalmic Optician	13	44,250		44,250	
210093	Public Analyst II	14	44,950		44,950	
		15			45,650	
		16			46,350	
		17			47,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: H8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
320005	Cyto-Technologist	0	32,150	700	32,150	700
320047	Deputy Chief Dietitian	1	32,850		32,850	
110202	Deputy Chief Health Education and Promotion (w.e.f. 01/10/02)	2	33,550		33,550	
		3	34,250		34,250	
120024	Deputy Chief Health Education Officer	4	34,950		34,950	
310076	Deputy Chief Health Inspector	5	35,650		35,650	
120026	Deputy Chief Medical Records Officer	6	36,350		36,350	
320036	Deputy Chief Occupational Therapist	7	37,050		37,050	
320048	Deputy Chief Physiotherapist	8	37,750		37,750	
310027	Deputy Chief Radiographer	9	38,450		38,450	
320003	Laboratory Supervisor	10	39,150		39,150	
220068	Public Analyst III	11	39,850		39,850	
		12	40,550		40,550	
		13			41,250	
		14			41,950	
		15			42,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: H9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
320022	Senior Dietitian	0	25,250	600	25,250	600
110203	Senior Health Education and Promotion (w.e.f. 01/10/02)	1	25,850		25,850	
		2	26,450		26,450	
340167	Senior Health Education Officer	3	27,050		27,050	
310077	Senior Health Inspector	4	27,650		27,650	
320006	Senior Laboratory Technologist	5	28,250		28,250	
410059	Senior Medical Records Officer	6	28,850		28,850	
320037	Senior Occupational Therapist	7	29,450		29,450	
320058	Senior Orthopedic Assistant	8	30,050		30,050	
220012	Senior Pharmacist	9	30,650		30,650	
320027	Senior Physiotherapist	10	31,250		31,250	
310028	Senior Radiographer	11	31,850		31,850	
320059	Senior Recreation Officer	12	32,450		32,450	
		13	33,050		33,050	
		14	33,650		33,650	
		15	34,250		34,250	
		16			34,850	
		17			35,450	
		18			36,050	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: H10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
320023	Dietitian	0	21,950	600	21,950	600
110204	Health Education and Promotion (w.e.f. 01/10/02)	1	22,550		22,550	
		2	23,150		23,150	
340168	Health Education Officer	3	23,750		23,750	
310078	Health Inspector I	4	24,350		24,350	
320019	Infection Control Officer	5	24,950		24,950	
320007	Laboratory Technologist	6	25,550		25,550	
410060	Medical Records Officer	7	26,150		26,150	
320038	Occupational Therapist	8	26,750		26,750	
320051	Ophthalmic Assistant	9	27,350		27,350	
310043	Orthopedic Assistant	10	27,950		27,950	
220013	Pharmacist I	11	28,550		28,550	
320028	Physiotherapist	12	29,150		29,150	
310029	Radiographer I	13	29,750		29,750	
320030	Recreation Therapist	14	30,350		30,350	
320032	Respiratory Therapist	15	30,950		30,950	
310045	Senior Dental Technologist	16	31,550		31,550	
310121	Senior Medical Photographer	17	32,150		32,150	
320046	Speech Therapist (Health)	18	32,750		32,750	
		19			33,350	
		20			33,950	
		21			34,550	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: H11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310046	Dental Technologist	0	18,950	600	18,950	600
310039	Emergency Medical Technician I	1	19,550		19,550	
310079	Health Inspector II	2	20,150		20,150	
320008	Junior Laboratory Technologist	3	20,750		20,750	
310024	Medical Photographer	4	21,350		21,350	
310030	Radiographer II	5	21,950		21,950	
310032	Senior E.C.G. Technician	6	22,550		22,550	
320010	Senior Laboratory Technician	7	23,150		23,150	
		8	23,750		23,750	
		9	24,350		24,350	
		10	24,950		24,950	
		11	25,550		25,550	
		12	26,150		26,150	
		13	26,750		26,750	
		14	27,350		27,350	
		15	27,950		27,950	
		16	28,550		28,550	
		17	29,150		29,150	
		18	29,750		29,750	
		19	30,350		30,350	
		20	30,950		30,950	
		21	31,550		31,550	
		22	32,150		32,150	
		23			32,750	
		24			33,350	
		25			33,950	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: H12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310025	Assistant Medical Photographer	0	17,250	600	17,250	600
320029	Assistant Physiotherapist	1	17,850		17,850	
510052	Dental Auxiliary	2	18,450		18,450	
510054	Dietary Technician	3	19,050		19,050	
310033	E.C.G. Technician	4	19,650		19,650	
310034	E.K.G. Technician	5	20,250		20,250	
310040	Emergency Medical Technician II	6	20,850		20,850	
310080	Health Inspector III	7	21,450		21,450	
320011	Laboratory Technician	8	22,050		22,050	
410061	Medical Records Technician	9	22,650		22,650	
320055	Orthopedic Technician	10	23,250		23,250	
220014	Pharmacist II	11	23,850		23,850	
320031	Recreation Officer	12	24,450		24,450	
320053	Respiratory Technician	13	25,050		25,050	
310031	X-Ray Technician	14	25,650		25,650	
		15	26,250		26,250	
		16	26,850		26,850	
		17	27,450		27,450	
		18	28,050		28,050	
		19			28,650	
		20			29,250	
		21			29,850	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: H13

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
320052	Anesthetic Assistant	0	13,750	500	13,750	500
730018	Assistant Darkroom Technician	1	14,250		14,250	
510004	Dental Assistant	2	14,750		14,750	
510055	Dietary Assistant	3	15,250		15,250	
310041	Emergency Medical Technician III	4	15,750		15,750	
510008	Health Aide	5	16,250		16,250	
510007	Health Assistant	6	16,750		16,750	
980043	Health Inspector Trainee	7	17,250		17,250	
320024	Junior Dietitian	8	17,750		17,750	
310036	Junior E.C.G. Technician	9	18,250		18,250	
310037	Junior E.K.G. Technician	10	18,750		18,750	
320014	Junior Laboratory Technician / Trainee	11	19,250		19,250	
320042	Junior Occupational Therapist / Trainee	12	19,750		19,750	
220009	Junior Pharmacist	13	20,250		20,250	
320033	Junior Physiotherapist / Trainee	14	20,750		20,750	
310038	Junior X-Ray Technician / Trainee	15	21,250		21,250	
320050	Laboratory Aide	16	21,750		21,750	
410062	Medical Records Assistant	17	22,250		22,250	
320054	Orthopedic Attendant	18	22,750		22,750	
320020	Rodent / Insect Control Assistant	19	23,250		23,250	
310035	Trainee Radiographer	20			23,750	
		21			24,250	
		22			24,750	
		23			25,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Trainee Personnel

Scale: IA

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 15 Salary	Inc	Jul 16 Salary	Inc
980015	Trainee Accountant	0	17,150	400	17,150	450	17,150	450
980003	Trainee Accounting & Audit Officer	1	17,550		17,600		17,600	
980018	Trainee Assistant Revenue Investigator	2	17,950		18,050		18,050	
980010	Trainee Budget Analyst	3	18,350		18,500		18,500	
980107	Trainee Computer Operator	4	18,750		18,950		18,950	
980108	Trainee Computer Programmer	5	19,150		19,400		19,400	
980077	Trainee Economist	6	19,550		19,850		19,850	
980103	Trainee Examiner (Compliance Commission)	7	19,950		20,300		20,300	
980109	Trainee Technical Services Officer	8	20,350		20,750		20,750	
		9	20,750		21,200		21,200	
		10	21,150		21,650		21,650	
		11	21,550		22,100		22,100	
		12	21,950		22,550		22,550	
		13	22,350		23,000		23,000	
		14	22,750		23,450		23,450	
		15	23,150		23,900		23,900	
		16	23,550		24,350		24,350	
		17	23,950		24,800		24,800	
		18	24,350		25,250		25,250	
		19	24,750		25,700		25,700	
		20	25,150		26,150		26,150	
		21	25,550		26,600		26,600	
		22	25,950		27,050		27,050	
		23	26,350		27,500		27,500	
		24	26,750		27,950		27,950	
		25	27,150		28,400		28,400	
		26	27,550		28,850		28,850	
		27	27,950				29,300	
		28	28,350				29,750	
		29					30,200	
		30					30,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: I

Job Code	Post	Step	Jul 12 Salary	Inc	Step	Aug 14 Salary	Inc	Sept 15 Salary	Inc	Step	Jul 16 Salary	Inc
980032	Agricultural Trainee	0	10,700	350		0		0		0	11,450	450
980028	Air Traffic Control Trainee (Now Scale ATC6)	1	11,050	400		0		0		1	11,900	
		2	11,450		0	11,450	400	11,450	450	2	12,350	
980005	Legal Trainee	3	11,850		1	11,850		11,900		3	12,800	
980074	Meteorological Trainee Officer	4	12,250		2	12,250		12,350		4	13,250	
980044	Physiotherapy Trainee	5	12,650		3	12,650		12,800		5	13,700	
980001	Trainee	6	13,050		4	13,050		13,250		6	14,150	
980006	Trainee Administrative Assistant	7	13,450		5	13,450		13,700		7	14,600	
980002	Trainee Administrative Cadet (Deleted w.e.f. 01/02/10)	8	13,850		6	13,850		14,150		8	15,050	
		9	14,250		7	14,250		14,600		9	15,500	
980030	Trainee Assistant Agricultural Economist	10	14,650		8	14,650		15,050		10	15,950	
		11	15,050		9	15,050		15,500		11	16,400	
980111	Trainee Assistant Agricultural Officer	12	15,450		10	15,450		15,950		12	16,850	
		13	15,850		11	15,850		16,400		13	17,300	
980112	Trainee Assistant Archivist	14	16,250		12	16,250		16,850		14	17,750	
980061	Trainee Assistant Chemist	15	16,650		13	16,650		17,300		15	18,200	
980062	Trainee Assistant Fisheries Officer	16	17,050		14	17,050		17,750		16	18,650	
		17	17,450		15	17,450		18,200		17	19,100	
980031	Trainee Assistant Food Standard Officer	18	17,850		16	17,850		18,650		18	19,550	
		19	18,250		17	18,250		19,100		19	20,000	
980047	Trainee Assistant Insurance Analyst	20	18,650		18	18,650		19,550		20	20,450	
		21	19,050		19	19,050		20,000		21	20,900	
980113	Trainee Assistant Records Officer	22	19,450		20	19,450		20,450		22	21,350	
		23	19,850		21	19,850		20,900		23	21,800	
980114	Trainee Assistant Research Officer	24	20,250		22	20,250		21,350		24	22,250	
		25	20,650		23	20,650		21,800		25	22,700	
980021	Trainee Assistant Youth / Sports Officer	26	21,050		24	21,050		22,250		26	23,150	
		27	21,450		25	21,450		22,700		27	23,600	
980042	Trainee Chiropodist	28	21,850		26	21,850		23,150		28	24,050	
980017	Trainee Court Reporter	29	22,250		27	22,250		23,600		29	24,500	
980115	Trainee Curator National Art Gallery	30	22,650		28	22,650		24,050		30	24,950	
		31	23,050		29	23,050		24,500		31	25,400	
980116	Trainee Estate Management Officer	32	23,450		30	23,450		24,950		32	25,850	
		33	23,850		31	23,850		25,400		33	26,300	

Scale: I cont'd

Job Code	Post	Step	Jul 12 Salary	Inc	Step	Aug 14 Salary	Inc	Sept 15 Salary	Inc	Step	Jul 16 Salary	Inc
980009	Trainee Forest Officer	34	24,250	400	32	24,250	400	25,850	450	34	26,750	450
980063	Trainee Health Education Officer	35	24,650		33	24,650		26,300		35	27,200	
980099	Trainee Health Inspector	36	25,050		34	25,050		26,750		36	27,650	
980117	Trainee Health Social Worker	37	25,450		35	25,450		27,200		37	28,100	
980064	Trainee Insurance Analyst	38	25,850		36	25,850		27,650		38	28,550	
980118	Trainee Internal Auditor	39	26,250		37	26,250		28,100		39	29,000	
980119	Trainee Investment Officer	40	26,650		38	26,650		28,550		40	29,450	
980038	Trainee Laboratory Technician	41	27,050		39	27,050				41	29,900	
980124	Trainee Librarian	42	27,450		40	27,450				42	30,350	
980120	Trainee Meteorological Electronics Officer	43	27,850		41	27,850						
980121	Trainee Officer (Agriculture)											
980036	Trainee Officer (Fisheries)											
980039	Trainee Pharmacist											
980122	Trainee Probation Officer											
980060	Trainee Repairer / Binder											
980016	Trainee Statistician											
980004	Trainee Supervisor											
140036	Trainee Technical Assistant											
980013	Trainee Technical Officer											
980123	Trainee Welfare Officer											

NB: w.e.f. September 2015 the incremental value increased to \$450. Persons would receive the increase during their incremental month and be placed on point in the scale.

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Information Technology Personnel

Scale: IT1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
140001	Director of Information Technology	0	53,350	800	53,350	800
		1	54,150		54,150	
		2	54,950		54,950	
		3	55,750		55,750	
		4	56,550		56,550	
		5	57,350		57,350	
		6	58,150		58,150	
		7	58,950		58,950	
		8	59,750		59,750	
		9	60,550		60,550	
		10	61,350		61,350	
		11	62,150		62,150	
		12	62,950		62,950	
		13			63,750	
		14			64,550	
		15			65,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: IT2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
140002	Senior Deputy, Director of Information Technology	0	50,150	800	50,150	800
		1	50,950		50,950	
		2	51,750		51,750	
		3	52,550		52,550	
		4	53,350		53,350	
		5	54,150		54,150	
		6	54,950		54,950	
		7	55,750		55,750	
		8	56,550		56,550	
		9	57,350		57,350	
		10	58,150		58,150	
		11	58,950		58,950	
		12	59,750		59,750	
		13			60,550	
		14			61,350	
		15			62,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: IT3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
140005	Deputy Director, Web Master	0	46,950	800	46,950	800
140003	Deputy Director, IT Systems	1	47,750		47,750	
140004	Deputy Director, IT Manager	2	48,550		48,550	
		3	49,350		49,350	
		4	50,150		50,150	
		5	50,950		50,950	
		6	51,750		51,750	
		7	52,550		52,550	
		8	53,350		53,350	
		9	54,150		54,150	
		10	54,950		54,950	
		11	55,750		55,750	
		12	56,550		56,550	
		13			57,350	
		14			58,150	
		15			58,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: IT4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
140008	IT Manager II (Application Systems)	0	41,350	700	41,350	700
140006	IT Manager Systems Networking	1	42,050		42,050	
140007	IT Manager Technical Support	2	42,750		42,750	
140009	Web Master Assistant	3	43,450		43,450	
		4	44,150		44,150	
		5	44,850		44,850	
		6	45,550		45,550	
		7	46,250		46,250	
		8	46,950		46,950	
		9	47,650		47,650	
		10	48,350		48,350	
		11	49,050		49,050	
		12	49,750		49,750	
		13			50,450	
		14			51,150	
		15			51,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: IT5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
140010	Senior Programmer / Analyst	0	36,450	700	36,450	700
140012	Senior System Network / Security	1	37,150		37,150	
140011	Senior Technical Support Officer	2	37,850		37,850	
140013	Supervisor Web Designer	3	38,550		38,550	
		4	39,250		39,250	
		5	39,950		39,950	
		6	40,650		40,650	
		7	41,350		41,350	
		8	42,050		42,050	
		9	42,750		42,750	
		10	43,450		43,450	
		11	44,150		44,150	
		12			44,850	
		13			45,550	
		14			46,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: IT6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
140014	Programmer / Analyst	0	31,550	700	31,550	700
140015	Senior Application Support Officer	1	32,250		32,250	
140018	Senior Web Designer	2	32,950		32,950	
140017	Systems Network / Security Administrator	3	33,650		33,650	
140016	Technical Support Officer I	4	34,350		34,350	
		5	35,050		35,050	
		6	35,750		35,750	
		7	36,450		36,450	
		8	37,150		37,150	
		9	37,850		37,850	
		10	38,550		38,550	
		11	39,250		39,250	
		12			39,950	
		13			40,650	
		14			41,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: IT7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
140020	Application Support Officer I	0	26,650	700	26,650	700
140023	Assistant Web Designer I	1	27,350		27,350	
140019	Programmer I	2	28,050		28,050	
140022	System / Network Administrator I	3	28,750		28,750	
140021	Technical Support Officer II	4	29,450		29,450	
		5	30,150		30,150	
		6	30,850		30,850	
		7	31,550		31,550	
		8	32,250		32,250	
		9	32,950		32,950	
		10	33,650		33,650	
		11	34,350		34,350	
		12			35,050	
		13			35,750	
		14			36,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: IT8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
140025	Application Support Officer II	0	22,550	600	22,550	600
140029	Assistant Web Designer II	1	23,150		23,150	
140024	Programmer II	2	23,750		23,750	
140027	System / Network Administrator II	3	24,350		24,350	
140028	Technical Assistant I	4	24,950		24,950	
140026	Technical Support Officer III	5	25,550		25,550	
		6	26,150		26,150	
		7	26,750		26,750	
		8	27,350		27,350	
		9	27,950		27,950	
		10	28,550		28,550	
		11	29,150		29,150	
		12			29,750	
		13			30,350	
		14			30,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: IT9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
140031	Application Support Officer II	0	18,950	600	18,950	600
140032	Technical Assistant II	1	19,550		19,550	
140030	Technical Support Officer IV	2	20,150		20,150	
140033	Web Trainee	3	20,750		20,750	
		4	21,350		21,350	
		5	21,950		21,950	
		6	22,550		22,550	
		7	23,150		23,150	
		8	23,750		23,750	
		9	24,350		24,350	
		10	24,950		24,950	
		11	25,550		25,550	
		12			26,150	
		13			26,750	
		14			27,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: IT10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
140034	Application Support Officer IV	0	15,150	600	15,150	600
140035	Technical Assistant III	1	15,750		15,750	
		2	16,350		16,350	
		3	16,950		16,950	
		4	17,550		17,550	
		5	18,150		18,150	
		6	18,750		18,750	
		7	19,350		19,350	
		8	19,950		19,950	
		9	20,550		20,550	
		10	21,150		21,150	
		11	21,750		21,750	
		12	22,350		22,350	
		13			22,950	
		14			23,550	
		15			24,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Judicial and Legal Personnel

Scale: JL1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 14 Salary	Inc
240016	Chief Justice	0	115,000	0	116,725	0

Scale: JL2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 14 Salary	Inc
240102	President, Court of Appeal	0	110,838	0	112,501	0

Scale: JL3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 14 Salary	Inc
240103	Resident Judge, Court of Appeal	0	108,808	0	110,440	0

Scale: JL4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 14 Salary	Inc
240017	Senior Justice	0	107,682	0	109,897	0

Scale: JL5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 14 Salary	Inc
240018	Justice	0	101,409	0	102,930	0

Scale: JL6

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc	Jul 14 Salary	Inc
240019	President, Industrial Tribunal	0	70,000	0	70,000	0	73,750	0

Scale: JL7

Job Code	Post	Step	Jul 11 Salary	Inc
110051	Director of Legal Affairs	0	64,750	1,000
110052	Director of Public Prosecutions	1	65,750	
		2	66,750	
		3	67,750	
		4	68,750	
		5	69,750	
		6	70,750	
		7	71,750	
		8	72,750	
		9	73,750	
		10	74,750	
		11	75,750	

Scale: JL8

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc	Jul 14 Salary	Inc
240020	Vice President, Industrial Tribunal	0	67,000	0	67,000	0	70,750	0

Scale: JL8A

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 14 Salary	Inc
110135	Deputy Law Reform and Review Commissioner	0	61,650	800	63,050	800
		1	62,450		63,850	
110133	Master - Supreme Court (ICN (15) 4 Meeting, Conclusion 3) (w.e.f. 1/7/14)	2	63,250		64,650	
		3	64,050		65,450	
		4	64,850		66,250	
		5	65,650		67,050	
		6	66,450		67,850	

Scale: JL9

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 14 Salary	Inc
110096	Deputy Director of Legal Affairs	0	60,850	800	62,250	800
110186	Deputy Director of Public Prosecutions	1	61,650		63,050	
240095	Registrar, Court of Appeal	2	62,450		63,850	
240021	Registrar, Supreme Court	3	63,250		64,650	
240024	Chief Magistrate [upgraded] (ICN (15) 4 Meeting, Conclusion 3) (w.e.f. 1/7/14)	4	64,050		65,450	
		5	64,850		66,250	
		6	65,650		67,050	
		7				
		8				
		9				
		10				

Scale: JL10

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 14 Salary	Inc
110134	Assistant Director of Legal Affairs	0	58,850	700	60,250	700
110367	Assistant Director of Public Prosecutions	1	59,550		60,950	
	(ICN (15) 4 Meeting, Conclusion 3)	2	60,250		61,650	
	(w.e.f. 1/7/14)	3	60,950		62,350	
240091	Deputy Chief Magistrate [upgraded]	4	61,650		63,050	
	(ICN (15) 4 Meeting, Conclusion 3)	5	62,350		63,750	
	(w.e.f. 1/7/14)	6	63,050		64,450	

Scale: JL11

Job Code	Post	Step	Jul 14 Salary	Inc
240094	Assistant Chief Magistrate	0	58,450	700
	(ICN (15) 4 Meeting, Conclusion 3)	1	59,150	
	(w.e.f. 1/7/14)	2	59,850	
		3	60,550	
		4	61,250	
		5	61,950	
		6	62,650	
		7	63,350	

Scale: JL12

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 14 Salary	Inc
240031	Chief Counsel	0	56,050	700	57,450	700
240022	Deputy Registrar, Supreme Court	1	56,750		58,150	
240027	Principal Legal Draftsman	2	57,450		58,850	
240025	Senior Magistrate	3	58,150		59,550	
		4	58,850		60,250	
		5	59,550		60,950	
		6	60,250		61,650	
		7	60,950		62,350	
		8	61,650		63,050	
		9				
		10				
		11				
		12				

Scale: JL13

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240030	Registrar General	0	51,550	700	51,550	700	51,550	700
		1	52,250		52,250		52,250	
		2	52,950		52,950		52,950	
		3	53,650		53,650		53,650	
		4	54,350		54,350		54,350	
		5	55,050		55,050		55,050	
		6	55,750		55,750		55,750	
		7	56,450		56,450		56,450	
		8	57,150		57,150		57,150	
		9	57,850		57,850		57,850	
		10	58,550		58,550		58,550	
					59,250		59,250	
					59,950		59,950	
							60,650	
							61,350	
							62,050	

Salary increase of \$1,200 with effect from 1 February 2018 and on incremental month, the increment will be awarded and salary placed on point.

Scale: JL14

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 14 Salary	Inc
240136	Assistant Registrar, Supreme Court	0	50,550	700	51,950	700
240153	Magistrate Stipendiary and Circuit Cou	1	51,250		52,650	
240032	Senior Counsel	2	51,950		53,350	
		3	52,650		54,050	
		4	53,350		54,750	
		5	54,050		55,450	
		6	54,750		56,150	
		7	55,450		56,850	
		8	56,150		57,550	
		9	56,850		58,250	
		10	57,550		58,950	

Scale: JL15

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 14 Salary	Inc
240033	Counsel	0	45,550	700	46,950	700
240028	Legal Draftsman	1	46,250		47,650	
		2	46,950		48,350	
		3	47,650		49,050	
		4	48,350		49,750	
		5	49,050		50,450	
		6	49,750		51,150	
		7	50,450		51,850	
		8	51,150		52,550	
		9	51,850		53,250	

Scale: JL16

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240097	Deputy Registrar General	0	39,550	700	39,550	700	39,550	700
		1	40,250		40,250		40,250	
		2	40,950		40,950		40,950	
		3	41,650		41,650		41,650	
		4	42,350		42,350		42,350	
		5	43,050		43,050		43,050	
		6	43,750		43,750		43,750	
		7	44,450		44,450		44,450	
		8	45,150		45,150		45,150	
		9	45,850		45,850		45,850	
		10	46,550		46,550		46,550	
		11	47,250		47,250		47,250	
		12	47,950		47,950		47,950	
		13			48,650		48,650	
		14			49,350		49,350	
		15					50,050	
		16					50,750	
		17					51,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: JL17

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 14 Salary	Inc
240034	Assistant Counsel	0	33,350	700	34,750	700
240029	Assistant Legal Draftsman	1	34,050		35,450	
		2	34,750		36,150	
		3	35,450		36,850	
		4	36,150		37,550	
		5	36,850		38,250	
		6	37,550		38,950	
		7	38,250		39,650	
		8	38,950		40,350	

Scale: JL17A

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240090	Assistant Registrar General	0	33,350	700	33,350	700	33,350	700
		1	34,050		34,050		34,050	
		2	34,750		34,750		34,750	
		3	35,450		35,450		35,450	
		4	36,150		36,150		36,150	
		5	36,850		36,850		36,850	
		6	37,550		37,550		37,550	
		7	38,250		38,250		38,250	
		8	38,950		38,950		38,950	
		9			39,650		39,650	
		10			40,350		40,350	
		11					41,050	
		12					41,750	
		13					42,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Miscellaneous Personnel

Scale: M1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510010	Senior Protocol Officer	0	28,650	700	28,650	700
		1	29,350		29,350	
		2	30,050		30,050	
		3	30,750		30,750	
		4	31,450		31,450	
		5	32,150		32,150	
		6	32,850		32,850	
		7	33,550		33,550	
		8	34,250		34,250	
		9	34,950		34,950	
		10	35,650		35,650	
		11	36,350		36,350	
		12	37,050		37,050	
		13			37,750	
		14			38,450	
15			39,150			

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: M2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510057	Chief Housekeeper	0	24,050	600	24,050	600
430008	Chief Port Officer	1	24,650		24,650	
510061	Chief Security and Protocol Officer	2	25,250		25,250	
910018	Chief Security Officer	3	25,850		25,850	
910078	Chief Store Keeper	4	26,450		26,450	
910077	Chief Transport Officer	5	27,050		27,050	
410058	Elections Supplies Officer	6	27,650		27,650	
510011	Protocol Officer	7	28,250		28,250	
		8	28,850		28,850	
		9	29,450		29,450	
		10	30,050		30,050	
		11	30,650		30,650	
		12	31,250		31,250	
		13	31,850		31,850	
		14	32,450		32,450	
		15	33,050		33,050	
		16			33,650	
		17			34,250	
		18			34,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: M3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510012	Assistant Protocol Officer	0	21,100	500	21,100	500
340004	Assistant Purchasing Officer	1	21,600		21,600	
610065	Chief Butler	2	22,100		22,100	
740029	Chief Cook	3	22,600		22,600	
	ICN (14) 4 Meeting Conclusion 13 (w.e.f 30/1/14)	4	23,100		23,100	
910035	Chief Gardener	5	23,600		23,600	
	ICN (14) 4 Meeting Conclusion 13 (w.e.f 30/1/14)	6	24,100		24,100	
410021	Chief Supplies Processor	7	24,600		24,600	
910058	Court Security Officer	8	25,100		25,100	
910005	Laundry Superintendent	9	25,600		25,600	
910024	Maximum Security Officer	10	26,100		26,100	
720011	Operations Supervisor	11	26,600		26,600	
830036	Port Officer III	12	27,100		27,100	
830010	Principal Lighthouse Keeper	13	27,600		27,600	
130002	Property Control Officer	14	28,100		28,100	
510013	Senior Government Hostess	15	28,600		28,600	
510001	Senior House Keeper	16	29,100		29,100	
910019	Senior Security Officer	17	29,600		29,600	
410031	Senior Storekeeper	18	30,100		30,100	
830001	Senior Transport Officer	19			30,600	
910079	Senior Truck Driver (Garbage Disposal)	20			31,100	
340012	Shipping Officer	21			31,600	
910063	Supervisor, Janitorial Services	22			32,100	
910064	Supervisor, Messenger Services					
910076	Front Desk Supervisor					

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: M4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
910006	Assistant Laundry Superintendent	0	17,750	500	17,750	500
820028	Car Park Supervisor	1	18,250		18,250	
240133	Chief Library Attendant *	2	18,750		18,750	
610002	General Foreman	3	19,250		19,250	
510014	Government Official Hostess	4	19,750		19,750	
420006	Head Telephonist	5	20,250		20,250	
510002	Housekeeper	6	20,750		20,750	
910002	Kitchen Supervisor	7	21,250		21,250	
830031	Lighthouse Keeper I	8	21,750		21,750	
430011	Port Officer II	9	22,250		22,250	
910026	Porter Supervisor	10	22,750		22,750	
320057	Rodent / Insect Control Officer	11	23,250		23,250	
910020	Security Officer	12	23,750		23,750	
910031	Senior Enforcement Officer	13	24,250		24,250	
910029	Senior Records Security Officer	14	24,750		24,750	
410023	Senior Supplies Processor	15	25,250		25,250	
410053	Senior Time Keeper	16	25,750		25,750	
410034	Storekeeper	17	26,250		26,250	
910037	Truck Driver (Garbage Disposal)	18	26,750		26,750	
		19	27,250		27,250	
		20			27,750	
		21			28,250	
		22			28,750	
		23			29,250	

Salary increase of \$1,200 with effect from 1 July, 2016 and on incremental month, the increment will be awarded and salary placed on point.

*** Salary increase of two (2) increments for Chief Library Attendant with effect from 1 September, 2016 and NOT 1 July, 2016**

Scale: M5

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 15 Salary	Inc	Jul 16 Salary	Inc
740003	Assistant Cold Storage Supervisor	0	15,200	400	15,200	450	15,200	450
410033	Assistant Sorekeeper	1	15,600		15,650		15,650	
910033	Dock Inspector and Enforcement Officer	2	16,000		16,100		16,100	
910032	Enforcement Officer	3	16,400		16,550		16,550	
910039	Gardener I	4	16,800		17,000		17,000	
340155	Head Bailiff	5	17,200		17,450		17,450	
910053	Head Butler	6	17,600		17,900		17,900	
740007	Head Cook / Senior Cook	7	18,000		18,350		18,350	
910013	Head Janitor / Janitress / Cleaner	8	18,400		18,800		18,800	
910007	Head Laundryman / Laundress	9	18,800		19,250		19,250	
910016	Head Messenger	10	19,200		19,700		19,700	
330002	House Master / Mistress, Willamae Pratt Centre for Girls	11	19,600		20,150		20,150	
		12	20,000		20,600		20,600	
330002	House Master / Mistress, Simpson Penn Centre for Boys	13	20,400		21,050		21,050	
		14	20,800		21,500		21,500	
830030	Lighthouse Keeper II	15	21,200		21,950		21,950	
330001	Matron, Willamae Pratt Centre for Girls	16	21,600		22,400		22,400	
830037	Port Officer I	17	22,000		22,850		22,850	
910030	Records Security Officer	18	22,400		23,300		23,300	
730006	Repairer / Binder	19	22,800		23,750		23,750	
910025	Security Guard	20	23,200		24,200		24,200	
920011	Senior Attendant	21	23,600		24,650		24,650	
910060	Senior Butler / Valet	22	24,000		25,100		25,100	
830003	Senior Driver	23	24,400		25,550		25,550	
240134	Senior Library Attendant	24	24,800		26,000		26,000	
930001	Senior Loader	25	25,200		26,450		26,450	
910003	Senior Maid / House Maid / Kitchen Maid	26	25,600				26,900	
910027	Senior Porter	27					27,350	
910010	Senior Seamstress	28					27,800	
410025	Supplies Processor	29					28,250	
420007	Telephonist I							
410054	Time Keeper							
830002	Transport Officer							

NB: w.e.f. September 2015 the incremental value increased to \$450. Persons would receive the increase during their incremental month and be placed on point in the scale.

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: M6

Job Code	Post	Step	Jul 12 Salary	Inc	Step	Aug 14 Salary	Inc	Sept 15 Salary	Inc	Step	Jul 16 Salary	Inc
510051	Ambulance Attendant	0	10,700	350		0		0		0	11,450	450
830019	Ambulance Driver	1	11,050	400		0		0		1	11,900	
510015	Assistant Government Hostess	2	11,450		0	11,450	400	11,450	450	2	12,350	
		3	11,850		1	11,850		11,900		3	12,800	
910050	Assistant Records Security Officer	4	12,250		2	12,250		12,350		4	13,250	
		5	12,650		3	12,650		12,800		5	13,700	
410051	Assistant Registrar, Births and Deaths	6	13,050		4	13,050		13,250		6	14,150	
		7	13,450		5	13,450		13,700		7	14,600	
910080	Attendant (Car park, Mortuary, Etc.)	8	13,850		6	13,850		14,150		8	15,050	
		9	14,250		7	14,250		14,600		9	15,500	
340156	Bailiff	10	14,650		8	14,650		15,050		10	15,950	
740008	Baker	11	15,050		9	15,050		15,500		11	16,400	
740015	Butcher	12	15,450		10	15,450		15,950		12	16,850	
910051	Butler / Valet	13	15,850		11	15,850		16,400		13	17,300	
740001	Cafeteria Assistant	14	16,250		12	16,250		16,850		14	17,750	
510056	Cook	15	16,650		13	16,650		17,300		15	18,200	
830012	Deckhand	16	17,050		14	17,050		17,750		16	18,650	
830005	Driver	17	17,450		15	17,450		18,200		17	19,100	
410042	Filing Assistant	18	17,850		16	17,850		18,650		18	19,550	
910040	Gardener II	19	18,250		17	18,250		19,100		19	20,000	
910038	General Service Worker	20	18,650		18	18,650		19,550		20	20,450	
910042	Groundsman	21	19,050		19	19,050		20,000		21	20,900	
910041	Handyman	22	19,450		20	19,450		20,450		22	21,350	
910054	Houseman	23	19,850		21	19,850		20,900		23	21,800	
910012	Janitor / Janitress / Cleaner	24	20,250		22	20,250		21,350		24	22,250	
910043	Labourer	25	20,650		23	20,650		21,800		25	22,700	
910008	Laundryman / Laundress	26	21,050		24	21,050		22,250		26	23,150	
240135	Library Attendant	27	21,450		25	21,450		22,700		27	23,600	
610067	Lighthouse Keeper III	28	21,850		26	21,850		23,150		28	24,050	
910009	Linen Exchange Staff	29	22,250		27	22,250				29	24,500	
930003	Loader	30	22,650		28	22,650				30	24,950	

NB: w.e.f. September 2015 the incremental value increased to \$450. Persons would receive the increase during their incremental month and be placed on point in the scale.

Salary increase of \$1,200 with effect from 1 July, 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: M6 cont'd

910004 Maid / House Maid / Kitchen Maid
910081 Maintenance Assistant
910017 Messenger
410052 Office Assistant
820001 Operator (Machine, Elevator, Lawn Mower)
610029 Park Warden
910028 Porter
420009 Receptionist
910011 Seamstress
910021 Security Assistant
510023 Signalman
410035 Stores Assistant
420008 Telephonist II
830034 Transport Driver
830018 Van Driver
910023 Warden
910022 Watchman

**Salary increase of \$1,200 with effect from 1 July, 2016 and on incremental month,
the increment will be awarded and salary placed on point.**

Medical Personnel

NB: Please refer to Appendix X: Industrial Agreement Between the Ministry of Health and the Bahamas Doctors Union

Scale: MD1

Job Code	Post	Step	Jul 06 Salary	Inc	Jul 08 Salary	Inc	Jul 12 Salary	Inc
220016	Chief Medical Officer	0	65,200	0	65,950	0	65,950	0

Scale: MD2

Job Code	Post	Step	Jul 08 Salary	Inc	Jul 11 Salary	Inc	Jul 12 Salary	Inc
220064	Director of National HIV / AIDS and Infectious Disease Programme (w.e.f. 11/07/06)	0	54,250	700	54,250	700	54,250	700
		1	54,950		54,950		54,950	
220037	Director of Oral Health	2	55,650		55,650		55,650	
		3	56,350		56,350		56,350	
		4	57,050		57,050		57,050	
		5	57,750		57,750		57,750	
		6	58,450		58,450		58,450	
		7	59,150		59,150		59,150	
		8	59,850		59,850		59,850	
		9	60,550		60,550		60,550	
		10	61,250		61,250		61,250	
		11			61,950		61,950	
		12			62,650		62,650	
		13					63,350	
		14					64,050	

Scale: MD3

Job Code	Post	Step	Jul 08 Salary	Inc	Jul 11 Salary	Inc	Jul 12 Salary	Inc
220017	Deputy Chief Medical Officer	0	51,650	700	51,650	700	51,650	700
		1	52,350		52,350		52,350	
		2	53,050		53,050		53,050	
		3	53,750		53,750		53,750	
		4	54,450		54,450		54,450	
		5	55,150		55,150		55,150	
		6	55,850		55,850		55,850	
		7	56,550		56,550		56,550	
		8	57,250		57,250		57,250	
		9	57,950		57,950		57,950	
		10	58,650		58,650		58,650	
		11			59,350		59,350	
		12			60,050		60,050	
		13					60,750	
		14					61,450	

Scale: MD4

Job Code	Post	Step	Jul 08 Salary	Inc	Jul 11 Salary	Inc	Jul 12 Salary	Inc
340268	Deputy Director of Oral Health	0	48,450	700	48,450	700	48,450	700
220047	Director of Preventative Health Services	1	49,150		49,150		49,150	
220021	Medical Officer of Health	2	49,850		49,850		49,850	
		3	50,550		50,550		50,550	
		4	51,250		51,250		51,250	
		5	51,950		51,950		51,950	
		6	52,650		52,650		52,650	
		7	53,350		53,350		53,350	
		8	54,050		54,050		54,050	
		9	54,750		54,750		54,750	
		10	55,450		55,450		55,450	
		11			56,150		56,150	
		12			56,850		56,850	
		13					57,550	
		14					58,250	

Scale: MD5

Job Code	Post	Step	Jul 06 Salary	Inc	Jul 08 Salary	Inc
220023	Consultant (Head of Department)	0	51,100	0	51,867	0
		1				

Scale: MD6

Job Code	Post	Step	Jul 08 Salary	Inc	Jul 11 Salary	Inc
220026	Senior Medical Officer	0	49,195	700	49,195	700
220025	Senior Registrar	1	49,895		49,895	
		2	50,595		50,595	
		3	51,295		51,295	
		4	51,995		51,995	
		5	52,695		52,695	
		6	53,395		53,395	
		7			54,095	
		8			54,795	

Scale MD6: All salaries that are off point as a result of the 2009 (1.5%) special increase should be placed on point in the 2011 Scale (where applicable) with one (1) clear increment, when the next increment is due.

Scale: MD7

Job Code	Post	Step	Jul 06 Salary	Inc	Jul 08 Salary	Inc
220024	Consultant (Health)	0	48,200	0	48,923	0
220022	Deputy Medical Officer of Health					

Scale: MD8

Job Code	Post	Step	Jul 08 Salary	Inc	Jul 11 Salary	Inc
220027	Medical Officer (Family Island)	0	45,464	700	45,464	700
		1	46,164		46,164	
		2	46,864		46,864	
		3	47,564		47,564	
		4	48,264		48,264	
		5	48,964		48,964	
		6	49,664		49,664	
		7			50,364	
		8			51,064	

Scales MD7 and MD8: All salaries that are off point as a result of the 2009 (1.5%) special increase should be placed on point in the 2011 Scale (where applicable) with one (1) clear increment, when the next increment is due.

Scale: MD9

Job Code	Post	Step	Jul 08 Salary	Inc	Jul 11 Salary	Inc
220028	Medical Officer	0	44,254	700	44,254	700
220069	Registrar	1	44,954		44,954	
220005	Senior Dental Officer	2	45,654		45,654	
		3	46,354		46,354	
		4	47,054		47,054	
		5	47,754		47,754	
		6	48,454		48,454	
		7			49,154	
		8			49,854	

Scale MD9: All salaries that are off point as a result of the 2009 (1.5%) special increase should be placed on point in the 2011 Scale (where applicable) with one (1) clear increment, when the next increment is due.

Scale: MD10

Job Code	Post	Step	Jul 08 Salary	Inc	Jul 11 Salary	Inc
220006	Dentist Appointed (prior to Jul 1993)	0	42,715	700	42,715	700
220003	Senior House Officer	1	43,415		43,415	
		2	44,115		44,115	
		3	44,815		44,815	
		4	45,515		45,515	
		5			46,215	
		6			46,915	

Scale MD10: All salaries that are off point as a result of the 2009 (1.5%) special increase should be placed on point in the 2011 Scale (where applicable) with one (1) clear increment, when the next increment is due.

Scale: MD11

Job Code	Post	Step	Jul 08 Salary	Inc	Jul 11 Salary	Inc
220007	Dentist Appointed (After Jul 1993)	0	36,678	700	36,678	700
		1	37,378		37,378	
		2	38,078		38,078	
		3	38,778		38,778	
		4	39,478		39,478	
		5			40,178	
		6			40,878	

Scale MD11: All salaries that are off point as a result of the 2009 (1.5%) special increase should be placed on point in the 2011 Scale (where applicable) with one (1) clear increment, when the next increment is due.

Scale: MD12

Job Code	Post	Step	Jul 06 Salary	Inc	Jul 08 Salary	Inc
220004	House Officer	0	27,000	0	27,405	0

Meteorological Personnel

Scale: MT1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110054	Director of Meteorology	0	50,350	800	50,350	800
		1	51,150		51,150	
		2	51,950		51,950	
		3	52,750		52,750	
		4	53,550		53,550	
		5	54,350		54,350	
		6	55,150		55,150	
		7	55,950		55,950	
		8	56,750		56,750	
		9	57,550		57,550	
		10	58,350		58,350	
		11	59,150		59,150	
		12	59,950		59,950	
		13			60,750	
		14			61,550	
		15			62,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: MT2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110205	Senior Deputy Director of Meteorology	0	46,950	800	46,950	800
		1	47,750		47,750	
		2	48,550		48,550	
		3	49,350		49,350	
		4	50,150		50,150	
		5	50,950		50,950	
		6	51,750		51,750	
		7	52,550		52,550	
		8	53,350		53,350	
		9	54,150		54,150	
		10	54,950		54,950	
		11	55,750		55,750	
		12	56,550		56,550	
		13			57,350	
		14			58,150	
		15			58,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: MT3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110097	Deputy Director of Meteorology	0	42,150	800	42,150	800
		1	42,950		42,950	
		2	43,750		43,750	
		3	44,550		44,550	
		4	45,350		45,350	
		5	46,150		46,150	
		6	46,950		46,950	
		7	47,750		47,750	
		8	48,550		48,550	
		9	49,350		49,350	
		10	50,150		50,150	
		11	50,950		50,950	
		12			51,750	
		13			52,550	
		14			53,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: MT4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210094	Chief Climatological Officer	0	35,750	700	35,750	700
210001	Chief Meteorological Officer	1	36,450		36,450	
		2	37,150		37,150	
		3	37,850		37,850	
		4	38,550		38,550	
		5	39,250		39,250	
		6	39,950		39,950	
		7	40,650		40,650	
		8	41,350		41,350	
		9	42,050		42,050	
		10	42,750		42,750	
		11	43,450		43,450	
		12	44,150		44,150	
		13	44,850		44,850	
		14	45,550		45,550	
		15	46,250		46,250	
		16	46,950		46,950	
		17	47,650		47,650	
		18	48,350		48,350	
		19			49,050	
		20			49,750	
		21			50,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: MT5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210003	Senior Climatological Officer	0	33,250	700	33,250	700
210098	Senior Meteorological Engineer	1	33,950		33,950	
210002	Senior Meteorological Officer	2	34,650		34,650	
		3	35,350		35,350	
		4	36,050		36,050	
		5	36,750		36,750	
		6	37,450		37,450	
		7	38,150		38,150	
		8	38,850		38,850	
		9	39,550		39,550	
		10	40,250		40,250	
		11	40,950		40,950	
		12	41,650		41,650	
		13	42,350		42,350	
		14	43,050		43,050	
		15			43,750	
		16			44,450	
		17			45,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: MT6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210005	Climatological Officer I	0	30,650	700	30,650	700
210147	Meteorological Electronics Officer I	1	31,350		31,350	
210148	Meteorological Officer I	2	32,050		32,050	
310001	Radio / Radar Technician	3	32,750		32,750	
310002	Technical Officer	4	33,450		33,450	
		5	34,150		34,150	
		6	34,850		34,850	
		7	35,550		35,550	
		8	36,250		36,250	
		9	36,950		36,950	
		10	37,650		37,650	
		11	38,350		38,350	
		12	39,050		39,050	
		13			39,750	
		14			40,450	
		15			41,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: MT7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340271	Climatological Officer II	0	24,700	600	24,700	600
210149	Meteorological Electronics Officer II	1	25,300		25,300	
	(w.e.f. 24/10/06) ICC (06) 43 Meeting, Conclusion 13	2	25,900		25,900	
210151	Meteorological Officer II	3	26,500		26,500	
		4	27,100		27,100	
		5	27,700		27,700	
		6	28,300		28,300	
		7	28,900		28,900	
		8	29,500		29,500	
		9	30,100		30,100	
		10	30,700		30,700	
		11	31,300		31,300	
		12	31,900		31,900	
		13	32,500		32,500	
		14	33,100		33,100	
		15	33,700		33,700	
		16	34,300		34,300	
		17	34,900		34,900	
		18	35,500		35,500	
		19	36,100		36,100	
		20			36,700	
		21			37,300	
		22			37,900	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: MT8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210150	Meteorological Electronics Officer III	0	23,900	600	23,900	600
310015	Meteorological Officer III	1	24,500		24,500	
		2	25,100		25,100	
		3	25,700		25,700	
		4	26,300		26,300	
		5	26,900		26,900	
		6	27,500		27,500	
		7	28,100		28,100	
		8	28,700		28,700	
		9	29,300		29,300	
		10	29,900		29,900	
		11	30,500		30,500	
		12	31,100		31,100	
		13	31,700		31,700	
		14	32,300		32,300	
		15	32,900		32,900	
		16	33,500		33,500	
		17	34,100		34,100	
		18			34,700	
		19			35,300	
		20			35,900	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: MT9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
210106	Meterological Officer IV	0	21,300	600	21,300	600
		1	21,900		21,900	
		2	22,500		22,500	
		3	23,100		23,100	
		4	23,700		23,700	
		5	24,300		24,300	
		6	24,900		24,900	
		7	25,500		25,500	
		8	26,100		26,100	
		9	26,700		26,700	
		10	27,300		27,300	
		11	27,900		27,900	
		12	28,500		28,500	
		13	29,100		29,100	
		14	29,700		29,700	
		15	30,300		30,300	
		16	30,900		30,900	
		17			31,500	
		18			32,100	
		19			32,700	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Nursing Personnel

**NB: Please refer to Appendix XII: Industrial Agreement
Between the Ministry of Health and the Bahamas Nurses
Union**

Scale: N1

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
110109	Director of Nursing	0	53,550	800	53,550	800
		1	54,350		54,350	
		2	55,150		55,150	
		3	55,950		55,950	
		4	56,750		56,750	
		5	57,550		57,550	
		6	58,350		58,350	
		7	59,150		59,150	
		8	59,950		59,950	
		9	60,750		60,750	
		10			61,550	
		11			62,350	

Scale: N2

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
110110	Deputy Director of Nursing	0	48,600	700	48,600	700
		1	49,300		49,300	
		2	50,000		50,000	
		3	50,700		50,700	
		4	51,400		51,400	
		5	52,100		52,100	
		6	52,800		52,800	
		7	53,500		53,500	
		8	54,200		54,200	
		9	54,900		54,900	
		10			55,600	
		11			56,300	

Scale: N3

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
220029	Principal Nursing Officer	0	44,350	700	44,350	700
		1	45,050		45,050	
		2	45,750		45,750	
		3	46,450		46,450	
		4	47,150		47,150	
		5	47,850		47,850	
		6	48,550		48,550	
		7	49,250		49,250	
		8	49,950		49,950	
		9	50,650		50,650	
		10	51,350		51,350	
		11	52,050		52,050	
		12			52,750	
		13			53,450	

Scale: N3A

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
220065	Deputy Principal Nursing Officer	0	41,085	700	41,085	700
		1	41,785		41,785	
		2	42,485		42,485	
		3	43,185		43,185	
		4	43,885		43,885	
		5	44,585		44,585	
		6	45,285		45,285	
		7	45,985		45,985	
		8	46,685		46,685	
		9	47,385		47,385	
		10	48,085		48,085	
		11	48,785		48,785	
		12			49,485	
		13			50,185	

Scale: N4

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
220030	Senior Nursing Officer	0	37,720	700	37,720	700
		1	38,420		38,420	
		2	39,120		39,120	
		3	39,820		39,820	
		4	40,520		40,520	
		5	41,220		41,220	
		6	41,920		41,920	
		7	42,620		42,620	
		8	43,320		43,320	
		9	44,020		44,020	
		10			44,720	
		11			45,420	

Scale: N5

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
220031	Nursing Officer I	0	29,890	700	29,890	700
		1	30,590		30,590	
		2	31,290		31,290	
		3	31,990		31,990	
		4	32,690		32,690	
		5	33,390		33,390	
		6	34,090		34,090	
		7	34,790		34,790	
		8	35,490		35,490	
		9	36,190		36,190	
		10	36,890		36,890	
		11	37,590		37,590	
		12	38,290		38,290	
		13			38,990	
		14			39,690	

Scale: N6

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
220032	Nursing Officer II	0	27,140	600	27,140	600
		1	27,740		27,740	
		2	28,340		28,340	
		3	28,940		28,940	
		4	29,540		29,540	
		5	30,140		30,140	
		6	30,740		30,740	
		7	31,340		31,340	
		8	31,940		31,940	
		9	32,540		32,540	
		10	33,140		33,140	
		11	33,740		33,740	
		12	34,340		34,340	
		13	34,940		34,940	
		14	35,540		35,540	
		15	36,140		36,140	
		16	36,740		36,740	
		17	37,340		37,340	
		18			37,940	
		19			38,540	

Scale: N7

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
220033	Nursing Officer III	0	24,250	600	24,250	600
220034	Staff Nurse	1	24,850		24,850	
		2	25,450		25,450	
		3	26,050		26,050	
		4	26,650		26,650	
		5	27,250		27,250	
		6	27,850		27,850	
		7	28,450		28,450	
		8	29,050		29,050	
		9	29,650		29,650	
		10	30,250		30,250	
		11	30,850		30,850	
		12	31,450		31,450	
		13	32,050		32,050	
		14	32,650		32,650	
		15	33,250		33,250	
		16	33,850		33,850	
		17	34,450		34,450	
		18	35,050		35,050	
		19	35,650		35,650	
		20	36,250		36,250	
		21			36,850	
		22			37,450	

Scale: N8

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
320043	Senior Trained Clinical Nurse	0	24,480	600	24,480	600
		1	25,080		25,080	
		2	25,680		25,680	
		3	26,280		26,280	
		4	26,880		26,880	
		5	27,480		27,480	
		6	28,080		28,080	
		7	28,680		28,680	
		8	29,280		29,280	
		9			29,880	
		10			30,480	

Scale: N9

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
320044	Trained Clinical Nurse	0	20,295	600	20,295	600
		1	20,895		20,895	
		2	21,495		21,495	
		3	22,095		22,095	
		4	22,695		22,695	
		5	23,295		23,295	
		6	23,895		23,895	
		7	24,495		24,495	
		8	25,095		25,095	
		9	25,695		25,695	
		10	26,295		26,295	
		11	26,895		26,895	
		12	27,495		27,495	
		13			28,095	
		14			28,695	

Scale: N10

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 15 Salary	Inc	Jul 16 Salary	Inc
510006	Male Attendant	0	13,550	400	13,550	450	13,550	450
510005	Maximum Security Assistant	1	13,950		14,000		14,000	
320045	Midwife	2	14,350		14,450		14,450	
510003	Nursing Auxiliary	3	14,750		14,900		14,900	
		4	15,150		15,350		15,350	
		5	15,550		15,800		15,800	
		6	15,950		16,250		16,250	
		7	16,350		16,700		16,700	
		8	16,750		17,150		17,150	
		9	17,150		17,600		17,600	
		10	17,550		18,050		18,050	
		11	17,950		18,500		18,500	
		12	18,350		18,950		18,950	
		13	18,750		19,400		19,400	
		14	19,150		19,850		19,850	
		15	19,550		20,300		20,300	
		16	19,950		20,750		20,750	
		17	20,350		21,200		21,200	
		18	20,750		21,650		21,650	
		19	21,150		22,100		22,100	
		20	21,550		22,550		22,550	
		21	21,950		23,000		23,000	
		22	22,350		23,450		23,450	
		23	22,750				23,900	
		24					24,350	
		25					24,800	
		26					25,250	

NB: With effect from September 2015, the incremental value increased to \$450. Persons would receive the increase during their incremental month and be placed on point in the scale.

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Royal Bahamas Police Force

Scale: P1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110023	Commissioner	0	65,750	1,000	65,750	1,000
		1	66,750		66,750	
		2	67,750		67,750	
		3	68,750		68,750	
		4	69,750		69,750	
		5	70,750		70,750	
		6	71,750		71,750	
		7	72,750		72,750	
		8	73,750		73,750	
		9	74,750		74,750	
		10	75,750		75,750	
		11	76,750		76,750	
		12	77,750		77,750	
		13			78,750	
		14			79,750	
		15			80,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: P2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110119	Deputy Commissioner of Police	0	55,850	800	55,850	800
		1	56,650		56,650	
		2	57,450		57,450	
		3	58,250		58,250	
		4	59,050		59,050	
		5	59,850		59,850	
		6	60,650		60,650	
		7	61,450		61,450	
		8	62,250		62,250	
		9	63,050		63,050	
		10	63,850		63,850	
		11	64,650		64,650	
		12	65,450		65,450	
		13			66,250	
		14			67,050	
		15			67,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: P2A

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110140	Senior Assistant Commissioner of Police	0	54,650	800	54,650	800
		1	55,450		55,450	
		2	56,250		56,250	
		3	57,050		57,050	
		4	57,850		57,850	
		5	58,650		58,650	
		6	59,450		59,450	
		7	60,250		60,250	
		8	61,050		61,050	
		9	61,850		61,850	
		10	62,650		62,650	
		11			63,450	
		12			64,250	
		13			65,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: P3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110141	Assistant Commissioner of Police	0	51,450	800	51,450	800
		1	52,250		52,250	
		2	53,050		53,050	
		3	53,850		53,850	
		4	54,650		54,650	
		5	55,450		55,450	
		6	56,250		56,250	
		7	57,050		57,050	
		8	57,850		57,850	
		9	58,650		58,650	
		10	59,450		59,450	
		11			60,250	
		12			61,050	
		13			61,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: P4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340115	Chief Superintendent of Police	0	49,350	800	49,350	800
		1	50,150		50,150	
		2	50,950		50,950	
		3	51,750		51,750	
		4	52,550		52,550	
		5	53,350		53,350	
		6	54,150		54,150	
		7	54,950		54,950	
		8	55,750		55,750	
		9	56,550		56,550	
		10			57,350	
		11			58,150	
		12			58,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: P5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340116	Superintendent of Police	0	45,150	800	45,150	800
		1	45,950		45,950	
		2	46,750		46,750	
		3	47,550		47,550	
		4	48,350		48,350	
		5	49,150		49,150	
		6	49,950		49,950	
		7	50,750		50,750	
		8	51,550		51,550	
		9	52,350		52,350	
		10	53,150		53,150	
		11	53,950		53,950	
		12	54,750		54,750	
		13			55,550	
		14			56,350	
		15			57,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: P6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340117	Deputy Superintendent of Police	0	42,350	800	42,350	800
		1	43,150		43,150	
		2	43,950		43,950	
		3	44,750		44,750	
		4	45,550		45,550	
		5	46,350		46,350	
		6	47,150		47,150	
		7	47,950		47,950	
		8	48,750		48,750	
		9			49,550	
		10			50,350	
		11			51,150	

Scale: P7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340118	Assistant Superintendent of Police	0	40,650	800	40,650	800
		1	41,450		41,450	
		2	42,250		42,250	
		3	43,050		43,050	
		4	43,850		43,850	
		5	44,650		44,650	
		6	45,450		45,450	
		7	46,250		46,250	
		8	47,050		47,050	
		9	47,850		47,850	
		10	48,650		48,650	
		11			49,450	
		12			50,250	
		13			51,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: P8

Job Code Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340119 Chief Inspector	0	38,450	700	38,450	700
	1	39,150		39,150	
	2	39,850		39,850	
	3	40,550		40,550	
	4	41,250		41,250	
	5	41,950		41,950	
	6	42,650		42,650	
	7	43,350		43,350	
	8	44,050		44,050	
	9	44,750		44,750	
	10			45,450	
	11			46,150	
	12			46,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: P9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340120	Police Inspector	0	36,050	700	36,050	700
240079	Force Chaplain	1	36,750		36,750	
	ICN (13) 39 Conclusion 34 (wef 24/9/13)	2	37,450		37,450	
		3	38,150		38,150	
		4	38,850		38,850	
		5	39,550		39,550	
		6	40,250		40,250	
		7	40,950		40,950	
		8	41,650		41,650	
		9	42,350		42,350	
		10	43,050		43,050	
		11	43,750		43,750	
		12			44,450	
		13			45,150	
		14			45,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: P10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510025	Police Sergeant	0	31,950	600	31,950	600
		1	32,550		32,550	
		2	33,150		33,150	
		3	33,750		33,750	
		4	34,350		34,350	
		5	34,950		34,950	
		6	35,550		35,550	
		7	36,150		36,150	
		8	36,750		36,750	
		9	37,350		37,350	
		10	37,950		37,950	
		11	38,550		38,550	
		12	39,150		39,150	
		13			39,750	
		14			40,350	
		15			40,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: P11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510026	Police Corporal	0	28,250	600	28,250	600
340121	Police Sub-Inspector	1	28,850		28,850	
		2	29,450		29,450	
		3	30,050		30,050	
		4	30,650		30,650	
		5	31,250		31,250	
		6	31,850		31,850	
		7	32,450		32,450	
		8	33,050		33,050	
		9	33,650		33,650	
		10	34,250		34,250	
		11	34,850		34,850	
		12	35,450		35,450	
		13	36,050		36,050	
		14			36,650	
		15			37,250	
		16			37,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: P12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510027	Police Constable	0	21,350	600	21,350	600
		1	21,950		21,950	
		2	22,550		22,550	
		3	23,150		23,150	
		4	23,750		23,750	
		5	24,350		24,350	
		6	24,950		24,950	
		7	25,550		25,550	
		8	26,150		26,150	
		9	26,750		26,750	
		10	27,350		27,350	
		11	27,950		27,950	
		12	28,550		28,550	
		13	29,150		29,150	
		14	29,750		29,750	
		15	30,350		30,350	
		16	30,950		30,950	
		17	31,550		31,550	
		18	32,150		32,150	
		19	32,750		32,750	
		20	33,350		33,350	
		21	33,950		33,950	
		22			34,550	
		23			35,150	
		24			35,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: P13

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 15 Salary	Inc	Jul 16 Salary	Inc
510029	Local Constable	0	15,950	400	15,950	450	15,950	450
		1	16,350		16,400		16,400	
		2	16,750		16,850		16,850	
		3	17,150		17,300		17,300	
		4	17,550		17,750		17,750	
		5	17,950		18,200		18,200	
		6	18,350		18,650		18,650	
		7	18,750		19,100		19,100	
		8	19,150		19,550		19,550	
		9	19,550		20,000		20,000	
		10	19,950		20,450		20,450	
		11	20,350		20,900		20,900	
		12	20,750		21,350		21,350	
		13	21,150		21,800		21,800	
		14	21,550		22,250		22,250	
		15	21,950		22,700		22,700	
		16	22,350		23,150		23,150	
		17	22,750		23,600		23,600	
		18	23,150		24,050		24,050	
		19	23,550				24,500	
		20					24,950	
		21					25,400	
		22					25,850	

NB: With effect from the September 2015, the incremental value increased to \$450. Persons would receive the increase during their incremental month and be placed on point in the scale.

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: P14

Job Code	Post	Step	Jul 08 Salary	Inc	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510059	Recruit	0	18,000	0	18,000	0	18,000	0

Scale: P15

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 15 Salary	Inc	Jul 16 Salary	Inc
510028	Traffic Warden	0	14,050	400	14,050	450	14,050	450
		1	14,450		14,500		14,500	
		2	14,850		14,950		14,950	
		3	15,250		15,400		15,400	
		4	15,650		15,850		15,850	
		5	16,050		16,300		16,300	
		6	16,450		16,750		16,750	
		7	16,850		17,200		17,200	
		8	17,250		17,650		17,650	
		9	17,650		18,100		18,100	
		10	18,050		18,550		18,550	
		11	18,450		19,000		19,000	
		12	18,850		19,450		19,450	
		13	19,250		19,900		19,900	
		14	19,650		20,350		20,350	
		15	20,050		20,800		20,800	
		16	20,450		21,250		21,250	
		17	20,850		21,700		21,700	
		18	21,250		22,150		22,150	
		19	21,650				22,600	
		20					23,050	
		21					23,500	
		22					23,950	

NB: With effect from the September 2015, the incremental value increased to \$450. Persons would receive the increase during their incremental month and be placed on point in the scale.

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Bahamas Department of Correctional Services

NB: Please refer to Appendix II: Renamed Post Listing

Scale: PR1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110073	Commissioner (Correctional Services Act Section 12) (w.e.f. 1 /5/2014)	0	54,050	800	54,050	800
		1	54,850		54,850	
		2	55,650		55,650	
		3	56,450		56,450	
		4	57,250		57,250	
		5	58,050		58,050	
		6	58,850		58,850	
		7	59,650		59,650	
		8	60,450		60,450	
		9	61,250		61,250	
		10	62,050		62,050	
		11	62,850		62,850	
		12			63,650	
		13			64,450	
		14			65,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: PR2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110120	Deputy Commissioner (Correctional Services Act Section 12) (w.e.f. 1 /5/2014)	0	48,850	700	48,850	700
		1	49,550		49,550	
		2	50,250		50,250	
		3	50,950		50,950	
		4	51,650		51,650	
		5	52,350		52,350	
		6	53,050		53,050	
		7	53,750		53,750	
		8	54,450		54,450	
		9	55,150		55,150	
		10	55,850		55,850	
		11	56,550		56,550	
		12	57,250		57,250	
		13	57,950		57,950	
		14	58,650		58,650	
		15			59,350	
		16			60,050	
17			60,750			

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: PR3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340184	Assistant Commissioner (Correctional Services Act Section 12) (w.e.f. 1 /5/2014)	0	45,850	700	45,850	700
		1	46,550		46,550	
		2	47,250		47,250	
		3	47,950		47,950	
		4	48,650		48,650	
		5	49,350		49,350	
		6	50,050		50,050	
		7	50,750		50,750	
		8	51,450		51,450	
		9	52,150		52,150	
		10	52,850		52,850	
		11	53,550		53,550	
		12			54,250	
		13			54,950	
		14			55,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: PR3A

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340185	Assistant Training Officer (Correctional Services)	0	40,850	700	40,850	700
		1	41,550		41,550	
		2	42,250		42,250	
		3	42,950		42,950	
		4	43,650		43,650	
		5	44,350		44,350	
		6	45,050		45,050	
		7	45,750		45,750	
		8	46,450		46,450	
		9	47,150		47,150	
		10	47,850		47,850	
		11	48,550		48,550	
		12			49,250	
		13			49,950	
		14			50,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: PR4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510031	Chief Corrections Officer (Correctional Services Act Section 12) (w.e.f. 1 /5/2014)	0	40,650	700	40,650	700
		1	41,350		41,350	
		2	42,050		42,050	
		3	42,750		42,750	
		4	43,450		43,450	
		5	44,150		44,150	
		6	44,850		44,850	
		7	45,550		45,550	
		8	46,250		46,250	
		9	46,950		46,950	
		10	47,650		47,650	
		11	48,350		48,350	
		12	49,050		49,050	
		13	49,750		49,750	
		14	50,450		50,450	
		15			51,150	
		16			51,850	
17			52,550			

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: PR5

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 13 Salary	Inc	Jul 16 Salary	Inc
240076	Force Chaplin [upgraded] ICN(13) 30 Mtg. Concl. 34 wef 24/9/13	0	29,850	700	36,050	700	36,050	700
		1	30,550		36,750		36,750	
		2	31,250		37,450		37,450	
		3	31,950		38,150		38,150	
		4	32,650		38,850		38,850	
		5	33,350		39,550		39,550	
		6	34,050		40,250		40,250	
		7	34,750		40,950		40,950	
		8	35,450		41,650		41,650	
		9	36,150		42,350		42,350	
		10			43,050		43,050	
		11			43,750		43,750	
		12					44,450	
		13					45,150	
		14					45,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: PR6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510032	Principal Corrections Officer (Correctional Services Act Section 12) (w.e.f. 1 /5/2014)	0	33,850	600	33,850	600
		1	34,450		34,450	
		2	35,050		35,050	
		3	35,650		35,650	
		4	36,250		36,250	
		5	36,850		36,850	
		6	37,450		37,450	
		7	38,050		38,050	
		8	38,650		38,650	
		9	39,250		39,250	
		10	39,850		39,850	
		11	40,450		40,450	
		12	41,050		41,050	
		13	41,650		41,650	
		14	42,250		42,250	
		15	42,850		42,850	
		16			43,450	
		17			44,050	
		18			44,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: PR7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510033	Corrections Sergeant (Correctional Services Act Section 12) (w.e.f. 1 /5/2014)	0	31,950	600	31,950	600
		1	32,550		32,550	
		2	33,150		33,150	
		3	33,750		33,750	
		4	34,350		34,350	
		5	34,950		34,950	
		6	35,550		35,550	
		7	36,150		36,150	
		8	36,750		36,750	
		9	37,350		37,350	
		10	37,950		37,950	
		11	38,550		38,550	
		12	39,150		39,150	
		13			39,750	
		14			40,350	
		15			40,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: PR8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510034	Corrections Corporal (Correctional Services Act Section 12) (w.e.f. 1 /5/2014)	0	28,250	600	28,250	600
		1	28,850		28,850	
		2	29,450		29,450	
		3	30,050		30,050	
		4	30,650		30,650	
		5	31,250		31,250	
		6	31,850		31,850	
		7	32,450		32,450	
		8	33,050		33,050	
		9	33,650		33,650	
		10	34,250		34,250	
		11	34,850		34,850	
		12	35,450		35,450	
		13	36,050		36,050	
		14			36,650	
		15			37,250	
		16			37,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: PR9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc	
510035	Corrections Officer (Correctional Services Act Section 12) (w.e.f. 1 /5/2014)	0	21,350	600	21,350	600	
		1	21,950		21,950		
		2	22,550		22,550		
		3	23,150		23,150		
		4	23,750		23,750		
		5	24,350		24,350		
		6	24,950		24,950		
		7	25,550		25,550		
		8	26,150		26,150		
		9	26,750		26,750		
		10	27,350		27,350		
		11	27,950		27,950		
		12	28,550		28,550		
		13	29,150		29,150		
		14	29,750		29,750		
		15	30,350		30,350		
		16				30,950	
		17				31,550	
		18				32,150	

Scale: PR10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
510036	Trainee Correctional Officer (Correctional Services Act Section 12) (w.e.f. 1 /5/2014)	0	18,000	0	18,000	0

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Teaching Personnel

See Appendix XI: July 2015 – July 2018 Collective Bargaining Agreement with the Bahamas Union of Teachers

Scale: S1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120006	Principal Grade 'A' Secondary School	0	41,800	700	41,800	700
		1	42,500		42,500	
		2	43,200		43,200	
		3	43,900		43,900	
		4	44,600		44,600	
		5	45,300		45,300	
		6	46,000		46,000	
		7	46,700		46,700	
		8	47,400		47,400	
		9	48,100		48,100	
		10	48,800		48,800	
		11	49,500		49,500	
		12	50,200		50,200	
		13	50,900		50,900	
		14	51,600		51,600	
		15			52,300	
		16			53,000	
		17			53,700	

Salary increase of \$1,400 with effect from 1 July 2016 and on the incremental month, the increment will be awarded.

Scale: S2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120007	Principal Grade 'A' Primary School	0	39,800	700	39,800	700
		1	40,500		40,500	
		2	41,200		41,200	
		3	41,900		41,900	
		4	42,600		42,600	
		5	43,300		43,300	
		6	44,000		44,000	
		7	44,700		44,700	
		8	45,400		45,400	
		9	46,100		46,100	
		10	46,800		46,800	
		11	47,500		47,500	
		12	48,200		48,200	
		13	48,900		48,900	
		14	49,600		49,600	
		15			50,300	
		16			51,000	
		17			51,700	

Salary increase of \$1,400 with effect from 1 July 2016 and on the incremental month, the increment will be awarded.

Scale: S3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120008	Principal, Central Secondary School	0	38,500	700	38,500	700
		1	39,200		39,200	
		2	39,900		39,900	
		3	40,600		40,600	
		4	41,300		41,300	
		5	42,000		42,000	
		6	42,700		42,700	
		7	43,400		43,400	
		8	44,100		44,100	
		9	44,800		44,800	
		10	45,500		45,500	
		11	46,200		46,200	
		12	46,900		46,900	
		13	47,600		47,600	
		14			48,300	
		15			49,000	
		16			49,700	
		17				

Salary increase of \$1,400 with effect from 1 July 2016 and on the incremental month, the increment will be awarded.

Scale: S4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120010	Principal Grade 'B' Primary School	0	37,800	700	37,800	700
120009	Vice Principal Grade 'A' Secondary School	1	38,500		38,500	
		2	39,200		39,200	
		3	39,900		39,900	
		4	40,600		40,600	
		5	41,300		41,300	
		6	42,000		42,000	
		7	42,700		42,700	
		8	43,400		43,400	
		9	44,100		44,100	
		10	44,800		44,800	
		11	45,500		45,500	
		12	46,200		46,200	
		13	46,900		46,900	
		14			47,600	
		15			48,300	
		16			49,000	

Salary increase of \$1,400 with effect from 1 July 2016 and on the incremental month, the increment will be awarded.

Scale: S5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120013	Vice Principal Grade 'A' Primary School (w.e.f. 01/01/02)	0	36,400	700	36,400	700
		1	37,100		37,100	
		2	37,800		37,800	
		3	38,500		38,500	
		4	39,200		39,200	
		5	39,900		39,900	
		6	40,600		40,600	
		7	41,300		41,300	
		8	42,000		42,000	
		9	42,700		42,700	
		10	43,400		43,400	
		11	44,100		44,100	
		12	44,800		44,800	
		13	45,500		45,500	
		14			46,200	
		15			46,900	
		16			47,600	

Salary increase of \$1,400 with effect from 1 July 2016 and on the incremental month, the increment will be awarded.

Scale: S6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120012	Principal Grade 'C' Primary School	0	35,700	700	35,700	700
120011	Principal Special School	1	36,400		36,400	
230009	Senior Master / Mistress Secondary School	2	37,100		37,100	
120084	Vice Principal Central Secondary School (w.e.f. 01/04/99)	3	37,800		37,800	
		4	38,500		38,500	
120015	Vice Principal Grade 'B' Primary School	5	39,200		39,200	
		6	39,900		39,900	
		7	40,600		40,600	
		8	41,300		41,300	
		9	42,000		42,000	
		10	42,700		42,700	
		11	43,400		43,400	
		12	44,100		44,100	
		13	44,800		44,800	
		14			45,500	
		15			46,200	
		16			46,900	

Salary increase of \$1,400 with effect from 1 July 2016 and on the incremental month, the increment will be awarded.

Scale: S7

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
230007	Master Teacher	0	34,800	700	34,800	700
		1	35,500		35,500	
		2	36,200		36,200	
		3	36,900		36,900	
		4	37,600		37,600	
		5	38,300		38,300	
		6	39,000		39,000	
		7	39,700		39,700	
		8	40,400		40,400	
		9	41,100		41,100	
		10	41,800		41,800	
		11	42,500		42,500	
		12			43,200	
		13			43,900	
		14			44,600	

Scale: S8

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
230008	Senior Trained Teacher	0	32,800	700	32,800	700
		1	33,500		33,500	
		2	34,200		34,200	
		3	34,900		34,900	
		4	35,600		35,600	
		5	36,300		36,300	
		6	37,000		37,000	
		7	37,700		37,700	
		8	38,400		38,400	
		9	39,100		39,100	
		10	39,800		39,800	
		11			40,500	
		12			41,200	
		13			41,900	

Scale: S9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120014	Principal Grade 'D' Primary School	0	31,300	700	31,300	700
230052	Senior Master / Mistress Primary School	1	32,000		32,000	
120016	Vice Principal Grade 'C' Primary School	2	32,700		32,700	
		3	33,400		33,400	
		4	34,100		34,100	
		5	34,800		34,800	
		6	35,500		35,500	
		7	36,200		36,200	
		8	36,900		36,900	
		9	37,600		37,600	
		10	38,300		38,300	
		11	39,000		39,000	
		12	39,700		39,700	
		13			40,400	
		14			41,100	
		15			41,800	

Salary increase of \$1,400 with effect from 1 July 2016 and on the incremental month, the increment will be awarded.

Scale: S10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120072	Vice Principal / Assistant Administrator Special School	0	28,200	700	28,200	700
		1	28,900		28,900	
		2	29,600		29,600	
		3	30,300		30,300	
		4	31,000		31,000	
		5	31,700		31,700	
		6	32,400		32,400	
		7	33,100		33,100	
		8	33,800		33,800	
		9	34,500		34,500	
		10	35,200		35,200	
		11	35,900		35,900	
		12	36,600		36,600	
		13	37,300		37,300	
		14			38,000	
		15			38,700	
		16			39,400	

Salary increase of \$1,400 with effect from 1 July 2016 and on the incremental month, the increment will be awarded.

Scale: S11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120071	Principal Grade 'E' Primary School	0	27,400	700	27,400	700
		1	28,100		28,100	
		2	28,800		28,800	
		3	29,500		29,500	
		4	30,200		30,200	
		5	30,900		30,900	
		6	31,600		31,600	
		7	32,300		32,300	
		8	33,000		33,000	
		9	33,700		33,700	
		10	34,400		34,400	
		11	35,100		35,100	
		12	35,800		35,800	
		13	36,500		36,500	
		14	37,200		37,200	
		15			37,900	
		16			38,600	
		17			39,300	

Salary increase of \$1,400 with effect from 1 July 2016 and on the incremental month, the increment will be awarded.

Scale: S12

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
230079	Technical Teacher (City & Guilds Final Technology Diploma or equivalent plus Teacher Training)	0	25,200	700	25,200	700
		1	25,900		25,900	
230080	Technical Teacher (Bachelors Degree in Technical Area)	2	26,600		26,600	
		3	27,300		27,300	
230017	Trained Teacher (Bachelors Degree)	4	28,000		28,000	
230018	Trained Teacher (Masters Degree)	5	28,700		28,700	
230019	Trained Teacher (Doctoral Degree)	6	29,400		29,400	
		7	30,100		30,100	
		8	30,800		30,800	
		9	31,500		31,500	
		10	32,200		32,200	
		11	32,900		32,900	
		12	33,600		33,600	
		13	34,300		34,300	
		14	35,000		35,000	
		15	35,700		35,700	
		16	36,400		36,400	
		17	37,100		37,100	
		18				37,800
19				38,500		
20				39,200		

Salary increase of two (2) increments with effect from 1 September, 2016.

Scale: S12A

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
230024	Assistant Teacher	0	18,900	700	18,900	700
230065	Technical Teacher	1	19,600		19,600	
230040	Trained Teacher	2	20,300		20,300	
230022	Trained Teacher (Associates Degree)	3	21,000		21,000	
230023	Trained Teacher (Teacher's Certificate & B.J.C.s, G.C.E.s)	4	21,700		21,700	
		5	22,400		22,400	
		6	23,100		23,100	
		7	23,800		23,800	
		8	24,500		24,500	
		9	25,200		25,200	
		10	25,900		25,900	
		11	26,600		26,600	
		12	27,300		27,300	
		13	28,000		28,000	
		14	28,700		28,700	
		15	29,400		29,400	
		16	30,100		30,100	
		17	30,800		30,800	
		18	31,500		31,500	
		19	32,200		32,200	
		20	32,900		32,900	
21	33,600		33,600			
22	34,300		34,300			
23	35,000		35,000			
24	35,700		35,700			
25	36,400		36,400			
26	37,100		37,100			
27					37,800	
28					38,500	
29					39,200	

Salary increase of two (2) increments with effect from 1 September, 2016

Scale: S13

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
230005	Senior Craft Instructor	0	20,800	500	20,800	500
		1	21,300		21,300	
		2	21,800		21,800	
		3	22,300		22,300	
		4	22,800		22,800	
		5	23,300		23,300	
		6	23,800		23,800	
		7	24,300		24,300	
		8	24,800		24,800	
		9	25,300		25,300	
		10	25,800		25,800	
		11	26,300		26,300	
		12	26,800		26,800	
		13	27,300		27,300	
		14	27,800		27,800	
		15	28,300		28,300	
		16	28,800		28,800	
		17	29,300		29,300	
		18	29,800		29,800	
		19	30,300		30,300	
		20			30,800	
		21			31,300	
		22			31,800	

Salary increase of two (2) increments with effect from 1 September, 2016

Scale: S14

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
230006	Craft Instructor	0	17,950	500	17,950	500
		1	18,450		18,450	
		2	18,950		18,950	
		3	19,450		19,450	
		4	19,950		19,950	
		5	20,450		20,450	
		6	20,950		20,950	
		7	21,450		21,450	
		8	21,950		21,950	
		9	22,450		22,450	
		10	22,950		22,950	
		11	23,450		23,450	
		12	23,950		23,950	
		13	24,450		24,450	
		14	24,950		24,950	
		15	25,450		25,450	
		16	25,950		25,950	
		17	26,450		26,450	
		18	26,950		26,950	
		19			27,450	
		20			27,950	
		21			28,450	

Salary increase of two (2) increments with effect from 1 September, 2016

Scale: S15

Job Code	Post	Step	Jul 12		Aug 14		Sept 15		Sept 16	
			Salary	Inc	Salary	Inc	Salary	Inc	Salary	Inc
330003	Teacher Trainee	0	11,100	400	11,500	400	11,500	450	11,500	450
330005	Teachers Aide	1	11,500		11,900		11,950		11,950	
230053	Untrained Teacher	2	11,900		12,300		12,400		12,400	
		3	12,300		12,700		12,850		12,850	
		4	12,700		13,100		13,300		13,300	
		5	13,100		13,500		13,750		13,750	
		6	13,500		13,900		14,200		14,200	
		7	13,900		14,300		14,650		14,650	
		8	14,300		14,700		15,100		15,100	
		9	14,700		15,100		15,550		15,550	
		10	15,100		15,500		16,000		16,000	
		11	15,500		15,900		16,450		16,450	
		12	15,900		16,300		16,900		16,900	
		13	16,300		16,700		17,350		17,350	
		14	16,700		17,100		17,800		17,800	
		15	17,100		17,500		18,250		18,250	
		16	17,500		17,900		18,700		18,700	
		17	17,900		18,300		19,150		19,150	
		18	18,300		18,700		19,600		19,600	
		19	18,700		19,100		20,050		20,050	
		20	19,100		19,500		20,500		20,500	
		21	19,500		19,900		20,950		20,950	
		22	19,900		20,300		21,400		21,400	
		23	20,300		20,700		21,850		21,850	
		24	20,700		21,100		22,300		22,300	
		25	21,100		21,500		22,750		22,750	
		26	21,500		21,900		23,200		23,200	
		27	21,900		22,300		23,650		23,650	
		28	22,300		22,700				24,100	
		29	22,700		23,100				24,550	
		30	23,100						25,000	

NB: with effect from September 2015, the incremental value increased to \$450 . Persons would receive the increase during their incremental month and be placed on point in the scale.

Salary increase of two (2) increments with effect from 1 September, 2016.

Allied Education Personnel

Scale: SED1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc	
230035	District Superintendent	0	43,800	700	43,800	700	
		1	44,500		44,500		
		2	45,200		45,200		
		3	45,900		45,900		
		4	46,600		46,600		
		5	47,300		47,300		
		6	48,000		48,000		
		7	48,700		48,700		
		8	49,400		49,400		
		9	50,100		50,100		
		10	50,800		50,800		
		11	51,500		51,500		
		12	52,200		52,200		
		13	52,900		52,900		
		14	53,600		53,600		
		15				54,300	
		16				55,000	
17				55,700			

Salary increase of \$1,400 with effect from 1 July 2016 and on the incremental month, the increment will be awarded.

Scale: SED2

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
	Vacant	0	41,300	700	41,300	700
		1	42,000		42,000	
		2	42,700		42,700	
		3	43,400		43,400	
		4	44,100		44,100	
		5	44,800		44,800	
		6	45,500		45,500	
		7	46,200		46,200	
		8	46,900		46,900	
		9	47,600		47,600	
		10	48,300		48,300	
		11	49,000		49,000	
		12	49,700		49,700	
		13			50,400	
		14			51,100	

Scale: SED3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
230056	Chief Guidance Counselor	0	37,500	700	37,500	700
230029	Senior Education Officer	1	38,200		38,200	
320070	Senior Education Officer, Special Education	2	38,900		38,900	
		3	39,600		39,600	
		4	40,300		40,300	
		5	41,000		41,000	
		6	41,700		41,700	
		7	42,400		42,400	
		8	43,100		43,100	
		9	43,800		43,800	
		10	44,500		44,500	
		11	45,200		45,200	
		12	45,900		45,900	
		13	46,600		46,600	
		14	47,300		47,300	
		15	48,000		48,000	
		16			48,700	
		17			49,400	
		18			50,100	

Salary increase of \$1,400 with effect from 1 July 2016 and on incremental month, the increment will be awarded

Scale: SED4

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
	Vacant	0	36,100	700	36,100	700
		1	36,800		36,800	
		2	37,500		37,500	
		3	38,200		38,200	
		4	38,900		38,900	
		5	39,600		39,600	
		6	40,300		40,300	
		7	41,000		41,000	
		8	41,700		41,700	
		9	42,400		42,400	
		10	43,100		43,100	
		11	43,800		43,800	
		12	44,500		44,500	
		13			45,200	
		14			45,900	

Scale: SED5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240040	Chief Librarian	0	35,800	700	35,800	700
		1	36,500		36,500	
		2	37,200		37,200	
		3	37,900		37,900	
		4	38,600		38,600	
		5	39,300		39,300	
		6	40,000		40,000	
		7	40,700		40,700	
		8	41,400		41,400	
		9	42,100		42,100	
		10	42,800		42,800	
		11	43,500		43,500	
		12	44,200		44,200	
		13	44,900		44,900	
		14	45,600		45,600	
		15			46,300	
		16			47,000	
		17			47,700	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: SED6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
230031	Education Officer	0	35,400	700	35,400	700
320069	Education Officer, Special Education (w.e.f. 01/10/02)	1	36,100		36,100	
		2	36,800		36,800	
230030	Subject Secretary (w.e.f. 01/10/02)	3	37,500		37,500	
		4	38,200		38,200	
		5	38,900		38,900	
		6	39,600		39,600	
		7	40,300		40,300	
		8	41,000		41,000	
		9	41,700		41,700	
		10	42,400		42,400	
		11	43,100		43,100	
		12	43,800		43,800	
		13			44,500	
		14			45,200	
		15			45,900	

Salary increase of \$1,400 with effect from 1July, 2016 and on incremental month, the increment will be awarded.

Scale: SED7

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
230060	Senior Guidance Counselor	0	34,800	700	34,800	700
		1	35,500		35,500	
		2	36,200		36,200	
		3	36,900		36,900	
		4	37,600		37,600	
		5	38,300		38,300	
		6	39,000		39,000	
		7	39,700		39,700	
		8	40,400		40,400	
		9	41,100		41,100	
		10	41,800		41,800	
		11	42,500		42,500	
		12			43,200	
		13			43,900	
		14			44,600	

**Salary increase of two (2) increments with effect from
1 September, 2016**

Scale: SED8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
230036	Assistant District Superintendent	0	34,300	700	34,300	700
		1	35,000		35,000	
		2	35,700		35,700	
		3	36,400		36,400	
		4	37,100		37,100	
		5	37,800		37,800	
		6	38,500		38,500	
		7	39,200		39,200	
		8	39,900		39,900	
		9	40,600		40,600	
		10	41,300		41,300	
		11	42,000		42,000	
		12	42,700		42,700	
		13	43,400		43,400	
		14	44,100		44,100	
		15			44,800	
		16			45,500	
		17			46,200	

Salary increase of \$1,400 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: SED9

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
230057	Guidance Counselor I	0	32,800	700	32,800	700
		1	33,500		33,500	
		2	34,200		34,200	
		3	34,900		34,900	
		4	35,600		35,600	
		5	36,300		36,300	
		6	37,000		37,000	
		7	37,700		37,700	
		8	38,400		38,400	
		9	39,100		39,100	
		10	39,800		39,800	
		11			40,500	
		12			41,200	
		13			41,900	

**Salary increase of two (2) increments with effect from
1 September, 2016**

Scale: SED10

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
	Vacant	0	31,200	700	31,200	700
		1	31,900		31,900	
		2	32,600		32,600	
		3	33,300		33,300	
		4	34,000		34,000	
		5	34,700		34,700	
		6	35,400		35,400	
		7	36,100		36,100	
		8	36,800		36,800	
		9			37,500	
		10			38,200	
		11				
		12				
		13				

Scale: SED11

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
240041	Senior Librarian	0	30,300	700	30,300	700
		1	31,000		31,000	
		2	31,700		31,700	
		3	32,400		32,400	
		4	33,100		33,100	
		5	33,800		33,800	
		6	34,500		34,500	
		7	35,200		35,200	
		8	35,900		35,900	
		9	36,600		36,600	
		10	37,300		37,300	
		11	38,000		38,000	
		12	38,700		38,700	
		13			39,400	
		14			40,100	
		15			40,800	

**Salary increase of two (2) increments with effect from
1 September, 2016**

Scale: SED12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
230032	Examination Officer	0	29,800	700	29,800	700
		1	30,500		30,500	
		2	31,200		31,200	
		3	31,900		31,900	
		4	32,600		32,600	
		5	33,300		33,300	
		6	34,000		34,000	
		7	34,700		34,700	
		8	35,400		35,400	
		9	36,100		36,100	
		10	36,800		36,800	
		11			37,500	
		12			38,200	
		13			38,900	

**Salary increase of \$1,200 w.e.f. 1 July, 2016 and on incremental month,
the increment will be awarded and salary placed on point.**

Scale: SED13

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
230058	Guidance Counselor II	0	29,000	700	29,000	700
		1	29,700		29,700	
		2	30,400		30,400	
		3	31,100		31,100	
		4	31,800		31,800	
		5	32,500		32,500	
		6	33,200		33,200	
		7	33,900		33,900	
		8	34,600		34,600	
		9	35,300		35,300	
		10	36,000		36,000	
		11			36,700	
		12			37,400	
		13			38,100	

**Salary increase of two (2) increments with effect from
1 September, 2016**

Scale: SED14

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
240123	Librarian I	0	28,000	700	28,000	700
		1	28,700		28,700	
		2	29,400		29,400	
		3	30,100		30,100	
		4	30,800		30,800	
		5	31,500		31,500	
		6	32,200		32,200	
		7	32,900		32,900	
		8	33,600		33,600	
		9	34,300		34,300	
		10	35,000		35,000	
		11			35,700	
		12			36,400	
		13			37,100	

**Salary increase of two (2) increments with effect from
1 September, 2016**

Scale: SED15

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
230059	Guidance Counselor III	0	24,500	700	24,500	700
		1	25,200		25,200	
		2	25,900		25,900	
		3	26,600		26,600	
		4	27,300		27,300	
		5	28,000		28,000	
		6	28,700		28,700	
		7	29,400		29,400	
		8	30,100		30,100	
		9	30,800		30,800	
		10	31,500		31,500	
		11	32,200		32,200	
		12	32,900		32,900	
		13			33,600	
		14			34,300	
		15			35,000	

**Salary increase of two (2) increments with effect from
1 September, 2016**

Scale: SED16

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
240058	Librarian II	0	23,500	600	23,500	600
		1	24,100		24,100	
		2	24,700		24,700	
		3	25,300		25,300	
		4	25,900		25,900	
		5	26,500		26,500	
		6	27,100		27,100	
		7	27,700		27,700	
		8	28,300		28,300	
		9	28,900		28,900	
		10	29,500		29,500	
		11	30,100		30,100	
		12	30,700		30,700	
		13	31,300		31,300	
		14			31,900	
		15			32,500	
		16			33,100	

**Salary increase of two (2) increments with effect from
1 September, 2016**

Scale: SED17

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
	Vacant	0	23,000	600	23,000	600
		1	23,600		23,600	
		2	24,200		24,200	
		3	24,800		24,800	
		4	25,400		25,400	
		5	26,000		26,000	
		6	26,600		26,600	
		7	27,200		27,200	
		8	27,800		27,800	
		9	28,400		28,400	
		10	29,000		29,000	
		11	29,600		29,600	
		12	30,200		30,200	
		13			30,800	
		14			31,400	

Scale: SED18

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
980068	Trainee Guidance Counselor	0	21,250	600	21,250	600
		1	21,850		21,850	
		2	22,450		22,450	
		3	23,050		23,050	
		4	23,650		23,650	
		5	24,250		24,250	
		6	24,850		24,850	
		7	25,450		25,450	
		8	26,050		26,050	
		9	26,650		26,650	
		10	27,250		27,250	
		11	27,850		27,850	
		12	28,450		28,450	
		13	29,050		29,050	
		14	29,650		29,650	
		15	30,250		30,250	
		16	30,850		30,850	
		17			31,450	
		18			32,050	
		19			32,650	

**Salary increase of two (2) increments with effect from
1 September, 2016**

Scale: SED19

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 16 Salary	Inc
240042	Assistant Librarian	0	20,250	600	20,250	600
		1	20,850		20,850	
		2	21,450		21,450	
		3	22,050		22,050	
		4	22,650		22,650	
		5	23,250		23,250	
		6	23,850		23,850	
		7	24,450		24,450	
		8	25,050		25,050	
		9	25,650		25,650	
		10	26,250		26,250	
		11	26,850		26,850	
		12	27,450		27,450	
		13	28,050		28,050	
		14	28,650		28,650	
		15	29,250		29,250	
		16			29,850	
		17			30,450	
		18			31,050	

**Salary increase of two (2) increments with effect from
1 September, 2016**

Scale: SED20

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 12 Salary	Inc
	Vacant	0	19,400	600	19,400	600
		1	20,000		20,000	
		2	20,600		20,600	
		3	21,200		21,200	
		4	21,800		21,800	
		5	22,400		22,400	
		6	23,000		23,000	
		7	23,600		23,600	
		8	24,200		24,200	
		9	24,800		24,800	
		10	25,400		25,400	
		11	26,000		26,000	
		12			26,600	
		13			27,200	

Technical Personnel

Scale: T1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
820026	Job Superintendent, Government Printing	0	27,350	600	27,350	600
		1	27,950		27,950	
		2	28,550		28,550	
		3	29,150		29,150	
		4	29,750		29,750	
		5	30,350		30,350	
		6	30,950		30,950	
		7	31,550		31,550	
		8	32,150		32,150	
		9	32,750		32,750	
		10	33,350		33,350	
		11	33,950		33,950	
		12	34,550		34,550	
		13	35,150		35,150	
		14	35,750		35,750	
		15	36,350		36,350	
		16	36,950		36,950	
			37,550		37,550	
			38,150		38,150	
					38,750	
					39,350	
					39,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: T2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
910056	Chief Maintenance Superintendent	0	27,350	600	27,350	600
310158	Chief Photographer	1	27,950		27,950	
310185	Physical Planning Superintendent	2	28,550		28,550	
		3	29,150		29,150	
		4	29,750		29,750	
		5	30,350		30,350	
		6	30,950		30,950	
		7	31,550		31,550	
		8	32,150		32,150	
		9	32,750		32,750	
		10	33,350		33,350	
		11	33,950		33,950	
		12	34,550		34,550	
		13	35,150		35,150	
		14	35,750		35,750	
		15	36,350		36,350	
		16	36,950		36,950	
		17	37,550		37,550	
		18			38,150	
		19			38,750	
		20			39,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: T3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340007	Chief Assessor	0	26,550	600	26,550	600
310187	Chief Clerk of Works	1	27,150		27,150	
310008	Chief Mechanical Superintendent	2	27,750		27,750	
310070	Chief Price Inspector	3	28,350		28,350	
820006	Chief Superintendent	4	28,950		28,950	
820030	Senior Maintenance Superintendent	5	29,550		29,550	
210064	Senior Surveyor	6	30,150		30,150	
		7	30,750		30,750	
		8	31,350		31,350	
		9	31,950		31,950	
		10	32,550		32,550	
		11	33,150		33,150	
		12	33,750		33,750	
		13	34,350		34,350	
		14	34,950		34,950	
		15	35,550		35,550	
		16	36,150		36,150	
		17	36,750		36,750	
		18	37,350		37,350	
		19			37,950	
		20			38,550	
		21			39,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: T4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
310164	Assistant Estate Management Officer III	0	26,150	600	26,150	600
310299	Assistant Estate Valuation Surveyor III	1	26,750		26,750	
820027	Supervisor, Government Printing	2	27,350		27,350	
		3	27,950		27,950	
		4	28,550		28,550	
		5	29,150		29,150	
		6	29,750		29,750	
		7	30,350		30,350	
		8	30,950		30,950	
		9	31,550		31,550	
		10	32,150		32,150	
		11	32,750		32,750	
		12	33,350		33,350	
		13	33,950		33,950	
		14	34,550		34,550	
		15	35,150		35,150	
		16	35,750		35,750	
		17	36,350		36,350	
		18			36,950	
		19			37,550	
		20			38,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: T5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
710007	Chief Building Inspector	0	25,350	600	25,350	600
710034	Chief Inspector of Works	1	25,950		25,950	
820007	Senior Superintendent	2	26,550		26,550	
		3	27,150		27,150	
		4	27,750		27,750	
		5	28,350		28,350	
		6	28,950		28,950	
		7	29,550		29,550	
		8	30,150		30,150	
		9	30,750		30,750	
		10	31,350		31,350	
		11	31,950		31,950	
		12	32,550		32,550	
		13	33,150		33,150	
		14	33,750		33,750	
		15	34,350		34,350	
		16	34,950		34,950	
		17	35,550		35,550	
		18			36,150	
		19			36,750	
		20			37,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: T6

Job Code	Post	Old Scale	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
730015	Assistant Supervisor, Printing		0	24,300	600	24,300	600
			1	24,900		24,900	
720047	Senior Binder New Post w.e.f. 1/7/11 ICN (15) 41st Meeting, Concl. 34		2	25,500		25,500	
			3	26,100		26,100	
			4	26,700		26,700	
720045	Senior Composer / Designer New Post w.e.f. 1/7/11 ICN (15) 41st Meeting, Concl. 34		5	27,300		27,300	
			6	27,900		27,900	
			7	28,500		28,500	
730004	Senior Darkroom Technician Upgraded w.e.f. 1/7/11 ICN (15) 41st Meeting, Concl. 34	T11	8	29,100		29,100	
			9	29,700		29,700	
			10	30,300		30,300	
720046	Senior Pressman New Post w.e.f. 1/7/11 ICN (15) 41st Meeting, Concl. 34		11	30,900		30,900	
			12	31,500		31,500	
			13	32,100		32,100	
720044	Senior Proofreader / Editor New Post w.e.f. 1/7/11 ICN (15) 41st Meeting, Concl. 34		14	32,700		32,700	
			15	33,300		33,300	
			16	33,900		33,900	
			17	34,500		34,500	
			18			35,100	
			19			35,700	
			20			36,300	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: T7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
130003	Airport Superintendent	0	23,300	600	23,300	600
310010	Architectural Assistant	1	23,900		23,900	
710005	Building Superintendent	2	24,500		24,500	
310112	Chief Physical Planning Inspector	3	25,100		25,100	
310169	Chief Tug Engineer	4	25,700		25,700	
310052	Chief Tug Master	5	26,300		26,300	
710006	Construction Superintendent	6	26,900		26,900	
310122	Co-ordinator, National Pride	7	27,500		27,500	
310143	Development Officer	8	28,100		28,100	
710032	Electrical Superintendent	9	28,700		28,700	
310007	Electronics Technician	10	29,300		29,300	
310125	Engineering Assistant	11	29,900		29,900	
610009	Forest Supervisor (Replaced Forestry Assistant I)	12	30,500		30,500	
310141	Hydrologist Assistant	13	31,100		31,100	
340005	Land / Building Appraisal Officer	14	31,700		31,700	
910015	Maintenance Superintendent	15	32,300		32,300	
310128	Mechanical Superintendent	16	32,900		32,900	
310142	Photogrammetrist	17	33,500		33,500	
310137	Quantity Surveyor Assistant	18			34,100	
430007	Repairer / Binder Superintendent, Archives	19			34,700	
340270	Senior Assessor	20			35,300	
710008	Senior Building Inspector					
310117	Senior Clerk of Works					
610046	Senior Field Supervisor					
710011	Senior Inspector					
310072	Senior Price Inspector					
410032	Stores Superintendent					
310166	Superintendent (All Sections), Works					
730026	Superintendent of Operations					
310190	Superintendent Repair and Bindery					
310139	Surveyor (Not fully qualified)					
310005	Technical Superintendent					
830033	Tractor Operator I					
820022	Workshop Superintendent					

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: T8

Job Code	Post	Old Scale	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
430003	Binder I		0	21,500	600	21,500	600
730027	Composer / Designer I		1	22,100		22,100	
	(Replaced: Chief Composer Operator)		2	22,700		22,700	
	w.e.f. 1/7/11						
	ICN (15) 41st Meeting, Concl. 34		3	23,300		23,300	
730014	Darkroom Technician I	T10	4	23,900		23,900	
	Upgraded w.e.f. 1/7/11						
	ICN (15) 41st Meeting, Concl. 34		5	24,500		24,500	
820009	Lithographic Stripper I		6	25,100		25,100	
820010	Pressman I		7	25,700		25,700	
410043	Proofreader / Editor I		8	26,300		26,300	
	(Replaced: Reader / Librarian I)		9	26,900		26,900	
	w.e.f. 1/7/11						
	ICN (15) 41st Meeting, Concl. 34		10	27,500		27,500	
			11	28,100		28,100	
			12	28,700		28,700	
			13	29,300		29,300	
			14	29,900		29,900	
			15	30,500		30,500	
			16	31,100		31,100	
			17	31,700		31,700	
			18	32,300		32,300	
			19			32,900	
			20			33,500	
			21			34,100	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Scale: T9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
710009	Building Inspector	0	20,700	600	20,700	600
710010	Building Supervisor	1	21,300		21,300	
310123	Cartographer	2	21,900		21,900	
240130	Chief Library Technical Assistant *	3	22,500		22,500	
430002	Chief Repairer / Binder	4	23,100		23,100	
910047	Cleansing Supervisor	5	23,700		23,700	
310006	Clerk of Works	6	24,300		24,300	
710013	Construction Supervisor	7	24,900		24,900	
710033	Electrical Supervisor	8	25,500		25,500	
610024	Field Supervisor	9	26,100		26,100	
610010	Forestry Assistant I (Replaced Forest Supervisor)	10	26,700		26,700	
310115	Inspector (All Sections), Works	11	27,300		27,300	
310129	Mechanical Supervisor	12	27,900		27,900	
610022	Parks Supervisor	13	28,500		28,500	
340179	Post Office Supervisor	14	29,100		29,100	
310073	Price Inspector I	15	29,700		29,700	
830007	Senior Crane Operator	16	30,300		30,300	
310009	Senior Draftsman	17	30,900		30,900	
340272	Senior Lifeguard	18	31,500		31,500	
510079	Senior Maintenance Supervisor	19			32,100	
310209	Senior Photographer	20			32,700	
310118	Senior Physical Planning Inspector	21			33,300	
720009	Senior Refrigeration Mechanic					
310055	Senior Tug Engineer					
310053	Senior Tug Master					
310088	Supervisor (All Sections), Works					

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

Salary increase of two (2) increments for Chief Library Technical Assistant with effect from 1 September 2016 and not 1 July 2016

Scale: T9 Cont'd

310300 Technical Supervisor
830006 Tractor Operator II
310051 Training Officer / Captain
510081 Weighbridge Supervisor
310095 Works Supervisor
820024 Workshop Supervisor

Scale: T10

Job Code	Post	Old Scale	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
430004	Binder II		0	18,850	500	18,850	500
730020	Composer / Designer II (Replaced Senior Composer Operator) w.e.f. 1/7/11 - ICN(15) 41st Meeting, Concl. 34		1	19,350		19,350	
			2	19,850		19,850	
730012	Darkroom Technician II post upgraded w.e.f. 1/7/11	T12	3	20,350		20,350	
			4	20,850		20,850	
820012	Lithographic Stripper II		5	21,350		21,350	
820017	Machine Operator II (Printing Department)		6	21,850		21,850	
820011	Pressman II		7	22,350		22,350	
410045	Proofreader / Editor II (Replaced Reader / Librarian II) w.e.f. 1/7/11 ICN(15) 41st Meeting, Concl. 34		8	22,850		22,850	
			9	23,350		23,350	
730003	Senior Printer		10	23,850		23,850	
			11	24,350		24,350	
			12	24,850		24,850	
			13	25,350		25,350	
			14	25,850		25,850	
			15	26,350		26,350	
			16	26,850		26,850	
			17	27,350		27,350	
			18	27,850		27,850	
			19	28,350		28,350	
			20	28,850		28,850	
			21			29,350	
			22			29,850	
			23			30,350	
			24			30,850	

Salary increase of \$1,200 with effect from 1 July 2016 on incremental month, the increment will be awarded and salary placed on point.

Scale: T11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
410040	Airport Dispatcher	0	17,650	600	17,650	600
340008	Assessor	1	18,250		18,250	
210104	Assistant Electronics Technician	2	18,850		18,850	
710012	Assistant Inspector	3	19,450		19,450	
310105	Assistant Surveyor	4	20,050		20,050	
310047	Dock Master	5	20,650		20,650	
720028	Foreman, Air Conditioning	6	21,250		21,250	
710019	Foreman, Body Worker	7	21,850		21,850	
710003	Foreman, Carpenter	8	22,450		22,450	
720038	Foreman, Chainman	9	23,050		23,050	
710014	Foreman, Electrician	10	23,650		23,650	
820019	Foreman, Feed Mill	11	24,250		24,250	
710001	Foreman, Mason	12	24,850		24,850	
720004	Foreman, Mechanic	13	25,450		25,450	
820002	Foreman, Operator	14	26,050		26,050	
710034	Foreman, Painter	15	26,650		26,650	
740013	Foreman, Processing Plant	16	27,250		27,250	
710030	Foreman, Plumber	17	27,850		27,850	
740009	Foreman, Upholsterer	18	28,450		28,450	
710017	Foreman, Welder	19			29,050	
730001	Foreman, X-Ray	20			29,650	
610020	Forestry Assistant II	21			30,250	
340202	Graphic Artist					
340006	Land Building Appraiser					
820004	Machine Shop Supervisor					
310301	Maintenance Supervisor					
720006	Mechanical and Transport Foreman					
730005	Microfilm Operator					
310022	Photographer					
310298	Physical Planning Inspector (Replaced Physical Planning Technician)					
310074	Price Inspector II					
720010	Refrigeration Mechanic					
240131	Senior Library Technical Assistant *					
820005	Senior Machine Operator					
430006	Senior Repairer / Binder					
820023	Senior Shift Operator					
310097	Surveyor Assistant II					
310099	Technical Assistant					
310049	Tug Engineer					
310054	Tug Master					

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded.

*** Salary increase of two (2) increments for Senior Library Technical Assistant with effect from 1 September, 2016 and not 1 July, 2016**

Scale: T12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
430005	Binder III, Government Printing	0	16,500	500	16,500	500
730007	Composer / Designer III (Replaced Composer Operator) w.e.f. 1/7/11 ICN(15) 41st Meeting, Concl. 34	1	17,000		17,000	
		2	17,500		17,500	
730021	Darkroom Technician III New Post w.e.f. 1/7/11 ICN(15) 41st Meeting, Concl. 34	3	18,000		18,000	
		4	18,500		18,500	
740021	Junkanoo Co-ordinator	5	19,000		19,000	
510082	Lifeguard	6	19,500		19,500	
820014	Lithographic Stripper III	7	20,000		20,000	
730022	Machine Operator III, Printing Department	8	20,500		20,500	
820013	Pressman III	9	21,000		21,000	
730016	Printer I	10	21,500		21,500	
410046	Proofreader / Editor III (Replaced Reader / Librarian III) w.e.f. 1/7/11 ICN(15) 41st Meeting, Concl. 34	11	22,000		22,000	
		12	22,500		22,500	
		13	23,000		23,000	
		14	23,500		23,500	
		15	24,000		24,000	
		16	24,500		24,500	
		17	25,000		25,000	
		18	25,500		25,500	
		19	26,000		26,000	
		20	26,500		26,500	
		21	27,000		27,000	
		22			27,500	
		23			28,000	
		24			28,500	
		25			29,000	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month , the increment is awarded and salary placed on point.

Scale: T13

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
710018	Assistant Electrician	0	15,700	500	15,700	500
720023	Assistant Foreman, Body Worker	1	16,200		16,200	
710026	Assistant Foreman, Carpenter	2	16,700		16,700	
710027	Assistant Foreman, Electrician	3	17,200		17,200	
710029	Assistant Foreman, Mason	4	17,700		17,700	
720025	Assistant Foreman, Mechanic	5	18,200		18,200	
820021	Assistant Foreman, Operator	6	18,700		18,700	
710028	Assistant Foreman, Painter	7	19,200		19,200	
740014	Assistant Foreman, Upholsterer	8	19,700		19,700	
720024	Assistant Foreman, Welder	9	20,200		20,200	
730017	Assistant Foreman, X-Ray Maintenance	10	20,700		20,700	
730019	Assistant Microfilm Operator	11	21,200		21,200	
310087	Assistant Tug Engineer	12	21,700		21,700	
720005	Body Worker I	13	22,200		22,200	
720021	Business Machine Repairman	14	22,700		22,700	
310057	Captain and Dredging Master	15	23,200		23,200	
710004	Carpenter I	16	23,700		23,700	
830008	Crane Operator	17	24,200		24,200	
720035	Chainman I (See Appendix I)	18	24,700		24,700	
310011	Draftsman	19	25,200		25,200	
310048	Dredge Engineer	20	25,700		25,700	
710015	Electrician I	21	26,200		26,200	
720020	Electronics Assistant	22			26,700	
310023	Film and Photography Assistant	23			27,200	
410080	Flight Information Officer	24			27,700	
610019	Forestry Assistant III	25			28,200	
340147	Graphics Designer					
830035	Harbour Control Supervisor					
240132	Library Technical Assistant *					
830009	Lighthouse Foreman					

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month , the increment will be awarded and salary placed on point.

*** Salary increase of two (2) increments for Library Technical Assistant with effect from 1 September 2016 and not 1 July 2016**

Scale: T13 cont'd

820018 Machine Operator
720019 Machinist
720008 Maintenance Mechanic
720029 Maintenance Supervisor II (Replaced Maintenance Supervisor)
710002 Mason I
830032 Mate I
720031 Mechanic Air Conditioning
720007 Mechanic I
720032 Mechanic Steamfitters
730024 Operations Attendant
820003 Operator I
710020 Painter I
310085 Plant Technician
710031 Plumber I
710016 Service Electrician
510050 Supervisor, Harbour Control
310120 Surveyor Assistant III
310098 Surveyor Technician
740017 Upholsterer I
720002 Welder I
740020 Workshop Assistant Masquerader
730013 X-Ray Maintenance Technician

Scale: T14

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340146	Assistant Assessor	0	12,050	500	12,050	500
340145	Assistant Building Appraiser	1	12,550		12,550	
830024	Assistant Crane Operator	2	13,050		13,050	
310086	Assistant Draftsman	3	13,550		13,550	
830014	Assistant Foreman Lighthouse Keeper	4	14,050		14,050	
310184	Assistant Physical Planning Inspector	5	14,550		14,550	
720018	Assistant Refrigeration Mechanic	6	15,050		15,050	
730010	Bindery Assistant	7	15,550		15,550	
830023	Boatman	8	16,050		16,050	
720013	Body Worker II	9	16,550		16,550	
710024	Carpenter II	10	17,050		17,050	
720003	Chainman II	11	17,550		17,550	
830025	Deckhand, Public Works	12	18,050		18,050	
310094	Drawing Office Assistant	13	18,550		18,550	
720015	Dredge Oilier	14	19,050		19,050	
710025	Electrician II	15	19,550		19,550	
610021	Forest Ranger	16	20,050		20,050	
830022	Harbour Control Assistant	17	20,550		20,550	
730011	Junior Print Machine Operator	18	21,050		21,050	
720016	Maintenance Technician	19	21,550		21,550	
710021	Mason II	20	22,050		22,050	
830020	Mate II	21	22,550		22,550	
720012	Mechanic II	22	23,050		23,050	
730009	Microfilm Photographer	23			23,550	
310189	Micrographic Technician	24			24,050	
820020	Operator II	25			24,550	
710022	Painter II	26			25,050	
730008	Photo-Composing Operator					
710023	Plumber II					
830040	Pool Attendant					
980001	Trainee					
310191	Trainee Lab Technician					
310096	Trainee Technician					
740012	Upholsterer II					
720014	Welder II					
930002	Workshop Assistant					

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Transport and Postal Personnel

Scale: TR1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110069	Controller, Road Traffic (w.e.f. 01/01/02)	0	50,350	800	50,350	800
		1	51,150		51,150	
		2	51,950		51,950	
		3	52,750		52,750	
		4	53,550		53,550	
		5	54,350		54,350	
		6	55,150		55,150	
		7	55,950		55,950	
		8	56,750		56,750	
		9	57,550		57,550	
		10	58,350		58,350	
		11	59,150		59,150	
		12	59,950		59,950	
		13			60,750	
		14			61,550	
		15			62,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110163	Postmaster General	0	47,350	800	47,350	800
		1	48,150		48,150	
		2	48,950		48,950	
		3	49,750		49,750	
		4	50,550		50,550	
		5	51,350		51,350	
		6	52,150		52,150	
		7	52,950		52,950	
		8	53,750		53,750	
		9	54,550		54,550	
		10	55,350		55,350	
		11	56,150		56,150	
		12	56,950		56,950	
		13			57,750	
		14			58,550	
		15			59,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110070	Port Controller	0	43,350	800	43,350	800
		1	44,150		44,150	
		2	44,950		44,950	
		3	45,750		45,750	
		4	46,550		46,550	
		5	47,350		47,350	
		6	48,150		48,150	
		7	48,950		48,950	
		8	49,750		49,750	
		9	50,550		50,550	
		10	51,350		51,350	
		11	52,150		52,150	
		12			52,950	
		13			53,750	
		14			54,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110164	Senior Deputy Postmaster General	0	43,450	700	43,450	700
		1	44,150		44,150	
		2	44,850		44,850	
		3	45,550		45,550	
		4	46,250		46,250	
		5	46,950		46,950	
		6	47,650		47,650	
		7	48,350		48,350	
		8	49,050		49,050	
		9	49,750		49,750	
		10	50,450		50,450	
		11	51,150		51,150	
		12			51,850	
		13			52,550	
		14			53,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120043	Deputy Controller, Road Traffic (w.e.f. 01/01/02)	0	39,450	700	39,450	700
120005	Deputy Postmaster General	1	40,150		40,150	
110068	Senior Deputy Port Controller	2	40,850		40,850	
		3	41,550		41,550	
		4	42,250		42,250	
		5	42,950		42,950	
		6	43,650		43,650	
		7	44,350		44,350	
		8	45,050		45,050	
		9	45,750		45,750	
		10	46,450		46,450	
		11	47,150		47,150	
		12			47,850	
		13			48,550	
		14			49,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120004	Assistant Postmaster	0	34,450	700	34,450	700
120044	Deputy Port Controller	1	35,150		35,150	
310210	Oil Spill Response Coordinator (Cabinet Conclusion ICO (2) 3 wef 1/3/12)	2	35,850		35,850	
		3	36,550		36,550	
		4	37,250		37,250	
		5	37,950		37,950	
		6	38,650		38,650	
		7	39,350		39,350	
		8	40,050		40,050	
		9	40,750		40,750	
		10	41,450		41,450	
		11	42,150		42,150	
		12	42,850		42,850	
		13	43,550		43,550	
		14	44,250		44,250	
		15			44,950	
		16			45,650	
		17			46,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120046	Assistant Controller, Road Traffic	0	34,650	700	34,650	700
		1	35,350		35,350	
		2	36,050		36,050	
		3	36,750		36,750	
		4	37,450		37,450	
		5	38,150		38,150	
		6	38,850		38,850	
		7	39,550		39,550	
		8	40,250		40,250	
		9	40,950		40,950	
		10	41,650		41,650	
		11	42,350		42,350	
		12	43,050		43,050	
		13			43,750	
		14			44,450	
		15			45,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120045	Assistant Port Controller	0	30,450	700	30,450	700
		1	31,150		31,150	
		2	31,850		31,850	
		3	32,550		32,550	
		4	33,250		33,250	
		5	33,950		33,950	
		6	34,650		34,650	
		7	35,350		35,350	
		8	36,050		36,050	
		9	36,750		36,750	
		10	37,450		37,450	
		11	38,150		38,150	
		12	38,850		38,850	
		13			39,550	
		14			40,250	
		15			40,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340191	Senior Post Office Superintendent	0	27,950	600	27,950	600
310090	Traffic Control & Safety Officer (w.e.f. 01/01/02)	1	28,550		28,550	
		2	29,150		29,150	
		3	29,750		29,750	
		4	30,350		30,350	
		5	30,950		30,950	
		6	31,550		31,550	
		7	32,150		32,150	
		8	32,750		32,750	
		9	33,350		33,350	
		10	33,950		33,950	
		11	34,550		34,550	
		12	35,150		35,150	
		13	35,750		35,750	
		14			36,350	
		15			36,950	
		16			37,550	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340107	Chief Driving Examiner, Road Traffic	0	23,650	600	23,650	600
310071	Chief Inspector, Road Traffic	1	24,250		24,250	
310091	Chief Supervisor, Road Traffic	2	24,850		24,850	
120002	District Postmaster (w.e.f. 10/01/02)	3	25,450		25,450	
340148	Post Office Superintendent (w.e.f. 10/01/02)	4	26,050		26,050	
		5	26,650		26,650	
		6	27,250		27,250	
		7	27,850		27,850	
		8	28,450		28,450	
		9	29,050		29,050	
		10	29,650		29,650	
		11	30,250		30,250	
		12	30,850		30,850	
		13	31,450		31,450	
		14			32,050	
		15			32,650	
		16			33,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340149	Assistant Post Office Superintendent	0	22,250	600	22,250	600
		1	22,850		22,850	
		2	23,450		23,450	
		3	24,050		24,050	
		4	24,650		24,650	
		5	25,250		25,250	
		6	25,850		25,850	
		7	26,450		26,450	
		8	27,050		27,050	
		9	27,650		27,650	
		10	28,250		28,250	
		11	28,850		28,850	
		12	29,450		29,450	
		13	30,050		30,050	
		14	30,650		30,650	
		15			31,250	
		16			31,850	
		17			32,450	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340105	Senior Driving Examiner, Road Traffic	0	20,200	600	20,200	600
310068	Senior Inspector, Road Traffic	1	20,800		20,800	
340150	Senior Supervisor, Road Traffic	2	21,400		21,400	
		3	22,000		22,000	
		4	22,600		22,600	
		5	23,200		23,200	
		6	23,800		23,800	
		7	24,400		24,400	
		8	25,000		25,000	
		9	25,600		25,600	
		10	26,200		26,200	
		11	26,800		26,800	
		12	27,400		27,400	
		13	28,000		28,000	
		14	28,600		28,600	
		15			29,200	
		16			29,800	
		17			30,400	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR13

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340104	Driving Examiner I, Road Traffic	0	17,750	500	17,750	500
310067	Inspector I, Road Traffic	1	18,250		18,250	
340189	Post Office Technician (w.e.f. 10/01/02)	2	18,750		18,750	
410049	Senior Sorter / Dispatcher (w.e.f. 10/01/02)	3	19,250		19,250	
310092	Supervisor I, Road Traffic	4	19,750		19,750	
		5	20,250		20,250	
		6	20,750		20,750	
		7	21,250		21,250	
		8	21,750		21,750	
		9	22,250		22,250	
		10	22,750		22,750	
		11	23,250		23,250	
		12	23,750		23,750	
		13	24,250		24,250	
		14	24,750		24,750	
		15	25,250		25,250	
		16	25,750		25,750	
		17	26,250		26,250	
		18	26,750		26,750	
		19	27,250		27,250	
		20			27,750	
		21			28,250	
		22			28,750	
		23			29,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR14

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340106	Driving Examiner II, Road Traffic	0	15,350	500	15,350	500
310066	Inspector II, Road Traffic	1	15,850		15,850	
310093	Supervisor II, Road Traffic	2	16,350		16,350	
		3	16,850		16,850	
		4	17,350		17,350	
		5	17,850		17,850	
		6	18,350		18,350	
		7	18,850		18,850	
		8	19,350		19,350	
		9	19,850		19,850	
		10	20,350		20,350	
		11	20,850		20,850	
		12	21,350		21,350	
		13	21,850		21,850	
		14	22,350		22,350	
		15	22,850		22,850	
		16			23,350	
		17			23,850	
		18			24,350	
		19			24,850	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: TR15

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 15 Salary	Inc	Jul 16 Salary	Inc
410048	Postman	0	11,450	400	11,450	450	11,450	450
410047	Sorter / Dispatcher	1	11,850		11,900		11,900	
		2	12,250		12,350		12,350	
		3	12,650		12,800		12,800	
		4	13,050		13,250		13,250	
		5	13,450		13,700		13,700	
		6	13,850		14,150		14,150	
		7	14,250		14,600		14,600	
		8	14,650		15,050		15,050	
		9	15,050		15,500		15,500	
		10	15,450		15,950		15,950	
		11	15,850		16,400		16,400	
		12	16,250		16,850		16,850	
		13	16,650		17,300		17,300	
		14	17,050		17,750		17,750	
		15	17,450		18,200		18,200	
		16	17,850		18,650		18,650	
		17	18,250		19,100		19,100	
		18	18,650		19,550		19,550	
		19	19,050		20,000		20,000	
		20	19,450		20,450		20,450	
		21	19,850		20,900		20,900	
		22	20,250		21,350		21,350	
		23	20,650		21,800		21,800	
		24	21,050		22,250		22,250	
		25	21,450		22,700		22,700	
		26	21,850		23,150		23,150	
		27	22,250				23,600	
		28	22,650				24,050	
		29					24,500	
		30					24,950	

NB: with effect from September 2015, the incremental value increased to \$450 . Persons would receive the increase during their incremental month and be placed on point in the scale.

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Uniformed Personnel

NB: Please refer to Appendix XIV for officers who applied for the July 2015 and July 2016 salary increases.

Scale: U1

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
110074	Director of Immigration	0	52,850	800	61,650	800	61,650	800
		1	53,650		62,450		62,450	
		2	54,450		63,250		63,250	
		3	55,250		64,050		64,050	
		4	56,050		64,850		64,850	
		5	56,850		65,650		65,650	
		6	57,650		66,450		66,450	
		7	58,450		67,250		67,250	
		8					68,050	
		9					68,850	

Scale: U1A

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110295	Director, Bahamas Detention Centre	0	52,850	800	52,850	800
		1	53,650		53,650	
		2	54,450		54,450	
		3	55,250		55,250	
		4	56,050		56,050	
		5	56,850		56,850	
		6	57,650		57,650	
		7	58,450		58,450	
		8	59,250		59,250	
		9	60,050		60,050	
		10	60,850		60,850	
		11	61,650		61,650	
		12			62,450	
		13			63,250	
		14			64,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: U2

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
110027	Senior Deputy Comptroller of Customs	0	49,550	800	58,050	800	58,050	800
		1	50,350		58,850		58,850	
110075	Senior Deputy Director of Immigration	2	51,150		59,650		59,650	
		3	51,950		60,450		60,450	
		4	52,750		61,250		61,250	
		5	53,550				62,050	
		6	54,350				62,850	
		7	55,150					
		8	55,950					
		9	56,750					

Scale: U3

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
120047	Deputy Comptroller of Customs	0	45,350	700	53,150	700	53,150	700
120048	Deputy Director of Immigration	1	46,050		53,850		53,850	
		2	46,750		54,550		54,550	
		3	47,450		55,250		55,250	
		4	48,150		55,950		55,950	
		5	48,850		56,650		56,650	
		6	49,550		57,350		57,350	
		7	50,250				58,050	
		8	50,950				58,750	

Scale: U4

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
120049	Assistant Comptroller of Customs	0	41,250	700	49,950	700	49,950	700
120050	Assistant Director of Immigration	1	41,950		50,650		50,650	
		2	42,650		51,350		51,350	
		3	43,350		52,050		52,050	
		4	44,050		52,750		52,750	
		5	44,750				53,450	
		6	45,450				54,150	
		7	46,150					
		8	46,850					

Scale: U5

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
340080	Customs / Revenue Superintendent (Replaced Customs Superintendent w.e.f. 01/11/09)	0	36,050	700	44,050	700	44,050	700
		1	36,750		44,750		44,750	
340087	Immigration Superintendent	2	37,450		45,450		45,450	
		3	38,150		46,150		46,150	
		4	38,850		46,850		46,850	
		5	39,550		47,550		47,550	
		6	40,250		48,250		48,250	
		7	40,950				48,950	
		8	41,650				49,650	

Scale: U6

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
340081	Chief Customs / Revenue Officer (Replaced Chief Customs Officer w.e.f. 01/11/09)	0	31,550	700	39,150	700	39,150	700
		1	32,250		39,850		39,850	
340089	Chief Immigration Officer	2	32,950		40,550		40,550	
		3	33,650		41,250		41,250	
		4	34,350		41,950		41,950	
		5	35,050		42,650		42,650	
		6	35,750		43,350		43,350	
		7	36,450				44,050	
		8	37,150				44,750	
		9						
		10						

Scale: U7

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
340082	Senior Customs / Revenue Officer (Replaced Senior Customs Officer w.e.f. 01/11/09)	0	23,100	600	33,650	600	33,650	600
		1	23,700		34,250		34,250	
340091	Senior Immigration Officer	2	24,300		34,850		34,850	
		3	24,900		35,450		35,450	
		4	25,500		36,050		36,050	
		5	26,100		36,650		36,650	
		6	26,700		37,250		37,250	
		7	27,300		37,850		37,850	
		8	27,900		38,450		38,450	
		9	28,500				39,050	
		10	29,100				39,650	
		11	29,700					
		12	30,300					

Scale: U8

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
340084	Customs / Revenue Officer I (Replaced Customs Officer I w.e.f. 01/11/09)	0	19,050	600	28,450	600	28,450	600
		1	19,650		29,050		29,050	
340093	Immigration Officer I	2	20,250		29,650		29,650	
		3	20,850		30,250		30,250	
		4	21,450		30,850		30,850	
		5	22,050		31,450		31,450	
		6	22,650		32,050		32,050	
		7	23,250		32,650		32,650	
		8	23,850				33,250	
		9	24,450				33,850	
		10	25,050					
		11	25,650					

Scale: U9

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
340211	Chief Customs Guard	0	23,100	600	24,300	600	24,300	600
		1	23,700		24,900		24,900	
		2	24,300		25,500		25,500	
		3	24,900		26,100		26,100	
		4	25,500		26,700		26,700	
		5	26,100		27,300		27,300	
		6	26,700		27,900		27,900	
		7	27,300		28,500		28,500	
		8	27,900		29,100		29,100	
		9	28,500		29,700		29,700	
		10	29,100		30,300		30,300	
		11	29,700		30,900		30,900	
		12	30,300		31,500		31,500	
		13					32,100	
		14					32,700	

Scale: U10

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
340085	Customs / Revenue Officer II (Replaced Customs Officer II w.e.f. 01/11/09)	0	0	600	21,250	600	21,250	600
		1	0		21,850		21,850	
340095	Immigration Officer II	2	17,650		22,450		22,450	
		3	18,250		23,050		23,050	
		4	18,850		23,650		23,650	
		5	19,450		24,250		24,250	
		6	20,050		24,850		24,850	
		7	20,650		25,450		25,450	
		8	21,250		26,050		26,050	
		9	21,850		26,650		26,650	
		10	22,450		27,250		27,250	
		11	23,050		27,850		27,850	
		12	23,650		28,450		28,450	
		13	24,250				29,050	
		14					29,650	

Scale: U11

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
340181	Senior Customs Guard	0	18,650	500	19,650	500	19,650	500
340152	Senior Immigration Guard (New Post w.e.f. 1/11/09)	1	19,150		20,150		20,150	
		2	19,650		20,650		20,650	
		3	20,150		21,150		21,150	
		4	20,650		21,650		21,650	
		5	21,150		22,150		22,150	
		6	21,650		22,650		22,650	
		7	22,150		23,150		23,150	
		8	22,650		23,650		23,650	
		9	23,150		24,150		24,150	
		10	23,650		24,650		24,650	
		11	24,150		25,150		25,150	
		12	24,650		25,650		25,650	
		13					26,150	
		14					26,650	

Scale: U12

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc	Jul 11 Salary	Inc
340180	Customs Guard	0	12,450	400	13,250	400	13,250	400
340092	Immigration Guard	1	12,850		13,650		13,650	
		2	13,250		14,050		14,050	
		3	13,650		14,450		14,450	
		4	14,050		14,850		14,850	
		5	14,450		15,250		15,250	
		6	14,850		15,650		15,650	
		7	15,250		16,050		16,050	
		8	15,650		16,450		16,450	
		9	16,050		16,850		16,850	
		10	16,450		17,250		17,250	
		11	16,850		17,650		17,650	
		12	17,250		18,050		18,050	
		13	17,650		18,450		18,450	
		14	18,050		18,850		18,850	
		15	18,450		19,250		19,250	
		16	18,850		19,650		19,650	
		17	19,250		20,050		20,050	
		18	19,650		20,450		20,450	
		19	20,050		20,850		20,850	
		20	20,450		21,250		21,250	
		21	20,850		21,650		21,650	
		22	21,250		22,050		22,050	
		23	21,650		22,450		22,450	
		24	22,050		22,850		22,850	
		25	22,450		23,250		23,250	
		26	22,850		23,650		23,650	
		27					24,050	
		28					24,450	

Scale: U13

Job Code	Post	Step	Jul 08 Salary	Inc	Nov 09 Salary	Inc
340086	Trainee Customs / Revenue Officer (Replaced Trainee Customs Officer w.e.f. 01/11/09)	0	12,450	400	18,000	0
		1	12,850			
340096	Trainee Immigration Officer	2	13,250			
		3	13,650			
		4	14,050			
		5	14,450			
		6	14,850			
		7	15,250			
		8	15,650			
		9	16,050			
		10	16,450			
		11	16,850			
		12	17,250			
		13	17,650			
		14	18,050			
		15	18,450			
		16	18,850			
		17	19,250			
		18	19,650			
		19	20,050			
		20	20,450			
		21	20,850			
		22	21,250			
		23	21,650			
		24	22,050			
		25	22,450			
		26	22,850			

Welfare and Rehabilitation Personnel

Scale: W1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110065	Director of Social Services	0	50,350	800	50,350	800
		1	51,150		51,150	
		2	51,950		51,950	
		3	52,750		52,750	
		4	53,550		53,550	
		5	54,350		54,350	
		6	55,150		55,150	
		7	55,950		55,950	
		8	56,750		56,750	
		9	57,550		57,550	
		10	58,350		58,350	
		11	59,150		59,150	
		12	59,950		59,950	
		13			60,750	
		14			61,550	
		15			62,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W2

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
110030	Senior Deputy Director of Labour	0	43,450	700	43,450	700
110048	Senior Deputy Director of Social Services	1	44,150		44,150	
	[Re-established w.e.f. 17/11/2015	2	44,850		44,850	
	ICN (15) 46th Meeting Concl. 19]	3	45,550		45,550	
		4	46,250		46,250	
		5	46,950		46,950	
		6	47,650		47,650	
		7	48,350		48,350	
		8	49,050		49,050	
		9	49,750		49,750	
		10	50,450		50,450	
		11	51,150		51,150	
		12	51,850		51,850	
		13			52,550	
		14			53,250	
		15			53,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240050	Chief Clinical Psychologist	0	41,750	700	41,750	700
120051	Deputy Director of Labour	1	42,450		42,450	
120052	Deputy Director of Social Services	2	43,150		43,150	
120063	Director of Rehabilitative Welfare Services	3	43,850		43,850	
120062	Director of Sports	4	44,550		44,550	
120064	Director of Youth	5	45,250		45,250	
340033	Secretary, Industrial Tribunal	6	45,950		45,950	
240055	Supervisor of Psychiatric Social Services	7	46,650		46,650	
		8	47,350		47,350	
		9	48,050		48,050	
		10	48,750		48,750	
		11	49,450		49,450	
		12	50,150		50,150	
		13			50,850	
		14			51,550	
		15			52,250	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W4

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120053	Assistant Director of Labour	0	37,450	700	37,450	700
320084	Assistant Director of Occupational Safety and Health Administration (OSHA)	1	38,150		38,150	
	ICN 13(50) 43 (w.e.f. 10/12/13)	2	38,850		38,850	
		3	39,550		39,550	
		4	40,250		40,250	
		5	40,950		40,950	
		6	41,650		41,650	
		7	42,350		42,350	
		8	43,050		43,050	
		9	43,750		43,750	
		10	44,450		44,450	
		11	45,150		45,150	
		12	45,850		45,850	
		13	46,550		46,550	
		14	47,250		47,250	
		15			47,950	
		16			48,650	
		17			49,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W5

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120065	Director of Community Affairs	0	37,450	700	37,450	700
		1	38,150		38,150	
		2	38,850		38,850	
		3	39,550		39,550	
		4	40,250		40,250	
		5	40,950		40,950	
		6	41,650		41,650	
		7	42,350		42,350	
		8	43,050		43,050	
		9	43,750		43,750	
		10	44,450		44,450	
		11	45,150		45,150	
		12	45,850		45,850	
		13	46,550		46,550	
		14			47,250	
		15			47,950	
		16			48,650	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W6

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240051	Clinical Psychologist	0	35,750	700	35,750	700
		1	36,450		36,450	
		2	37,150		37,150	
		3	37,850		37,850	
		4	38,550		38,550	
		5	39,250		39,250	
		6	39,950		39,950	
		7	40,650		40,650	
		8	41,350		41,350	
		9	42,050		42,050	
		10	42,750		42,750	
		11	43,450		43,450	
		12	44,150		44,150	
		13	44,850		44,850	
		14			45,550	
		15			46,250	
		16			46,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W7

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120057	Assistant Director of Social Services	0	33,750	700	33,750	700
120056	Deputy Director of Rehabilitative Welfare Services	1	34,450		34,450	
		2	35,150		35,150	
		3	35,850		35,850	
		4	36,550		36,550	
		5	37,250		37,250	
		6	37,950		37,950	
		7	38,650		38,650	
		8	39,350		39,350	
		9	40,050		40,050	
		10	40,750		40,750	
		11	41,450		41,450	
		12	42,150		42,150	
		13	42,850		42,850	
		14			43,550	
		15			44,250	
		16			44,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W8

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
120055	Deputy Director of Sports	0	31,950	700	31,950	700
120054	Deputy Director of Youth	1	32,650		32,650	
		2	33,350		33,350	
		3	34,050		34,050	
		4	34,750		34,750	
		5	35,450		35,450	
		6	36,150		36,150	
		7	36,850		36,850	
		8	37,550		37,550	
		9	38,250		38,250	
		10	38,950		38,950	
		11	39,650		39,650	
		12	40,350		40,350	
		13	41,050		41,050	
		14			41,750	
		15			42,450	
		16			43,150	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W9

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340072	Chief Labour Officer	0	31,750	700	31,750	700
320085	Chief Safety Officer (OSHA) ICN 13(50) 43 (w.e.f. 10/12/13)	1	32,450		32,450	
		2	33,150		33,150	
		3	33,850		33,850	
		4	34,550		34,550	
		5	35,250		35,250	
		6	35,950		35,950	
		7	36,650		36,650	
		8	37,350		37,350	
		9	38,050		38,050	
		10	38,750		38,750	
		11	39,450		39,450	
		12	40,150		40,150	
		13	40,850		40,850	
		14			41,550	
		15			42,250	
		16			42,950	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W10

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240066	Superintendent, Willie Mae Pratt Centre for Girls	0	31,950	700	31,950	700
		1	32,650		32,650	
240066	Superintendent, Simpson Penn Centre for Boys	2	33,350		33,350	
		3	34,050		34,050	
		4	34,750		34,750	
340141	Chief Sports and Recreation Officer (w.e.f. 29/03/11)	5	35,450		35,450	
		6	36,150		36,150	
		7	36,850		36,850	
		8	37,550		37,550	
		9	38,250		38,250	
		10	38,950		38,950	
		11	39,650		39,650	
		12			40,350	
		13			41,050	
		14			41,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W11

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240063	Chief Probation Officer	0	30,250	700	30,250	700
240057	Chief Welfare Officer	1	30,950		30,950	
		2	31,650		31,650	
		3	32,350		32,350	
		4	33,050		33,050	
		5	33,750		33,750	
		6	34,450		34,450	
		7	35,150		35,150	
		8	35,850		35,850	
		9	36,550		36,550	
		10	37,250		37,250	
		11	37,950		37,950	
		12	38,650		38,650	
		13			39,350	
		14			40,050	
		15			40,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W12

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240052	Assistant Clinical Psychologist	0	30,250	700	30,250	700
120060	Assistant Director of Community Affairs	1	30,950		30,950	
120059	Assistant Director of Sports	2	31,650		31,650	
120058	Assistant Director of Youth	3	32,350		32,350	
240143	Chief School Attendance Officer *	4	33,050		33,050	
340013	Senior Labour Officer	5	33,750		33,750	
340141	Senior National Coach / Chief Sports and Recreation Officer (Deleted w.e.f. 29/03/11)	6	34,450		34,450	
		7	35,150		35,150	
320086	Senior Safety Officer (OSHA) ICN 13(50) 43 (w.e.f. 10/12/13)	8	35,850		35,850	
		9	36,550		36,550	
980048	Senior Superintendent / Manager, Queen Elizabeth Sports Centre	10	37,250		37,250	
		11	37,950		37,950	
		12			38,650	
		13			39,350	
		14			40,050	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

*** Salary increase of \$1,400 for Chief School Attendance Officer with effect from 1 September 2016 and not \$1,200 with effect from 1 July 2016**

Scale: W13

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240085	Senior Disability Affairs Officer	0	27,250	600	27,250	600
240082	Senior Health Social Worker	1	27,850		27,850	
240064	Senior Probation Officer	2	28,450		28,450	
240068	Senior Psychiatric Social Worker	3	29,050		29,050	
240074	Senior Rehabilitation Officer	4	29,650		29,650	
240072	Senior School Social Worker	5	30,250		30,250	
240174	Senior Social Worker	6	30,850		30,850	
240060	Senior Welfare Officer	7	31,450		31,450	
		8	32,050		32,050	
		9	32,650		32,650	
		10	33,250		33,250	
		11	33,850		33,850	
		12	34,450		34,450	
		13	35,050		35,050	
		14	35,650		35,650	
		15			36,250	
		16			36,850	
		17			37,450	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: W14

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340014	Labour Officer	0	25,650	600	25,650	600
340142	National Coach	1	26,250		26,250	
320087	Safety Officer (OSHA) ICN 13(50) 43 (w.e.f. 10/12/13)	2	26,850		26,850	
		3	27,450		27,450	
340136	Senior Community Affairs Officer	4	28,050		28,050	
240147	Senior School Attendance Officer	5	28,650		28,650	
340132	Senior Sports and Recreation Officer	6	29,250		29,250	
240110	Senior Youth Officer	7	29,850		29,850	
		8	30,450		30,450	
		9	31,050		31,050	
		10	31,650		31,650	
		11	32,250		32,250	
		12	32,850		32,850	
		13	33,450		33,450	
		14			34,050	
		15			34,650	
		16			35,250	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: W15

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240070	Alcoholism Counselor	0	22,750	600	22,750	600
240138	Assistant Superintendent, Willamae Pratt Centre for Girls	1	23,350		23,350	
		2	23,950		23,950	
240138	Assistant Superintendent, Simpson Penn Centre for Boys	3	24,550		24,550	
		4	25,150		25,150	
240071	Drug Abuse Counselor	5	25,750		25,750	
		6	26,350		26,350	
		7	26,950		26,950	
		8	27,550		27,550	
		9	28,150		28,150	
		10	28,750		28,750	
		11	29,350		29,350	
		12	29,950		29,950	
		13	30,550		30,550	
		14	31,150		31,150	
		15	31,750		31,750	
		16	32,350		32,350	
		17			32,950	
		18			33,550	
		19			34,150	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: W16

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
610047	Disability Affairs Officer	0	21,200	600	21,200	600
240065	Probation Officer	1	21,800		21,800	
240069	Psychiatric Social Worker	2	22,400		22,400	
240075	Rehabilitation Officer	3	23,000		23,000	
240073	Social Worker	4	23,600		23,600	
240061	Welfare Officer	5	24,200		24,200	
		6	24,800		24,800	
		7	25,400		25,400	
		8	26,000		26,000	
		9	26,600		26,600	
		10	27,200		27,200	
		11	27,800		27,800	
		12	28,400		28,400	
		13	29,000		29,000	
		14	29,600		29,600	
		15	30,200		30,200	
		16	30,800		30,800	
		17	31,400		31,400	
		18	32,000		32,000	
		19			32,600	
		20			33,200	
		21			33,800	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: W17

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340015	Assistant Labour Officer	0	21,200	600	21,200	600
340169	Assistant Manager, Queen Elizabeth Sports Centre	1	21,800		21,800	
		2	22,400		22,400	
320089	Assistant Safety Officer (OSHA) ICN 13(50) 43 (w.e.f. 10/12/13)	3	23,000		23,000	
		4	23,600		23,600	
340137	Community Affairs Officer	5	24,200		24,200	
230055	School Attendance Officer I	6	24,800		24,800	
340134	Sports and Recreation Officer	7	25,400		25,400	
240112	Youth Officer	8	26,000		26,000	
		9	26,600		26,600	
		10	27,200		27,200	
		11	27,800		27,800	
		12	28,400		28,400	
		13	29,000		29,000	
		14	29,600		29,600	
		15	30,200		30,200	
		16	30,800		30,800	
		17			31,400	
		18			32,000	
		19			32,600	

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded.**

Scale: W18

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340138	Assistant Community Affairs Officer	0	18,250	500	18,250	500
240098	Assistant School Psychologist	1	18,750		18,750	
320062	Assistant Speech Therapist	2	19,250		19,250	
340135	Assistant Sports and Recreation Officer	3	19,750		19,750	
240137	Assistant Youth Officer	4	20,250		20,250	
610003	Parks and Playgrounds Supervisor	5	20,750		20,750	
240149	School Attendance Officer II	6	21,250		21,250	
		7	21,750		21,750	
		8	22,250		22,250	
		9	22,750		22,750	
		10	23,250		23,250	
		11	23,750		23,750	
		12	24,250		24,250	
		13	24,750		24,750	
		14	25,250		25,250	
		15	25,750		25,750	
		16	26,250		26,250	
		17	26,750		26,750	
		18	27,250		27,250	
		19	27,750		27,750	
		20			28,250	
		21			28,750	
		22			29,250	
		23			29,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W19

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240109	Senior Supervisor, Willamae Pratt Centre for Girls	0	18,250	500	18,250	500
		1	18,750		18,750	
240109	Senior Supervisor, Simpson Penn Centre for Boys	2	19,250		19,250	
		3	19,750		19,750	
		4	20,250		20,250	
		5	20,750		20,750	
		6	21,250		21,250	
		7	21,750		21,750	
		8	22,250		22,250	
		9	22,750		22,750	
		10	23,250		23,250	
		11	23,750		23,750	
		12	24,250		24,250	
		13	24,750		24,750	
		14	25,250		25,250	
		15	25,750		25,750	
		16	26,250		26,250	
		17	26,750		26,750	
		18			27,250	
		19			27,750	
		20			28,250	
		21			28,750	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W20

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340016	Labour Investigator	0	16,100	500	16,100	500
240206	School Attendance Officer III	1	16,600		16,600	
		2	17,100		17,100	
		3	17,600		17,600	
		4	18,100		18,100	
		5	18,600		18,600	
		6	19,100		19,100	
		7	19,600		19,600	
		8	20,100		20,100	
		9	20,600		20,600	
		10	21,100		21,100	
		11	21,600		21,600	
		12	22,100		22,100	
		13	22,600		22,600	
		14	23,100		23,100	
		15	23,600		23,600	
		16	24,100		24,100	
		17	24,600		24,600	
		18	25,100		25,100	
		19	25,600		25,600	
		20	26,100		26,100	
		21	26,600		26,600	
		22			27,100	
		23			27,600	
		24			28,100	
		25			28,600	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W21

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
240111	Supervisor, Willie Mae Pratt Centre for Girls	0	15,850	500	15,850	500
240111	Supervisor, Simpson Penn Centre for Boys	1	16,350		16,350	
		2	16,850		16,850	
		3	17,350		17,350	
		4	17,850		17,850	
		5	18,350		18,350	
		6	18,850		18,850	
		7	19,350		19,350	
		8	19,850		19,850	
		9	20,350		20,350	
		10	20,850		20,850	
		11	21,350		21,350	
		12	21,850		21,850	
		13	22,350		22,350	
		14	22,850		22,850	
		15	23,350		23,350	
		16	23,850		23,850	
		17	24,350		24,350	
		18			24,850	
		19			25,350	
		20			25,850	
		21			26,350	

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: W22

Job Code	Post	Step	Jul 12 Salary	Inc	Sept 15 Salary	Inc	Jul 16 Salary	Inc
340127	Assistant Supervisor, Willie Mae Pratt Centre for Girls	0	14,550	400	14,550	450	14,550	450
		1	14,950		15,000		15,000	
340127	Assistant Supervisor, Simpson Penn Centre for Boys	2	15,350		15,450		15,450	
		3	15,750		15,900		15,900	
340133	Case Aide	4	16,150		16,350		16,350	
		5	16,550		16,800		16,800	
		6	16,950		17,250		17,250	
		7	17,350		17,700		17,700	
		8	17,750		18,150		18,150	
		9	18,150		18,600		18,600	
		10	18,550		19,050		19,050	
		11	18,950		19,500		19,500	
		12	19,350		19,950		19,950	
		13	19,750		20,400		20,400	
		14	20,150		20,850		20,850	
		15	20,550		21,300		21,300	
		16	20,950		21,750		21,750	
		17	21,350		22,200		22,200	
18	21,750		22,650		22,650			
19	22,150		23,100		23,100			
20	22,550		23,550		23,550			
21	22,950		24,000		24,000			
22	23,350		24,450		24,450			
23	23,750				24,900			
24					25,350			
25					25,800			
26					26,250			

NB: with effect from September 2015, the incremental value increased to \$450 . Persons would receive the increase during their incremental month and be placed on point in the scale.

**Salary increase of \$1,200 with effect from 1 July 2016
and on incremental month, the increment will be awarded and salary placed on point.**

Scale: W23

Job Code	Post	Step	Jul 12 Salary	Inc	Step	Aug 14 Salary	Inc	Sept 15 Salary	Inc	Step	Jul 16 Salary	Inc	
340140	Assistant School Attendance Officer	0	10,700	350	0	0		0		0	11,450	450	
		1	11,050	400	0	0		0		1	11,900		
510049	Life Guard	2	11,450		0	11,450	400	11,450	450	2	12,350		
320090	Trainee Assistant Safety Officer (OSHA) ICN 13(50) 43 (w.e.f. 10/12/13)	3	11,850		1	11,850		11,900		3	12,800		
		4	12,250		2	12,250		12,350		4	13,250		
		5	12,650		3	12,650		12,800		5	13,700		
340131	Trainee Youth Officer	6	13,050		4	13,050		13,250		6	14,150		
		7	13,450		5	13,450		13,700		7	14,600		
		8	13,850		6	13,850		14,150		8	15,050		
		9	14,250		7	14,250		14,600		9	15,500		
		10	14,650		8	14,650		15,050		10	15,950		
		11	15,050		9	15,050		15,500		11	16,400		
		12	15,450		10	15,450		15,950		12	16,850		
		13	15,850		11	15,850		16,400		13	17,300		
		14	16,250		12	16,250		16,850		14	17,750		
		15	16,650		13	16,650		17,300		15	18,200		
		16	17,050		14	17,050		17,750		16	18,650		
		17	17,450		15	17,450		18,200		17	19,100		
		18	17,850		16	17,850		18,650		18	19,550		
		19	18,250		17	18,250		19,100		19	20,000		
		20	18,650		18	18,650		19,550		20	20,450		
		21	19,050		19	19,050		20,000		21	20,900		
		22	19,450		20	19,450		20,450		22	21,350		
		23	19,850		21	19,850		20,900		23	21,800		
		24	20,250		22	20,250		21,350		24	22,250		
		25	20,650		23	20,650		21,800		25	22,700		
		26	21,050		24	21,050		22,250		26	23,150		
		27	21,450		25	21,450		22,700		27	23,600		
		28	21,850		26	21,850		23,150		28	24,050		
		29	22,250		27	22,250		23,600		29	24,500		
		30	22,650		28	22,650					30	24,950	
		31	23,050		29	23,050					31	25,400	

NB: w.e.f. September 2015 the incremental value increased to \$450. Persons would receive the increase during their incremental month and be placed on point in the scale.

Salary increase of \$1,200 with effect from 1 July 2016 and on incremental month, the increment will be awarded and salary placed on point.

Executive Personnel

Scale: X1

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340038	Chief Executive Officer	0	25,050	700	25,050	700
340045	Chief Executive Secretary	1	25,750		25,750	
340170	Registry Supervisor	2	26,450		26,450	
		3	27,150		27,150	
		4	27,850		27,850	
		5	28,550		28,550	
		6	29,250		29,250	
		7	29,950		29,950	
		8	30,650		30,650	
		9	31,350		31,350	
		10	32,050		32,050	
		11	32,750		32,750	
		12	33,450		33,450	
		13	34,150		34,150	
		14	34,850		34,850	
		15			35,550	
		16			36,250	
		17			36,950	

Salary increase of \$1,200 with effect from 1 July, 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: X2

Job Code	Post	Old Scale	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340032	Administrative Cadet (w.e.f. 01/01/02)		0	23,450	700	23,450	700
340253	Assistant Registry Supervisor I		1	24,150		24,150	
110157	Attaché	X3	2	24,850		24,850	
	[Post upgraded w.e.f. 1/7/16 ICN (17) 2 Meeting, Concl. 1]		3	25,550		25,550	
340154	Deputy Listing Officer		4	26,250		26,250	
340171	Loans Officer		5	26,950		26,950	
340039	Senior Executive Officer		6	27,650		27,650	
340046	Senior Executive Secretary		7	28,350		28,350	
			8	29,050		29,050	
			9	29,750		29,750	
			10	30,450		30,450	
			11	31,150		31,150	
			12	31,850		31,850	
			13	32,550		32,550	
			14	33,250		33,250	
			15			33,950	
			16			34,650	
			17			35,350	

Salary increase of \$1,200 with effect from 1 July, 2016 and on incremental month, the increment will be awarded and salary placed on point.

Scale: X3

Job Code	Post	Step	Jul 12 Salary	Inc	Jul 16 Salary	Inc
340221	Administrative Assistant	0	21,600	700	21,600	700
340153	Admitting Officer	1	22,300		22,300	
340174	Assistant Cultural Affairs Officer	2	23,000		23,000	
340178	Assistant Property Land Title Search Officer	3	23,700		23,700	
340254	Assistant Registry Supervisor II	4	24,400		24,400	
340173	Assistant Training Officer	5	25,100		25,100	
340040	Executive Officer	6	25,800		25,800	
340047	Executive Secretary	7	26,500		26,500	
340175	Patent and Trademarks Officer	8	27,200		27,200	
340216	Public Relations / Production Officer	9	27,900		27,900	
340176	Registrar of Births and Deaths	10	28,600		28,600	
		11	29,300		29,300	
		12	30,000		30,000	
		13	30,700		30,700	
		14			31,400	
		15			32,100	
		16			32,800	

Salary increase of \$1,200 with effect from 1 July, 2016 and on incremental month, the increment will be awarded and salary placed on point.

APPENDIX

Appendix I:	6
Calculation of Salary for Promotions Held During the 2016 / 2017 Budget Year Relative to the 2016 Salary Increase	
Appendix II:	8
Re-Named Post Listing – Bahamas Department of Corrections	
Appendix III:	9
Adjustment of Civil Aviation Management Salary Scales	
Appendix IV:	10
Public Service Policy for New Entrants in the Public Service	
Appendix V:	21
Public Service Policy on Requirements for Rotation on Promotion	
Appendix VI:	22
Public Service Policy on Increments in Salary for Contract Workers	
Appendix VII:	25
Public Service Policy for Trainee Administrative Cadet / Administrative Cadet	
Appendix VIII:	26
July 2013 – June 2018 Industrial Agreement with the Bahamas Educators Managerial Union	
Appendix IX:	28
June 2013 – June 2018 Industrial Agreement with the Bahamas Public Services Union	
Appendix X:	30
Industrial Agreement between the Ministry of Health and the Bahamas Doctors Union	

Appendix XI:	31
July 2015 – July 2018 Collective Bargaining Agreement with the Bahamas Union of Teachers	
Appendix XII:	33
Industrial Agreement between the Ministry of Health and the Bahamas Nurses Union	
Appendix XIII:	34
Industrial Agreement between the Bahamas Government and the Bahamas Public Services Union – Bahamas Customs / Immigration Department Salaries	
Appendix XIV:	37
Custom and Immigration Personnel	
Appendix XV:	50
July 2006 Salary Scales Stipend / Allowances / Salary	
Appendix XVI:	51
Bahamas Public Service Salary Conversions and Special Increases	

WEEKLY AND HOURLY WAGES

POST	HOURLY WAGES 1-Jul-2003	HOURLY WAGES 1-Jul-2006	HOURLY WAGES 1-Jul-2008
Foreman to be paid 20 cents more per hour than the maximum hourly rate in respective areas.			
Sub-Foreman to be paid 10 cents per hour more than the maximum hourly rate in respective areas.			
Welder I Machinist I Heavy Crane Operators	\$6.44 - \$7.01	\$6.44 - \$7.30	\$6.44 - \$7.66
Electrician I Mechanic I Marine Mechanic I Machine Operator I Plumber I	\$6.10 - \$6.64	\$6.10 - \$6.93	\$6.10 - \$7.29
Welder II Machinist II	\$6.00 - \$6.59	\$6.00 - \$6.88	\$6.00 - \$7.24
Carpenter I Mason / Plasterer I Road Craftsman I Hospital Warders	\$6.00 - \$6.59	\$6.00 - \$6.88	\$6.00 - \$7.24
Painter I	\$6.00 - \$6.59	\$6.00 - \$6.88	\$6.00 - \$7.24
Mechanic II Machine Operator II Electrician II Assistant Marine Engineers Plumber II Abattoir Engineers Gardener I Slaughterers (Abattoir)	\$5.79 - \$6.08	\$5.79 - \$6.37	\$5.79 - \$6.73
Light Crane Operator Carpenter II Mason II Road Craftsman	\$5.69 - \$5.97	\$5.69 - \$6.26	\$5.69 - \$6.62
Small Tool Operator Painter II Truck Driver (Heavy)	\$5.59 - \$5.84	\$5.59 - \$6.13	\$5.59 - \$6.49

POST	HOURLY WAGES 1-Jul-2006	HOURLY WAGES 1-Jul-2008	HOURLY WAGES 1-Aug-2014
Semi-Skilled Artisans (i.e. Grade Machinists, Carpenters, Masons, Welders, Mechanics, Painters, Electricians, Road Workers, etc.) Gardener II Truck Driver (Light 3 Tons)	\$5.28 - \$5.92	\$5.28 - \$6.28	\$5.50 - \$6.28
Senior Seamstress Kitchen Supervisor Groundsman Supervisor (Head Groundsman)	\$5.28 - \$5.72	\$5.28 - \$6.08	\$5.50 - \$6.08
Cooks	\$5.28 - \$5.72	\$5.28 - \$6.08	\$5.50 - \$6.08
Hospital Porter Rodent Control Assistants Mosquito Control Inspectors Deckhand Boatmen	\$4.48 - \$5.56	\$4.48 - \$5.92	\$5.50 - \$5.92

POST	HOURLY WAGES 1-Jul-2006	HOURLY WAGES 1-Jul-2008	HOURLY WAGES 1-Aug-2014
Assistant Cooks Laundry Machine Operators Kitchen Maids Senior Laundress Seamstress Nurses Dormitory Supervisor Senior Maid (General) Labourer (Heavy Duty)	\$4.48 - \$5.56	\$4.48 - \$5.92	\$5.50 - \$5.92

POST	HOURLY WAGES 1-Jul-2006	HOURLY WAGES 1-Jul-2008	HOURLY WAGES 1-Aug-2014
Laundress General Maid (Ward, Maids, etc.)	\$4.48 - \$6.31	\$4.48 - \$6.67	\$5.50 - \$6.67
Labourer Janitor Janitress Watchman Messenger	\$4.48 - \$5.17	\$4.48 - \$5.53	\$5.50 - \$5.53

POST	HOURLY WAGES 1-Jul-2006	HOURLY WAGES 1-Jul-2008	HOURLY WAGES 1-Aug-2014
Groundsman	\$4.48 - \$5.17	\$4.48 - \$5.53	\$5.50 - \$5.53
Yardman			
Weeder			
Farm Worker			
Office Assistant (with basic qualifications)			
Filing Assistant (without basic qualifications)			
Apprentices (Trainees)			
<u>Workers with Qualifications</u>			
3 to 4 BJC's	\$4.48 - \$5.22	\$4.48 - \$5.58	

POST	HOURLY WAGES 1-Jul-2006	HOURLY WAGES 1-Jul-2008
<u>Workers with Qualifications</u>		
5 or more BJC's	\$5.08 - \$5.57	\$5.08 - \$5.93
2 or 3 GCE's	\$5.57 - \$5.96	\$5.57 - \$6.32
1 GCE	\$5.81	\$6.17
<u>Garbage Workers</u>		
Mechanic 1	\$7.46 - \$7.85	\$7.46 - \$8.21
Mechanic II	\$6.64 - \$7.29	\$6.64 - \$7.65
Mechanic Helper	\$5.28 - \$6.17	\$5.28 - \$6.53
Truck Driver	\$6.97	\$7.33
Garbage Collector / Loader	\$6.03 - \$6.46	\$6.03 - \$6.82
Sweeper	\$5.56 - \$6.37	\$5.56 - \$6.73
Watchman	\$4.48 - \$5.94	\$4.48 - \$6.30
Tyreman	\$5.79 - \$6.58	\$5.79 - \$6.94
Tractor Operator	\$8.23 - \$8.67	\$8.23 - \$9.03
Sub-Foreman	\$6.98	\$7.34

**MINIMUM SALARY FOR MONTHLY EMPLOYEES &
MINIMUM HOURLY RATE FOR WEEKLY EMPLOYEES**

The current minimum salary for monthly employees is **\$11,450.00** per annum with effect from **August 2014**.

The current **minimum hourly rate** for weekly employees based on the minimum annual salary for monthly employees is as follows:

$$\text{\$11,450 p.a. / 2080 hrs. p.a. = \text{\$5.50 per hour}}$$

PENSION INCREASES

Increases to Pensioners Who Retired Prior To 30 June 1997

<u>Pension Amount</u>	<u>Increase Per Annum</u>
\$4,000.00 and below	\$300.00
\$4,001.00 - \$10,000.00	\$350.00
\$10,001.00 - \$16,000.00	\$400.00
\$16,100.00 and up	\$450.00

Note: *The increases were added to the base payment annually with effect from 1st July, 1999. Initially, the pensioners received the relevant increases as a lump sum payment in two parts; firstly, 50% in December 1997 and secondly, the remaining 50% in December 1998.*

July 2005 Pension Increase:

Pensioners received an increase of \$50.00 per month, with effect from 1st July, 2005.

Note: *This applies to officers who retired between 1st July, 2005 to 31st December, 2005*

January 2007 Pension Increase:

In December 2006, pensioners received a lump sum of \$300.00 and as of 1st January 2007, the monthly pensions were increased by \$50.00 per month.

Note: *This applies to persons who were in receipt of pensions at 31st December, 2006*

**Calculation of Salary for Promotions Held During the
2016 / 2017 Budget Year Relative to the 2016 Salary Increase**

PROMOTIONS

Persons promoted during the period 1 July 2016 – 30 June 2017 should receive a salary increase of \$1200 with effect from 1 July 2016 and placed on point in the old scale with effect from date of promotion and granted increment(s) on promotion in the old scale and placed on point in the new scale.

Example 1: An officer whose increment is due January, 2017 and is recommended for promotion with effect from 1 October, 2016 salary should progress as shown:

Date	Salary	Remarks
1.1.12	26,450	Promotion, Scale F10
1.1.13	27,150	Special Increment
1.1.13	27,850	Increment
1.1.14	28,550	Increment
1.1.15	29,250	Increment
1.1.16	29,950	Increment
1.7.16	31,150	Salary Increase
1.10.16	31,350	On Point Adjustment, Scale F10
1.10.16	32,750	Promotion, Scale F9

Example 2: An officer whose increment is due November 2016 and is recommended for promotion with effect from 1 July 2016, salary should progress as shown:

Date	Salary	Remarks
1.11.11	\$34,150	Promotion, Scale A8
1.11.12	\$34,850	Special increment
1.11.12	\$35,550	Increment
1.11.13	\$36,250	Increment
1.11.14	\$36,950	Increment
1.11.15	\$37,650	Increment
1.7.16	\$38,850	Salary increase
1.7.16	\$39,050	On Point Adjustment, Scale A8
1.7.16	\$40,250	Promotion, Scale A1

Example 3

An officer whose increment is due June 2017 and is recommended for promotion with effect from 1 August 2016, salary should progress as shown:

Date	Salary	Remarks
1.6.09	\$35,050	Promotion, Scale IT6
1.6.10	\$35,750	Increment
1.6.11	\$35,750	Increment Withheld
1.6.12	\$36,450	Increment
1.6.13	\$37,150	Special Increment
1.6.13	\$37,850	Increment
1.6.14	\$38,550	Increment
1.6.15	\$39,250	Scale Max
1.6.16	\$39,250	Scale Max
1.7.16	\$40,450	Salary Increase
1.8.16	\$40,650	On Point Adjustment, Scale IT6
1.8.16	\$41,350	Promotion, Scale IT5

RE-NAMED POST LISTING
The Bahamas Department of Correctional Services
 [formerly Her Majesty’s Prison]

In accordance with the Correctional Services Act, dated 1st May, 2014, Section 6(2)(a), Her Majesty’s Prison is now The Bahamas Department of Correctional Services and second schedule (Section 12) the following posts were re-named:

Old Title	New Title	Scale
Superintendent	Commissioner	PR1
Deputy Superintendent	Deputy Commissioner	PR2
Assistant Superintendent	Assistant Commissioner	PR3
Chief Officer	Chief Corrections Officer	PR4
Principal Officer	Principal Corrections Officer	PR6
Prison Sergeant	Corrections Sergeant	PR7
Prison Corporal	Corrections Corporal	PR8
Prison Officer	Corrections Officer	PR9
Prison Recruit	Trainee Correctional Officer	PR10

Adjustment of Civil Aviation Management Salary Scales

In accordance with ICN (15) 41st Meeting, Conclusion 21, approval was granted for retroactive salary increases, for the Department of Civil Aviation's management salary scales CA1, CA2, CA3, CA4 and CA5 as follows:

- 1st March, 2003 - Increase of \$6,900 per annum
- 1st March, 2005 - Increase of \$2,100 per annum
- 1st March, 2006 - Increase of \$1,400 per annum
- 1st March, 2007 - Increase of \$1,000 per annum

The above addresses the anomalies that resulted in 2003 (i.e. discrepancy in relation to the salary scales of management and line staff) when all the Air Traffic Controllers within the Bargaining Unit were taken out of the CA Scale, placed in the new ATC Scale and granted salary increases.

Public Service Policy for New Entrants in the Public Service ¹

Effective 1st October, 2009, all new entrants to the public service were placed at the minimum of the salary scale or at the salary point equal to the relevant post qualifications, if that entry point was a higher value. Persons entering the Service will be compensated for the substantive post based on the minimum qualifications for the post. The practice of awarding a higher salary to applicants with more qualifications than the minimum requirement for the job was discontinued. Reassessment of salaries based on qualifications in excess of the minimum required was also discontinued. Reassessment of salaries based on years of experience remained in place only if documentary proof of experience was presented at the time of appointment.

An exception to this policy may be in respect of new entrants recruited to senior positions in the service including technical and professional Heads of Departments who may be recruited specifically because of the experience they bring to a post.

The Policy includes provision for the recruitment of officers for senior positions who are recruited specifically because of their years of experience and presumably higher qualifications and who may therefore be offered salaries in a scale commensurate with their years of experience.

The Policy is meant to avoid:

- the recruitment and placement of experienced officers at the minimum of the scale,
- the recruitment of over qualified individuals to fill entry level posts and / or
- the recruitment of officers with incomplete documentation who are engaged at the minimum of the scale subject to salary adjustments to be made based on evidence of qualifications and proof of experience.

Formula for Assessing Salaries:

New entrants: The formula for assessing salary is based on the entry point of minimum qualifications plus experience for the post recommended as indicated below with effect from 1 October 2009:-

¹ This supersedes the Department of Public Service Circular No. 23 of 2009
See also: The Comprehensive Compensation Review, Final Report, 31 December 2007 and
Public Service Policy, 17 November 2009

The formula for assessing salary based on experience:

- ***Experience outside the Public Service***
 - i. One (1) increment will be awarded for every two (2) years of relevant experience;
 - ii. One (1) increment will be awarded for every four (4) years of partially relevant experience;
 - iii. One (1) increment will be awarded for every six (6) years of non-relevant experience.

- ***Experience inside the Public Service***
 - i. One (1) increment will be awarded for each year of relevant experience;
 - ii. One (1) increment will be awarded for every two (2) years of partially relevant experience;
 - iii. One (1) increment will be awarded for every three (3) years of non-relevant experience.

Public officers may obtain incremental credit for all of their years of post qualification experience but teachers are only given incremental credit for a maximum of ten years. Qualifications and experience must be submitted at the time of appointment.

1. *Applicants should not be appointed below the academic requirements based on the minimum post qualifications.*
2. *Applicants should not be paid less than the salary identified for the academic requirements for the post. Examples:*
 - ***Scale: S / Scale: SED***

Example 1: It is recommended that Elizabeth Williams be appointed on twelve months probation as Trained Teacher, Scale S10, at a salary of \$26,600.00 per annum with effect from the date of assumption of duty.

Qualifications:	Bachelor of Education	\$25,200.00
	Four (4) years experience within the service (95-98)	\$1,400.00
	Four (4) increments at \$350	
	Total	\$26,600.00

Example 2: It is recommended that James Johnson be appointed on a two year local contract as Trained Teacher, Scale S10, at a salary of \$28,000.00 per annum with effect from 25 August, 2009.

Qualifications: Teacher's Certificate / Bachelor of Arts	\$25,200.00
Eight (8) years experience outside the service (99-07)	\$2,800.00
Four(4) increments at \$700	
Total	\$28,000.00

- ***Scale: M6***

Example 1: The Ministry of Health is seeking to appoint Ms. Jane Smith as a Filing Assistant with effect from 1 December 2009. Ms. Smith has seven (7) BJC subjects including English Language.

According to the entry point at appendix I, an individual with five or more BJC subjects should be appointed at a salary of \$12,900 (under the 2008 salary scale).

As the post of Filing Assistant requires the individual to possess five (5) BJC subjects (inclusive of English Language), Ms. Smith will be appointed as Filing Assistant, Scale M6, at a salary of \$13,100.00 per annum.

- ***Scale I / Scale IA***

Example 1: George Brown and John Rolle were both pursuing a Bachelors Degree in Accounting at Florida International University. Upon graduating George Brown sought employment with the Treasury Department as a Trainee Accountant (the only post available), Scale IA, and was appointed with effect from 1 July 2009. John Rolle, despite participating in the graduation ceremony, had to complete an additional course. Thus, he was appointed as a Trainee Accountant with effect from 4 January 2010.

The requirements for the post of Trainee Accountant are:

“Applicants must possess an MBA or MA degree (relevant area); or B.Sc., BA, BBA degree; or HND, CGA Part III Accounting or equivalent; or Associates Degree (relevant area)”

As George Brown is to be appointed with effect from 1 July 2009, he will be appointed at a salary **based on his qualifications** for the post of Trainee Accountant, which is \$21,150.00

John Rolle, however, will be appointed at a salary **based on the minimum qualification of the job he is to perform** (i.e. Trainee Accountant). In this regard, as the minimum qualification is an Associates Degree, he will be appointed at a salary of \$17,150.00 (2008 Salary Scale) with effect from 4 January 2010. However, he is qualified for a higher post but the position must be vacant prior to appointment.

Salary Scales
Formula for Assessing Entry Point of Academic Qualifications in the Constable
Grade of the Royal Bahamas Police Force
(Inclusive of Hazard Component)

2003 Scales	July 2006 Scales	Qualifications
20,000	20,600	Five or more BJC's subjects including English Language
20,600	21,200	Five or more BJC's or equivalent including English Language plus one GCE 'O' level / BGCSE or equivalent
21,200	21,800	Two GCE 'O' levels / BGCSE including English Language
21,800	22,400	Three or four GCE 'O' levels / BGCSE including English Language
22,400	23,000	Five or more GCE 'O' levels / BGCSE including English Language
23,000	23,600	Two or more GCE 'A' levels or an Associate Degree
23,600	24,200	B.A. Degree (or equivalent)
24,200	24,800	M.A. Degree (or equivalent)

Notes:

1. Hazard and duty / overtime allowances have been incorporated into the basic salary figures.
2. Tests will be administered at the proficiency points in specific scales.
3. Examinations will be administered to assess suitability for promotion from Sergeant to Inspector. This will determine knowledge of policing, police legislation, general knowledge, supervisory skills, etc.
4. Serving officers who entered the Force at the rank of Inspector should be tested before promotion to Chief Inspector. Examination should particularly assess the officer's knowledge of policing, etc.
5. Examination will be administered to assess suitability for promotion from Chief Inspector to Assistant Superintendent. They will be similar to three (3) but at a higher level. Officers should also have taken a general duty course in the United Kingdom.
6. Examination will be administered to test suitability for promotion to Chief Superintendent to Assistant Commissioner. This will be a very high level examination and interviews should be conducted by a panel consisting of:
 - a. Secretary to the Cabinet
 - b. Police Service Commission
 - c. Commissioner of Police

Salary Scales
Formula for Assessing Entry Point of Academic Qualifications
Training, Clerical, Technical and Paramedical

2003 Scales	July 2006 Scales	Qualifications
11,900	12,500	Three or four BJC subjects (messenger, etc. Scale M6)
12,300	12,900	Five or more BJC subjects including English Language (Filing Assistants, Office Assistants, Scale M6)
12,700	13,300	One 'O' level / BGCSE or equivalent in English Language (i.e. Pitman Stage II, RSA Stage II)
13,100	13,700	Two ore more GCE 'O' levels / BGCSE or equivalent in English Language (i.e. Pitman Stage II, RSA Stage II)
13,500	14,100	Four GCE 'O' levels / BGCSE or equivalent in English Language
13,900	14,500	Five or more GCE 'O' levels / BGCSE or equivalent in English Language
15,000	15,600	One GCE 'A' Level plus 'O' Levels
15,600	16,200	Two or more GCE 'A' Level or equivalent or Associate Degree
17,400	18,000	Two year certificate in specialist area (e.g. sub-professional qualification programme)
18,500	19,100	Diploma which would normally represent two-thirds or more of a degree programme
19,200	19,800	B.A. Degree or equivalent not entirely relevant to particular area (e.g. Laboratory staff with degree in Natural Science but not Medical Technology)
20,400	21,000	B.A. Degree in relevant areas or fully professional Diploma in para-medical and other areas (e.g. Medical Technology, Radiography, Physiotherapy, etc.)
21,000	21,600	M.A. Degree not entirely relevant to the area
21,600	22,200	M.A. Degree relevant to the area

w.e.f. 1 October 2009 – All recruits will be appointed at Minimum of Scale

Note 1:

- a. Minimum requirement for Clerks, Scale C4:

Two GCE 'O' levels / BGCSE or equivalent and a qualification in **English Language** of at least BJC standard if the two 'O' levels do not include English Language. *(However, officers being considered for promotion beyond the level of Chief Clerk would be required to have BGCSE English Language or Equivalent).*

- b. Minimum requirement for Filing Assistant or Office Assistant, Scale M6:
Five BJC subjects including **English Language** or equivalent

Salary Scales
Formula for Assessing Entry Point of Academic Qualifications
for Officers (Inclusive of Hazard Component)

2003 Scales	July 2006 / 2008 Scales	Qualifications
18,000	18,600	Five or more BJs subjects including English Language
18,600	19,200	Five or more BJs or equivalent including English Language plus one GCE 'O' level / BGCSE or equivalent
19,200	19,800	Two GCE 'O' levels / BGCSE including English Language
19,800	20,400	Three or four GCE 'O' levels / BGCSE including English Language
20,400	21,000	Five or more GCE 'O' levels / BGCSE including English Language
21,000	21,600	Two or more GCE 'A' levels or an Associate Degree
21,600	22,200	B.A. Degree (or equivalent)
22,200	22,800	M.A. Degree (or equivalent)

Salary Scales
Formula for Assessing Entry Point of Academic Qualifications
in the Royal Bahamas Defence Force

2003 Scales	July 2006 Scales	Qualifications
Commissioned Officers		
22,050	26,000	Five or more GCE 'O' levels or BGCSE equivalents (including English Language and Mathematics)
22,800	26,600	Two or more GCE 'A' levels or equivalent Associate Degree
26,900	27,200	B.A. Degree (or equivalent)
27,900	27,800	M.A. Degree (or equivalent)
Midshipman - Commodore		
Non-Commissioned Officers		
Formula for Assessing New Entry Points		
18,600	19,200	Five or more BJC's (including English Language and Mathematics)
19,200	19,800	Five or more BJC's (including English Language and Mathematics) and one GCE 'O' level or one BCCSE equivalent
19,800	20,400	Two GCE 'O' levels or two BGCSE equivalent (including English Language and Mathematics)
20,400	21,000	Three or four GCE 'O' levels or three or four BGCSE equivalents (including English Language and Mathematics)
Recruit – Force Chief Petty Officer		

Salary Scales
Formula for Assessing Points of Academic Qualifications in Nursing Scales N

January 2006	July 2006	Qualifications
12,200	12,800	Three or four BJC subjects (Attendants, etc. Scale N10)
18,300	19,050	Five or more BJC subjects including English Language plus completion of TCN enrolled programme (18 months)
18,900	19,650	One 'O' level in English Language, Mathematics or in an area relevant to Nursing plus TCN certificate
21,600	22,500	Two or three GCE 'O' levels or equivalent plus completion of Basic Registered Training Programme (3 years)
22,200	23,100	Associate Degree or equivalent plus RN qualification (Staff Nurse)
22,800	23,700	B.A. Degree or equivalent not entirely relevant plus RN qualification
23,400	24,300	B.A. Degree in Nursing plus RN qualification
24,000	24,900	M.A. Degree or equivalent not entirely relevant plus RN qualification
24,600	25,500	M.A. Degree in Nursing plus RN qualification

Salary Scales
Formula for Assessing Points of Academic Qualifications for Teachers

Assistant Teachers and Trained Teachers		
July 2003	September 2006	Qualifications
17,200	19,600	Teacher's Certificate
20,700	23,100	Two or more GCE 'A' levels plus teachers training qualification or Associate Degree plus teacher training
20,000	22,400	B.A. Degree
22,800	25,200	B.Ed., B.A. Degree plus Diploma in Education or B.A. with approved courses in education
21,400	23,800	M.A. Degree
24,200	26,600	M.Ed., M.A. Degree with appropriate education course or M.A. plus teachers training qualification
26,300	28,700	Doctorate Degree plus teacher training
Technical Teachers		
17,900	20,300	One year's successful post secondary specialist technical training at an accredited institution
20,700	23,100	One year's successful post secondary specialist training at an accredited institution plus teacher training
19,300	21,700	Two years successful post secondary specialist training at an accredited institution
21,400	23,800	Two years successful post secondary specialist technical training at an accredited institution plus teacher training
20,700	23,100	City and Guilds Final Technological Diploma or equivalent – HNC and HND (on point)
22,800	25,200	Bachelor in technical area City and Guilds Final Technological Diploma or equivalent plus Teacher Training

Public Service Policy on Requirement for Rotation on Promotion²

The policy that administrative officers be required to rotate amongst Ministries prior to their promotions was intended to assist officers with potential for advancement in the Administrative Cadre. However, when the workload of a particular Ministry or the overseas posting of officers could not accommodate timely rotation schedules, the careers of some of the most talented individuals in the Public Service have been stymied. Many have resigned to pursue careers in the private sector.

It is agreed that rotation among Ministries is a useful training tool. However, it appears to be counter productive to punish exceptional officers by delaying their promotion because they are unable to undertake or complete a rotation exercise due to circumstances beyond their control.

Therefore with effect from 23 September 2009, officers who have performed at exceptional levels on their annual Employee Performance Appraisals and in the relevant assessment exercise, may be recommended for outright promotion to the next post by The Chairman of the Public Service, the Secretary to the Cabinet, or the Permanent Secretary in the Department of Public Service. In some instances, such a recommendation might also include recommendations for an officer to act at a higher level. The Secretary to the Cabinet will verify to the Chairman of the Public Service Commission those officers approved for such promotion.

² Department of Public Service Circular No. 22 of 2009, 23 September 2009

Public Service Policy on Increments in Salary for Contract Workers ³

Officers engaged on contract in the Public Service will receive a fixed salary, i.e. ***“The salary of the person engaged shall be “x” per annum.”***

Effective October 2009, Contract Documents were amended so that the reference to salary is ***“fixed”*** for the term of the contract, i.e. ***“The salary of the person engaged shall be fixed at “x” per annum for the duration of this contract.”***(Draft copy at page 20)

Persons re-engaged on contract might be considered for an increase in salary inclusive of any general increase plus one increment at the time of re-engagement / renewal.

³ Department of Public Service Circular No. 24 of 2009, 16 October 2009

Draft Contract

AGREEMENT made the..... day of.....2010

Between the Permanent Secretary, Department of Public Service, acting on behalf of the Government of The Commonwealth of The Bahamas (hereinafter called the Government)

and **Jane Doe**

of **GUYANA**

(hereinafter called the person engaged).

The person engaged undertakes that **she** will diligently and faithfully perform the duties of **TRAINED TEACHER, LEVEL 1, SCALE S12** within the **MINISTRY OF EDUCATION, DEPARTMENT OF EDUCATION**, on local contract for the period **24 August 2009 to 26 August 2012** and will act in all respects according to the instructions or directions given to **her**, by the Government through its duly authorized officers.

2. The person engaged will receive a **fixed** salary of **\$31,600** per annum plus **15%** gratuity based on satisfactory completion of service.
3. In accordance with Section 15(1) of the Public Service Act, Chapter 39, gratuities are only paid for a continuous period of not less than two years in any public office post.
4. This Agreement is subject to the conditions of service set forth in the annexed Memorandum of Conditions of Service on contract in The Bahamas and the said Memorandum shall be read and construed as part of this Agreement.
5. This Agreement shall be governed by the laws of the Commonwealth of The Bahama Islands.

AS WITNESS our hands the day and year above written.

Signed by)
Signature of person engaged

In the presence of)
Witness

Signed By)
**Permanent Secretary
Department of Public Service**

In the presence of)
(Officer of the Department of Public Service

Conditions of Service Sample

MEMORANDUM ON CONDITIONS OF SERVICE ON LOCAL CONTRACT IN THE BAHAMAS TEACHER

-2-

1. Appointment

The appointment is non-pensionable; but a contract officer is subject to the regulations relating to the Public Service which are in force for the time being, in so far as they are applicable to contract officers.

2. Salary

Full salary will be paid from the date of assumption of duty. The salary of the person engaged shall be fixed at \$ 31,600 per annum for the duration of this contract.

3. Gratuity

On the satisfactory completion of the period of the contract a gratuity at the rate of 15% of the fixed salary will be payable.

N.B. The gratuity might be subject to United Kingdom income tax if remitted or taken into the United Kingdom.

4. Medical Attention

Free medical attention for Public Officer themselves (but not their families) is provided if Government Medical Officer and facilities are used throughout; and dental attention is available at the officer's expense.

5. Quarters

Free housing is provided in all islands except New Providence (Nassau) and Freeport, Grand Bahama.

6. Leave

Teaching staff will be eligible for all institutional (school) holidays. At the end of the final academic year of contract the institutional leave immediately following will also be granted.

7. Determination of Engagement

The Government may at any time determine the services of an officer on giving him three months' notice in writing or paying him one month's salary.

The officer may at any time after the expiration of three months from the commencement of any residential service and while serving in The Bahamas, determine his engagement on giving to the Government three months' notice in writing or on paying to the Government one month's salary in lieu of such notice.

If the officer terminates his engagement otherwise than in accordance with the Agreement, he shall be liable to pay the Government as liquidated damages three months' salary.

8. Ill Health

(a) If an officer shall be compelled by reason of ill-health (not caused by his own misconduct) to resign his office or if at any time it shall be certified by a duly qualified medical officer employed by the Government that he is incapable, by reason of any infirmity of mind or body, of rendering further efficiency service in The Bahamas, the Government shall pay him salary up to the date of such resignation or certificate.

(b) A certificate signed by a Medical Board duly appointed shall be conclusive evidence as to whether or not the officer was compelled to resign his office by reason of ill-health with the meaning of this clause.

9. Dismissal

(a) No Teacher/Officer while employed with the Government of The Bahamas shall interact in an inappropriate manner with any student of a government school whether with or without the consent of that student, parent or guardian. Should there be confirmation of any form of inappropriate behaviour the identified teacher/officer may be subject to summary dismissal and/or such other action deemed necessary in the circumstances, including prosecution.

Inappropriate behaviour includes but is not limited to sexual contact (including intercourse or buggery), exposure to pornographic material, inappropriate suggestions and touching.

(b) If an officer shall at any time neglect or refuse or for any cause (except ill-health not caused by his own misconduct) become unable to perform any of his duties or to comply with any order or if he shall disclose any information respecting the affairs of the Government to any unauthorized persons or shall in any manner misconduct himself, he may be dismissed. On such dismissal all rights and advantages of his appointment shall cease.

10. Further Employment

Six months prior to the completion of the terms of this Agreement the person engaged shall give notice in writing to the Government whether he desires to remain in its employment. The Government shall thereupon decide whether it will offer him further employment. If the Government offers him further employment the re-engagement will be on such terms and for such period as may be mutually agreed.

**Public Service Policy for
Trainee Administrative Cadet / Administrative Cadet ⁴**

Previous Policy

“Applicants who possess Bachelor degrees or above, in the Administrative Career Path, are appointed as Trainee Administrative Cadets.”

New Policy with effect from 1 February, 2010

“Applicants with a Bachelors degree or above, in the Administrative Career Path, will enter the Public Service at the level of Administrative Cadet, Scale X2, by reason of the required qualifications for the post of Administrative Cadet.”

⁴ Department of Public Service Policy, 1 February 2010

**July 2013 - June 2018 Industrial Agreement
with the Bahamas Educators Managerial Union (BEMU) ⁵**

ARTICLE 21.2 SALARY INCREASES

Year 1	July 2013 - June 2014	A normal increment.
Year 2	July 2014 - June 2015	A normal increment in addition to a lump sum payment equivalent to three (3) increments (\$2,100) on signing.
Year 3	July 2015 - June 2016	A normal increment in addition to a career / salary review.
Year4	July 2016 - June 2017	A normal increment in addition to a minimum of \$1,400 add on to salary. The size of the add-on to be determined by the salary review. The salary scale may be extended based on the review.
Year 5	July 2017 - June 2018	A normal increment in addition to a lump sum payment in the amount of \$1,000.

⁵ Industrial Agreement between the Bahamas Government and the Bahamas Educators and Managerial Union, 7 October, 2015.

ARTICLE 3: BARGAINING UNIT - BEMU

3.1 The Bargaining Unit consists of those substantive managerial and supervisory posts in the Ministry/Department of Education as determined by the Minister of Labour as follows:

POSTS

Assistant Director of Education	District Superintendent
District Education Officer	Senior Education Officer
Senior Education Officer, Special Education	Chief Guidance Counsellor
Education Officer	Education Officer, Special Education
Subject Secretary	Assistant District Superintendent
Principal Grade 'A' Secondary	Principal Central Secondary
Principal Grade 'A' Primary	Principal Grade 'B' Primary
Principal Grade 'C' Primary	Principal Grade 'D' Primary
Principal Grade 'E' Primary	Principal Special School
Vice Principal Grade 'A' Secondary	Vice Principal Central Secondary
Vice Principal Grade 'A' Primary	Vice Principal Grade 'B' Primary
Vice Principal Grade 'C' Primary	Vice Principal Special School
Senior Master/Mistress Secondary	Senior Master/Mistress Primary
Chief Attendance Officer	School Supervisor

**June 2013 - June 2018 Industrial Agreement
with the Bahamas Public Services Union (BPSU) ⁶**

Article 40.1

Maintain the current maxima of the 2011 scales in accordance with the 2010 – 2013 Industrial Agreement. Authorize the Ministry of the Public Service to progress salaries beyond the maxima so that affected officers (i.e. officers whose salaries went beyond the maximum of the scale due to the award of the special increment during the 2012/2013 fiscal year) receive salaries personal to themselves which would also form the basis of the calculation of salary on promotion, pension and gratuity benefits with effect from July 2012⁷

1. Increase the minimum wage by two increments. Wherever the salary is \$10,700.00, persons will now receive \$11,450.00. Incremental value for Scale M6 and Scale I to increase from \$350.00 to \$400.00 with effect from September 2014 and from \$400.00 to \$450.00 with effect from September 2015.
2. Officers at maximum within the M6 Scale should get a lump sum of \$400.00 in addition to the lump sum all public officers would receive.
3. The Employer undertakes to review the adjustment of the maximum pension payable by NIB to employees reaching the mandatory age of retirement during the life of this Agreement and advise the Union of its decision no later than the 2015/2016 year of this Industrial Agreement.

The salary of all employees covered under this Industrial Agreement shall be as follows:

July 2013 - June 2014	
July 2014 - June 2015	Lump sum payment equivalent to one (1) normal increment by August 2014
July 2015 - June 2016	Salary and career path review / Pension review
July 2016 - June 2017	Add on \$1,200 plus normal increment and extend the salary scale by two (2) increments

⁶ Pg.46, Collective Bargaining Agreement between the Government of The Commonwealth of The Bahamas and the Bahamas Public Services Union, 1st July, 2013 – 30th June, 2018

⁷ Salary scales were extended by two (2) steps with effect from 1st July, 2012.

July 2017 - June 2018 Lump sum payment equivalent to one normal increment

Article 40.2 The Government undertakes to review in a systematic manner, the regularization of all sundry and General Service Workers who have been in the employ of the Government for a minimum of five (5) years, subject to budgetary constraints.

Article 40.3 In the case of economic displacement, the Employer and the Union agree that any payments indicated in this Agreement may be deferred after the appropriate consultations.

**Industrial Agreement between the Ministry of Health
and the Bahamas Doctors Union⁸**

In accordance with the Bahamas Doctors Union Industrial Agreement, the following salary increases were agreed:

Effective July 2005	4% increase to base salary
2006	4% increase (with the exception of interns)
2008	1.5% increase
2009	1.5% increase

It should be noted that all scales with the exception of Scales MD1 through MD4 are recipients of the salary increases agreed by the Bahamas Doctors Union.

Please be advised that the salary scales for July 2008 remain unchanged after July 2009 salary increase

Further, please be advised that physicians in Scales MD5 through MD11 will receive the 1.5% increase with effect from 1 July, 2009. Salaries beyond the maximum of the 2008 Scale, as a result of the increase, will remain off point. All other salaries will be placed on point in the 2008 Scale when the next increment is due.

⁸ Industrial Agreement between the Ministry of Health and the Bahamas Doctors Union, 9 June 2006

**July 2015 – July 2018 Collective Bargaining Agreement
with the Bahamas Union of Teachers (BUT) ⁹**

General

Article 41.20

The salaries for all teachers and employees covered by this Agreement shall be those established by the Public Service, as may be revised from time to time by the Government, or as may be agreed between the Employer and the Union.

Salary Increases and Benefits

Article 41.21

The salaries of all employees covered under this Agreement shall be increased and additional benefit paid as follows:

Year 1	July 2013 -June 2014	Normal Increment
Year 2	July 2014 -June 2015	Normal increment plus a lump sum payment equivalent to one normal increment (lump sum to be paid at signing).
Year 3	July 2015 -June 2016	Normal increment plus a lump sum payment equivalent to one normal increment (lump sum to be paid September 2015) and a salary/career path review.
Year 4	July 2016 -June 2017	Normal increment plus a salary increase equivalent to two (2) increments in addition to the extension of the salary scales by two (2) increments (salary increase to be paid September 2016).
Year 5	July 2017 -June 2018	Normal increment plus a lump sum payment in the amount of \$1,000.00 (lump sum to be paid September 2017).

⁹ Pg.64, Collective Bargaining Agreement between the Government of The Commonwealth of The Bahamas and the Bahamas Union of Teachers, 1st July, 2013 – 30th June, 2018

Article 6: The Bargaining Unit - BUT

6.1 The Bargaining Unit comprises teachers and associated education professionals who are public officers within the public school system. The members of the Bargaining Unit shall include the following groups of employees:

- | | |
|--|--|
| 1. Preschool Co-ordinator | 2. Senior Guidance Counsellor |
| 3. Guidance Counsellor I | 4. Guidance Counsellor II |
| 5. Guidance Counsellor III | 6. Trainee Guidance Counsellor |
| 7. Senior Librarian | 8. Librarian I |
| 9. Librarian II | 10. Assistant Librarian |
| 11. Library Associate | 12. Senior Library Researcher |
| 13. Library Researcher | 14. Chief Library Technical Assistant |
| 15. Senior Library Technical Assistant | 16. Library Technical Assistant |
| 17. Chief Library Clerk | 18. Senior Library Clerk |
| 19. Library Clerk | 20. Chief Library Attendant |
| 21. Master Teacher | 22. Senior Teacher |
| 23. Trained Teacher | 24. Trained Teacher Doctorate Degree |
| 25. Trained Teacher Master's Degree | 26. Trained Teacher Bachelor Degree |
| 27. Trained Teacher Associate Degree | 28. Trained Teacher with Certificate with BJC, GCE and BGCSE |
| 29. Assistant Teacher | |
| 30. Untrained Teacher Doctorate Degree | 31. Untrained Teacher Masters Degree |
| 32. Untrained Teacher Bachelor Degree | 33. Untrained Teacher Associate Degree |
| 34. Teacher Trainee | 35. Teacher's Aide |
| 36. Senior Craft Instructor | 37. Craft Instructor |

2015-2020 Collective Bargaining Agreement with the Bahamas Nurses Union
10

Article 30 Salary Increases and Benefits

Article 30.10: In accordance with the Bahamas Nurses Union Industrial Agreement, the following salary increases were agreed:

Year 1	Dec. 2015 - Nov. 2016	Normal increment
Year 2	Dec. 2016 - Nov. 2017	Normal increment plus lump sum payment equivalent to one (1) increment to be paid November 2017.
Year 3	Dec. 2017 - Nov. 2018	Normal increment plus uniform allowance increase of \$50 per month or \$600 per annum
Year 4	Dec. 2018 - Nov. 2019	Normal increment; extension of salary scales by two (2) increments; plus \$1,200 added to the base salary.
Year 5	Dec. 2019 - Nov. 2020	Normal increment plus lump sum payment equivalent to one (1) increment to be paid November 2020.

Annex I

The members of the Bargaining Unit shall include the following groups of employees:

- | | |
|----------------------------------|-------------------------------------|
| 1. Director of Nursing | 2. Deputy Director of Nursing |
| 3. Principal Nursing Officer | 4. Deputy Principal Nursing Officer |
| 5. Senior Nursing Officer | 6. Nursing Officer I |
| 7. Nursing Officer II | 8. Staff Nurse |
| 9. Senior Trained Clinical Nurse | 10. Trained Clinical Nurse |

¹⁰ Industrial Agreement between the Government of The Bahamas and the Bahamas Nurses Union, 30th December 2015 to 29th December, 2020.

**Industrial Agreement between the Bahamas Government and
The Bahamas Public Services Union¹¹**

A. Bahamas Customs Department Salaries

In accordance with the agreement with the Government of The Bahamas and The Bahamas Public Services Union, the following salary increases will be paid with effect from 1st November, 2009 on 27th January, 2010:

- i. All Customs Officers excluding Customs Guards will receive a salary increase of not less than \$400.00 (four hundred dollars) per month or \$4,800.00 (four thousand eight hundred dollars) per annum. In addition officers currently at the maximum of their salary scale for three (3) or more years will receive the following:
 1. Three years but less than six (6) years, one additional increment.
 2. Six (6) years but less than nine (9) years two (2) increments
 3. Nine (9) years or more three (3) additional increments.
- ii. All Customs Guards will receive two (2) increments.
- iii. The salaries of Trainee Customs / Revenue Officers will be managed as follows:
 1. The salaries of Trainee Customs Officers below the fixed salary of \$18,000.00 per annum will be upgraded to \$18,000.00 per annum.

¹¹ Industrial Agreement between the Government of The Bahamas and the Bahamas Public Service Union,
1 November 2009.

2009 Agreed Salary Scales - Bahamas Customs Department
Effective 1st November, 2009

Post Description	Pay Grade	Salary Scale
Comptroller	GR6A	\$64,250 - \$69,050 x 800
Sr. Deputy Comptroller of Customs	U2	\$58,050 – 61,250 x 800
Deputy Comptroller of Customs	U3	\$53,150 - \$57,350 x 700
Asst. Comptroller of Customs	U4	\$49,950 - 52,750 x 700
Customs / Revenue Superintendent	U5	\$44,050 - \$48,250 x 700
Chief Customs / Revenue Officer	U6	\$39,150 - \$43,350 x 700
Senior Customs / Revenue Officer	U7	\$33,650 - \$38,450 x 600
Customs / Revenue Officer I	U8	\$28,450 - \$32,650 x 600
Chief Customs Guard	U9	\$24,300 - \$31,500 x 600
Customs/ Revenue Officer II	U10	\$21,250 - \$28,450 x 600
Senior Customs Guard	U11	\$19,650 - \$25,650 x 500
Chief Training Officer / Customs Guard	U12	\$13,250 - \$23,650 x 400
Trainee Customs / Revenue Officer	U13	\$18,000.00

B. Department Of Immigration Salaries

In accordance with the agreement with the Government of The Bahamas and The Bahamas Public Services Union, the following salary increases will be paid with effect from 1st November, 2009 on 27th January, 2010:

- i. All Immigration Officers excluding Immigration Guards will receive a salary increase of not less than \$400.00 (four hundred dollars) per month or \$4,800.00 (four thousand eight hundred dollars) per annum. In addition officers currently at the maximum of their salary scale for three (3) or more years will receive the following:
 1. Three years but less than six (6) years, one additional increment.
 2. Six (6) years but less than nine (9) years two (2) increments
 3. Nine (9) years or more three (3) additional increments.

- ii. All Immigration Guards will receive two (2) increments.
- iii. The salaries of Immigration Officers will be managed as follows:
 - 1. The salaries of Immigration Officers below the fixed salary of \$18,000.00 per annum will be upgraded to \$18,000.00 per annum.

**2009 Agreed Salary Scales - Immigration Department
Effective 1st November, 2009**

Post Description	Pay Grade	Salary Scale
Director of Immigration	U1A	\$61,650 - \$67,250 x 800
Senior Deputy Director of Immigration	U2	\$58,050 - \$61,250 x 800
Deputy Director of Immigration	U3	\$53,150 - \$57,350 x 700
Assistant Director of Immigration	U4	\$49,950 - \$52,750 x 700
Immigration Superintendent	U5	\$44,050 - \$48,250 x 700
Chief Immigration Officer	U6	\$39,150 - \$43,350 x 700
Senior Immigration Officer	U7	\$33,650 - \$38,450 x 600
Immigration Officer I	U8	\$28,450 - \$32,650 x 600
Immigration Officer II	U10	\$21,250 - \$28,450 x 600
Senior Immigration Guard	U11	\$19,650 - \$25,650 x 500
Immigration Guard	U12	\$13,250 - \$23,650 x 400
Trainee Immigration Officer	U13	\$18,000.00

Customs & Immigration Personnel

This salary scale only applies to Customs and Immigration Officers who applied for the July 2015 and July 2016 salary increases. The scales will remain in effect until such time as an Industrial Agreement is signed between the Bahamas Customs, Immigration and Allied Workers Union and the Government of The Bahamas.

Scale: U1B							
Job Code Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
110074 Director of Immigration	0	61,650	800	61,650	800	61,650	800
	1	62,450		62,450		62,450	
	2	63,250		63,250		63,250	
	3	64,050		64,050		64,050	
	4	64,850		64,850		64,850	
	5	65,650		65,650		65,650	
	6	66,450		66,450		66,450	
	7	67,250		67,250		67,250	
	8	68,050		68,050		68,050	
	9	68,850		68,850		68,850	
	10			69,650		69,650	
	11					70,450	
	12					71,250	
13					72,050		

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the salary will be awarded and salary placed on point.

Scale: U2B

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
110027	Senior Deputy Comptroller of Customs	0	58,050	800	58,050	800	58,050	800
110075	Senior Deputy Director of Immigration	1	58,850		58,850		58,850	
		2	59,650		59,650		59,650	
		3	60,450		60,450		60,450	
		4	61,250		61,250		61,250	
		5	62,050		62,050		62,050	
		6	62,850		62,850		62,850	
		7			63,650		63,650	
		8					64,450	
		9					65,250	
							66,050	

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the salary will be awarded and salary placed on point.

Scale: U3B

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
120047	Deputy Comptroller of Customs	0	53,150	700	53,150	700	53,150	700
120048	Deputy Director of Immigration	1	53,850		53,850		53,850	
		2	54,550		54,550		54,550	
		3	55,250		55,250		55,250	
		4	55,950		55,950		55,950	
		5	56,650		56,650		56,650	
		6	57,350		57,350		57,350	
		7	58,050		58,050		58,050	
		8	58,750		58,750		58,750	
		9			59,450		59,450	
		10					60,150	
		11					60,850	
		12					61,550	

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the increment will be awarded.

Scale: U4B

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
120049	Assistant Comptroller of Customs	0	49,950	700	49,950	700	49,950	700
120050	Assistant Director of Immigration	1	50,650		50,650		50,650	
		2	51,350		51,350		51,350	
		3	52,050		52,050		52,050	
		4	52,750		52,750		52,750	
		5	53,450		53,450		53,450	
		6	54,150		54,150		54,150	
		7			54,850		54,850	
		8					55,550	
		9					56,250	
		10					56,950	

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the increment will be awarded.

Scale: U5B

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
340080	Customs / Revenue Superintendent (Replaced Customs Superintendent w.e.f. 01/11/09)	0	44,050	700	44,050	700	44,050	700
		1	44,750		44,750		44,750	
340087	Immigration Superintendent	2	45,450		45,450		45,450	
		3	46,150		46,150		46,150	
		4	46,850		46,850		46,850	
		5	47,550		47,550		47,550	
		6	48,250		48,250		48,250	
		7	48,950		48,950		48,950	
		8	49,650		49,650		49,650	
		9			50,350		50,350	
		10					51,050	
		11					51,750	
		12					52,450	

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the increment will be awarded.

Scale: U6B

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
340081	Chief Customs / Revenue Officer (Replaced Chief Customs Officer w.e.f. 01/11/09)	0	39,150	700	39,150	700	39,150	700
		1	39,850		39,850		39,850	
340089	Chief Immigration Officer	2	40,550		40,550		40,550	
		3	41,250		41,250		41,250	
		4	41,950		41,950		41,950	
		5	42,650		42,650		42,650	
		6	43,350		43,350		43,350	
		7	44,050		44,050		44,050	
		8	44,750		44,750		44,750	
		9			45,450		45,450	
		10					46,150	
		11					46,850	
		12					47,550	

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the salary will be awarded and salary placed on point.

Scale: U7B

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
340082	Senior Customs / Revenue Officer (Replaced Senior Customs Officer w.e.f. 01/11/09)	0	33,650	600	33,650	600	33,650	600
		1	34,250		34,250		34,250	
340091	Senior Immigration Officer	2	34,850		34,850		34,850	
		3	35,450		35,450		35,450	
		4	36,050		36,050		36,050	
		5	36,650		36,650		36,650	
		6	37,250		37,250		37,250	
		7	37,850		37,850		37,850	
		8	38,450		38,450		38,450	
		9	39,050		39,050		39,050	
		10	39,650		39,650		39,650	
		11			40,250		40,250	
		12					40,850	
		13					41,450	
		14					42,050	
		15					42,650	

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the salary will be awarded and salary placed on point.

Scale: U8B

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
340084	Customs / Revenue Officer I (Replaced Customs Officer I w.e.f. 01/11/09)	0	28,450	600	28,450	600	28,450	600
		1	29,050		29,050		29,050	
340093	Immigration Officer I	2	29,650		29,650		29,650	
		3	30,250		30,250		30,250	
		4	30,850		30,850		30,850	
		5	31,450		31,450		31,450	
		6	32,050		32,050		32,050	
		7	32,650		32,650		32,650	
		8	33,250		33,250		33,250	
		9	33,850		33,850		33,850	
		10			34,450		34,450	
		11					35,050	
		12					35,650	
		13					36,250	
		14					36,850	

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the salary will be awarded and salary placed on point.

Scale: U9B

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
340211	Chief Customs Guard	0	24,300	600	24,300	600	24,300	600
		1	24,900		24,900		24,900	
		2	25,500		25,500		25,500	
		3	26,100		26,100		26,100	
		4	26,700		26,700		26,700	
		5	27,300		27,300		27,300	
		6	27,900		27,900		27,900	
		7	28,500		28,500		28,500	
		8	29,100		29,100		29,100	
		9	29,700		29,700		29,700	
		10	30,300		30,300		30,300	
		11	30,900		30,900		30,900	
		12	31,500		31,500		31,500	
		13	32,100		32,100		32,100	
		14	32,700		32,700		32,700	
		15			33,300		33,300	
		16					33,900	
		17					34,500	
		18					35,100	
		19					35,700	

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the salary will be awarded and salary placed on point.

Scale: U10B

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
340085	Customs / Revenue Officer II (Replaced Customs Officer II w.e.f. 01/11/09)	0	21,250	600	21,250	600	21,250	600
		1	21,850		21,850		21,850	
340095	Immigration Officer II	2	22,450		22,450		22,450	
		3	23,050		23,050		23,050	
		4	23,650		23,650		23,650	
		5	24,250		24,250		24,250	
		6	24,850		24,850		24,850	
		7	25,450		25,450		25,450	
		8	26,050		26,050		26,050	
		9	26,650		26,650		26,650	
		10	27,250		27,250		27,250	
		11	27,850		27,850		27,850	
		12	28,450		28,450		28,450	
		13	29,050		29,050		29,050	
		14	29,650		29,650		29,650	
		15			30,250		30,250	
		16					30,850	
		17					31,450	
		18					32,050	
		19					32,650	

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the salary will be awarded and salary placed on point.

Scale: U11B

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
340181	Senior Customs Guard	0	19,650	500	19,650	500	19,650	500
340152	Senior Immigration Guard (New Post w.e.f. 1/11/09)	1	20,150		20,150		20,150	
		2	20,650		20,650		20,650	
		3	21,150		21,150		21,150	
		4	21,650		21,650		21,650	
		5	22,150		22,150		22,150	
		6	22,650		22,650		22,650	
		7	23,150		23,150		23,150	
		8	23,650		23,650		23,650	
		9	24,150		24,150		24,150	
		10	24,650		24,650		24,650	
		11	25,150		25,150		25,150	
		12	25,650		25,650		25,650	
		13	26,150		26,150		26,150	
		14	26,650		26,650		26,650	
		15			27,150		27,150	
		16					27,650	
		17					28,150	
		18					28,650	
		19					29,150	

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the salary will be awarded and salary placed on point.

Scale: U12B

Job Code	Post	Step	Jul 11 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
340180	Customs Guard	0	13,250	400	13,250	400	13,250	400
340092	Immigration Guard	1	13,650		13,650		13,650	
		2	14,050		14,050		14,050	
		3	14,450		14,450		14,450	
		4	14,850		14,850		14,850	
		5	15,250		15,250		15,250	
		6	15,650		15,650		15,650	
		7	16,050		16,050		16,050	
		8	16,450		16,450		16,450	
		9	16,850		16,850		16,850	
		10	17,250		17,250		17,250	
		11	17,650		17,650		17,650	
		12	18,050		18,050		18,050	
		13	18,450		18,450		18,450	
		14	18,850		18,850		18,850	
		15	19,250		19,250		19,250	
		16	19,650		19,650		19,650	
		17	20,050		20,050		20,050	
		18	20,450		20,450		20,450	
		19	20,850		20,850		20,850	
		20	21,250		21,250		21,250	
		21	21,650		21,650		21,650	
		22	22,050		22,050		22,050	
		23	22,450		22,450		22,450	
		24	22,850		22,850		22,850	
		25	23,250		23,250		23,250	
		26	23,650		23,650		23,650	
		27	24,050		24,050		24,050	
		28	24,450		24,450		24,450	
		29			24,850		24,850	
		30					25,250	
		31					25,650	
		32					26,050	
		33					26,450	
		34					26,850	

Salary increase of one (1) increment added to base with effect from 1 July, 2015

Salary increase of \$1,400 with effect from 1 July, 2016 and on incremental month the salary will be awarded and salary placed on point.

Scale: U13B

Job Code	Post	Step	Nov 09 Salary	Inc	Jul 15 Salary	Inc	Jul 16 Salary	Inc
340086	Trainee Customs / Revenue Officer (Replaced Trainee Customs Officer w.e.f. 01/11/09)	0	18,000	0	18,000	0	18,000	0
340096	Trainee Immigration Officer							

Persons who were in the scale on 1 July, 2015 would receive a salary increase of \$600 added to the base with effect from 1 July, 2015

Persons who were in the scale on 1 July, 2016 would receive a salary increase of \$1,400 added to the base with effect from 1 July, 2016

NB: Persons who receive the increase(s) will be outside of the salary scale

**July 2006 Salary Scales
Stipend / Allowances / Salary**

Certain Categories of Part-time, Trainees, Full Time Officers who perform additional duties

Category	Current Salary
Local Constables (Family Islands)	\$3,630.00
Customs Attendants (Family Islands)	\$1,155.00
Sub-Postmasters (Family Islands)	\$2,057.00
Aides Prime Minister's Office	\$1,155.00
Student Nurses –RN (1-3 Year) ¹² Nursing students in the Associate / Bachelor Degree program at the College of the Bahamas	\$475.00 (10 month period only)
Trainees RN (Hospitals) (Internship Nursing Students)	\$9,600.00 (January) \$10,200.00 (July)
Enrolled Nurses – Nursing students in the Trained Clinical Nursing Programme at the College of the Bahamas	\$300.00 per annum
Trainees (Hospitals) Internship Enrolled Nurses	\$475.00 (3 month period only)
Midwives (Family Island)	\$2,315.00
Hospital Chaplin	\$4,400.00
Stipends Part-time	-
Messenger	-
Janitress	-
Assistant Clerk (Clerk)	-
Minister's Driver ¹³	\$300.00 per month

¹² Please note that the stipend of \$475.00 is only for students carrying a minimum of twelve (12) credits. Students undertaking less than twelve (12) credits will have a prorated stipend, based on the number of credits taken during the specified semester.

This is not an automatic \$475.00 monthly stipend for all nursing students in the first and third years but is only issued to grant recipients.

¹³ ICO(08)17th Meeting, Conclusion 15, with effect from 22 April 2008

Bahamas Public Service Salary Conversions and Special Increases

Date	Conversion Information	Additional Comments
1969/70	General salary increase	
1 October, 1975	General salary increase	
1 October, 1975	Special conversion for Nurses	<i>See DPP/7/27 (A) dated 8.6.76</i>
1 June, 1976	General salary increase	
1 April, 1978	General salary increase	
1 July, 1979	Special conversion for Nurses	
1 July, 1979	Anomaly Exercise for Nurses and Teachers	
1 January, 1980	General salary increase	
1 January, 1980	Special conversion for Nurses	
1 January, 1980	Upgrading for selected Principals	
1 January, 1981	General salary increase	
1 January, 1981	Special conversion for Nurses	
1 January, 1981	Special conversion for Teachers	
1 January, 1981	Regrading of Family Island Commissioners	<i>DPS/7/27</i>
1 January, 1981	Special conversion of Police	
1 January, 1982	Special conversion for Police	
1 January, 1982	Increase in increments effective on the officer's incremental date	
1 January, 1982	Increments for temporary monthly paid staff computerized are no longer processed manually on an annual basis	
1 January, 1982	On-point adjustments awarded as a result of new increments to place officers at the relevant points in the respective scales. These adjustments were recoverable by an appropriate deferment of the increment due in the following year.	
1 January, 1983	General Salary Increase	

Date	Conversion Information	Additional Comments
1 January, 1983	Special conversion for Nurses and scale H2	
1 October, 1983	On-point adjustments to place officers at salary points in the respective scales as a result of the January 1983 increase. This adjustment was not recoverable.	
1 January, 1984	General Salary Increase	
1 January, 1984	Special conversion for Police	
1 January, 1984	Special conversion for ED Scales	<i>(Eg. Education Officer, Senior Librarian, Senior Speech Therapist) DPS 39/16 III</i>
1 January, 1985	General Salary Increase	
1 January, 1985	Special conversion for Air Traffic Controllers	
1 January, 1985	Adjustment to certain scales	<i>DPS/7/27 and Memorandum dated 9.12.85</i>
1985	Upgrading of Housekeeper and Senior Maid	
1 January, 1986	General Salary Increase	
15 May, 1986	Civil Aviation Increase	<i>Some scales received, others did not.</i>
1 January, 1986	Special conversion for Police and Defence	
1 January, 1988	Special conversion for Nurses	
1 July, 1988	General Salary Increase	
1 July, 1988	Regrading of salary for Permanent Secretaries, Under Secretaries, Deputy Permanent Secretaries, First Assistant Secretaries, Senior Protocol Officer and Prison Officers.	
1 July, 1988	Special conversion for Police	

Date	Conversion Information	Additional Comments
1 July 1988	Officers at scale maxima were given new incremental date of July, with the next increment due July 1989.	<i>MPS/7/27 (v) of 7.12.88</i>
	Officers at scale maxima for at least five (5) years (i.e. prior to July 1983) were granted an additional increment effective July 1988.	<i>See Annex IV of 1988 salary pamphlet</i>
1 July, 1989	Special Conversion for Prison Officers	
1 July, 1990	Upgrading of Air Traffic Controller's salary	
1 October, 1990	Upgrading of salaries of professional staff in the Department of Labour	
1 July, 1991	Upgrading of salaries of Air Traffic Controllers.	<i>Second part of package approved 1990</i>
1 August, 1992	Special conversion for Airport Fire Service	
1 July, 1993	General Salary Increase	
1993	Financial Controller renamed Financial Controller I	
1993	Creation of posts of Financial Controller II and III	
1 July, 1994	General Salary Increase	
1 January, 1995	Upgrading of scale for Senior House Officer	
1 July, 1995	Special conversion for Nurses	
1 July, 1995	Special conversion for Allied Health Personnel	
1 July, 1995	Creation of posts of Director of Radiography, Dietetics and Physiotherapy	
1 October, 1995	Upgrading of Chief Superintendent (Government Printing)	
1995	Creation of Post of Systems Administrator, Scale D4	
1 May, 1996	Creation of post of Subdivision Officer	

Date	Conversion Information	Additional Comments
1 July, 1996	Minimum wage established for weekly staff	
1997	Post of Senior Loader created, Scale M1	
1 July, 1997	General Salary Increase	
1 July, 1997	Special conversion for Teachers	<i>Teachers received a total of \$2,650.00</i>
1 July, 1997	Salary increase for weekly paid staff	
1 July, 1998	Special increase for Permanent Secretaries	
1 July, 1998	Special salary increase for Family Island Administrators	
1 July, 1998	Special salary increase for Education Officers, Deputy Director of Education, Assistant Director and Deputy Superintendent	
1 July, 1998	Special increase for W Scale	
1 July, 1998	Special increase for Magistrates	
1998	Establishment of Listing Officer (Scale A4A); Assistant Listing Officer (Scale C3) – Judicial	
1 January, 1999	Upgrading of post of Chief Housing Officer	<i>On par with Deputy Permanent Secretary</i>
1 July, 1999	Incremental increases. On-point adjustment as a result of new increment to place officers at the relevant points in the respective scale.	<i>Were not awarded until the anniversary of the incremental month</i>
1 July, 1999	Removal of efficiency bar from scales	
1 July, 1999	Uniform allowance for Police and Defence Force Officers increased to \$1,440.00 per annum.	
1 July, 2000	General Salary Increase	
1 July, 2000	Special increase – Judicial Service	
1 July, 2000	Special increase, Scale MD	

Date	Conversion Information	Additional Comments
2001	Creation of Post in Registrar General's Department and Corporate Service Investigator, Senior Finance and Corporate Service Investigator, Finance and Corporate Service Investigator, F Scales	
1 July, 2001	Special increase, Scales MD, N and H (excluding N8 and N9)	
1 January, 2002	Special increase	<i>Certain categories - Part 1</i>
1 July, 2002	Special increase, Scale MD	
1 October, 2002	Special increase	<i>Certain categories - Part 2</i>
1 March, 2003	Special increase – Air Traffic Controllers (CAD Management)	<i>Bargaining Unit: CA1-CA5 See appendix II</i>
1 July, 2003	Conversion – excluding Air Traffic Controllers, ATC Scale	<i>Bargaining Unit</i>
1 July, 2003	General salary increase	
1 July, 2004	Special increase – Scale MD	<i>Doctors in the Bargaining Unit</i>
1 July, 2004	IT Structure	<i>Creation of new IT structure</i>
1 March, 2005	Special increase – Air Traffic Controllers (CAD Management)	<i>Bargaining Unit: CA1-CA5 See appendix II</i>
1 July, 2005	Special increase, Scale MD	<i>Doctors in the Bargaining Unit 4% across the board</i>
1 January, 2006	Conversion	<i>Excluding Scales N and MD in the Bargaining Unit, Air Traffic Controllers in the Bargaining Unit and Teachers</i>
1 March, 2006	Special increase – Air Traffic Controllers (CAD Management)	<i>Bargaining Unit: CA1-CA5 See appendix II</i>
30 May, 2006	Auditor General and Treasurer	<i>Upgraded to Group 3A</i>
1 July, 2006	1 st Tranche	<i>Prison Officers except PR10</i>

Date	Conversion Information	Additional Comments
1 July, 2006	Special increase	<i>Scale N in the Bargaining Unit, 4% across the board excluding Nursing Auxiliary [post not in the Bargaining Unit]</i>
1 July, 2006	Special increase, Scale MD	<i>Doctors in the Bargaining Unit, 4% across the board</i>
1 July, 2006	Conversion (including Nursing Auxiliary)	<i>N Scales in the Bargaining Unit, MD Scales in the Bargaining Unit, Air Traffic Controller in the Bargaining Unit and Teachers</i>
1 September, 2006	Special increase for Teachers	
1 March, 2007	Special increase – Air Traffic Controllers (CAD Management)	<i>Bargaining Unit: CA1-CA5 See appendix II</i>
1 April 2007	2 nd Tranche	<i>Prison Officers except PR1, PR3A, PR5, PR10</i>
1 June, 2007	Director of Investment GR4	<i>Upgraded to GR3</i>
1 July, 2008	Conversion Excluding N Scales in the Bargaining Unit	<i>Nursing Auxiliary post should receive the increase</i>
1 July, 2008	Special increase, Scale MD	<i>Doctors in the Bargaining Unit 1.5% across the board</i>
1 September, 2008	Special increase for Teachers	<i>\$125.00 per month added to base plus increment</i>
1 October, 2008	Director of Economic Planning	<i>Upgraded to GR7</i>
1 February, 2009	Chief Finance and Revenue Officer GR15	<i>Upgraded to GR13</i>
10 February, 2009	Scale F10	<i>Extended by three (3) increments</i>
1 July, 2009	Special increase, Scale MD	<i>Doctors in the Bargaining Unit 1.5% across the board</i>
1 July, 2009	Special increase, N Scale in the Bargaining Unit	<i>4 % across the board (excluding Nursing Auxiliary post not in the Bargaining Unit)</i>

Date	Conversion Information	Additional Comments
1 July, 2009	President and Vice President – Industrial Tribunal	<i>Salaries upgraded. Responsibility allowance \$6,000.00 Scarcity allowance \$15,000.00</i>
1 July, 2009	Incremental value increased	<i>Scales affected: CA4, CA5</i>
1 November, 2009	Special Increase	<i>Extended by three (3) increments [Customs / Immigration Officers]</i>
2 November, 2009	Director of Public Prosecutor and Director of Legal Affairs	<i>Salary upgraded on par with Permanent Secretary</i>
4 January, 2011	Legal Advisor, GR4	<i>Post created in accordance with Cabinet Conclusion ICO 49 (10) 22</i>
1 July, 2010 - 30 June, 2011	Increments withheld	<i>Increment withheld for all scales except Teaching personnel</i>
1 July, 2011	Scales Maxima extended by 2 increments	<i>All scales where increments were withheld in July 2010</i>
1 July, 2011	Darkroom Technician III, T12	<i>New post created</i>
1 July, 2011	Darkroom Technician II, T12	<i>Post upgraded to T10</i>
1 July, 2011	Darkroom Technician I, T10	<i>Post upgraded to T8</i>
1 July, 2011	Senior Darkroom Technician, T11	<i>Post upgraded to T6</i>
1 July, 2011	Senior Composer Designer, T6	<i>New post created</i>
1 July, 2011	Senior Proofreader / Editor, T6	<i>New post created</i>
1 July, 2011	Senior Pressman, T6	<i>New post created</i>

Date	Conversion Information	Additional Comments
1 July, 2011	Senior Binder, T6	<i>New post created</i>
1 July, 2012	Scales maxima extended (Scales excluded: JL1- JL17, ATC1 - ATC5 and ATC2A, MD6- MD11, U1, U2-U13, CA1-CA5, CA7)	<i>All scales maxima extended by two (2) increments (PR7 extended by one (1) because it was inadvertently extended by three (3) in 2011).</i>
1 July, 2012	Special Increment <i>BPSU Agreement / BUT Agreement / Nurses Agreement</i>	<i>Special increment plus normal increment added to the base salary effective the incremental month</i>
1 February, 2013	Deputy Financial Secretary, GR3	<i>Re-established post</i>
27 August, 2013	Senior Under Secretary I, GR4A	<i>New post created</i>
27 August, 2013	Senior Under Secretary II, GR6	<i>New post created</i>
24 September, 2013	Force Chaplain / Chaplain	<i>Posts upgraded / created Scales Affected: PR9, PR5, DF8</i>
10 December, 2013	Assistant Director of Occupational Safety and Health Administration (OSHA), W4	<i>New post created</i>
10 December, 2013	Chief Safety Officer (OSHA), W9	<i>New post created</i>
10 December, 2013	Senior Safety Officer (OSHA), W12	<i>New post created</i>
10 December, 2013	Safety Officer (OSHA), W14	<i>New post created</i>
10 December, 2013	Assistant Safety Officer (OSHA), W17	<i>New post created</i>
10 December, 2013	Trainee Assistant Safety Officer (OSHA), W23	<i>New post created</i>
10 December, 2013	Director of Trade & Industry, GR4	<i>New post created</i>
10 December, 2013	Financial & Trade Officer I, A5	<i>New post created</i>
10 December, 2013	Financial & Trade Officer II, A13	<i>New post created</i>

Date	Conversion Information	Additional Comments
10 December, 2013	Financial & Trade Officer III, A25	<i>New post created</i>
30 January, 2014	Chief Cook, M3	<i>New post created</i>
30 January, 2014	Chief Gardener, M3	<i>Post Re-established</i>
1 July, 2014	Master – Supreme Court, JL8A	<i>New post created</i>
1 July, 2014	Chief Magistrate, JL10	<i>Upgraded to JL11</i>
1 July, 2014	Assistant Chief Magistrate	<i>New post created</i>
1 August, 2014	Minimum wage increase from \$10,700 to \$11,450	<i>Scales affected: AF17, I, M6, W23</i>
1 August, 2014	Minimum wage increase from \$10,700 to \$11,500	<i>Scale affected: S15</i>
23 October, 2014	Director of Local Government	<i>New Post</i>
23 October, 2014	Deputy Director of Local Government	<i>Post re-established</i>
1 September, 2015	Incremental value increased from \$400 to \$450	<i>Scales affected: AF17, I, IA, M5, M6, N10, P13, P15, S15, TR15, W22, W23</i>
17 November, 2015	Deputy Clerk, House of Assembly, A1	<i>New post created</i>
17 November, 2015	Assistant Editor Hansard, House of Assembly, A20	<i>New post created</i>
17 November, 2015	Director, Government Printing, GR13	<i>New post created</i>
17 November, 2015	Senior Deputy Director of Social Services, W2	<i>Post re-established</i>
1 March, 2016	Special Increase	<i>Air Traffic Controllers Bargaining Unit</i>
1 March, 2016	Air Traffic Controller Trainee, ATC6	<i>New post created</i>
1 March, 2016	Senior Flight Information Officer, ATC4	<i>New post created</i>

Date	Conversion Information	Additional Comments
1 July, 2016	Salary Increase (BPSU & BEMU)	<i>Special increase awarded and on incremental month, the increment will be awarded and salary placed on point where necessary. See Appendices: VII, VIII</i>
1 July, 2016	Deputy Director General, Foreign Service, GR4	<i>New post created</i>
1 July, 2016	Envoy Extraordinary and Minister Plenipotentiary, GR4	<i>New post created</i>
1 July, 2016	Deputy Head of Mission, GR8	<i>New post created</i>
1 July, 2016	Director of Community Health Services, GR7	<i>New post created</i>
1 July, 2016	Minister Plenipotentiary, GR8	<i>New post created</i>
1 July, 2016	Deputy Consul General, GR13	<i>New post created</i>
1 July, 2016	Consular Agent, A20	<i>New post created</i>
1 July, 2016	Minister Counsellor, GR11	<i>Post upgraded, GR9</i>
1 July, 2016	Consul General, GR20	<i>Post upgraded, GR9</i>
1 July, 2016	First Secretary, A4	<i>Post upgraded, A1</i>
1 July, 2016	Consul, A11	<i>Post upgraded, A1</i>
1 July, 2016	Second Secretary, A12	<i>Post upgraded, A8</i>
1 July, 2016	Vice Consul, A12	<i>Post upgraded, A8</i>
1 July, 2016	Third Secretary, A24	<i>Post upgraded, A20</i>
1 July, 2016	Attaché, X3	<i>Post upgraded, X2</i>
1 September, 2016	Salary Increase (BUT)	<i>Special increase awarded and on incremental month, the increment will be awarded. [See appendix XI]</i>