

**Minimum  
\$ per annum**

**Band 15**

With effect from April 1, 2022	\$ 12,959,779	\$ 13,283,773	\$ 13,615,868	\$ 13,956,264
With effect from April 1, 2023	\$ 14,306,762	\$ 14,664,431	\$ 15,031,042	\$ 15,406,818
With effect from April 1, 2024	\$ 15,791,128	\$ 16,185,906	\$ 16,590,554	\$ 17,005,318

**Band 14**

With effect from April 1, 2022	\$ 10,377,484	\$ 10,636,921	\$ 10,902,844	\$ 11,175,415
With effect from April 1, 2023	\$ 11,742,226	\$ 12,035,781	\$ 12,336,676	\$ 12,645,093
With effect from April 1, 2024	\$ 12,960,514	\$ 13,284,527	\$ 13,616,640	\$ 13,957,056

**Band 13**

With effect from April 1, 2022	\$ 8,517,284	\$ 8,730,216	\$ 8,948,471	\$ 9,172,183
With effect from April 1, 2023	\$ 9,637,391	\$ 9,878,326	\$ 10,125,284	\$ 10,378,416
With effect from April 1, 2024	\$ 10,637,297	\$ 10,903,230	\$ 11,175,810	\$ 11,455,206

**Band 12**

With effect from April 1, 2022	\$ 6,990,532	\$ 7,165,295	\$ 7,344,428	\$ 7,528,039
With effect from April 1, 2023	\$ 7,909,857	\$ 8,107,603	\$ 8,310,293	\$ 8,518,050
With effect from April 1, 2024	\$ 8,730,526	\$ 8,948,789	\$ 9,172,509	\$ 9,401,822

**Band 11**

With effect from April 1, 2022	\$ 5,880,892	\$ 6,027,914	\$ 6,178,612	\$ 6,333,077
With effect from April 1, 2023	\$ 6,654,287	\$ 6,820,645	\$ 6,991,161	\$ 7,165,940
With effect from April 1, 2024	\$ 7,344,688	\$ 7,528,305	\$ 7,716,513	\$ 7,909,426

**Band 10**

With effect from April 1, 2022	\$ 5,071,074	\$ 5,197,851	\$ 5,327,797	\$ 5,460,992
With effect from April 1, 2023	\$ 5,737,971	\$ 5,881,420	\$ 6,028,455	\$ 6,179,167
With effect from April 1, 2024	\$ 6,333,301	\$ 6,491,634	\$ 6,653,924	\$ 6,820,272

**Band 9**

With effect from April 1, 2022	\$ 4,158,428	\$ 4,262,389	\$ 4,368,948	\$ 4,478,172
With effect from April 1, 2023	\$ 4,709,420	\$ 4,827,155	\$ 4,947,834	\$ 5,071,530
With effect from April 1, 2024	\$ 5,198,035	\$ 5,327,986	\$ 5,461,186	\$ 5,597,715

**Band 8**

With effect from April 1, 2022	\$ 3,416,002	\$ 3,501,402	\$ 3,588,938	\$ 3,678,661
With effect from April 1, 2023	\$ 3,865,241	\$ 3,961,872	\$ 4,060,918	\$ 4,162,441
With effect from April 1, 2024	\$ 4,266,270	\$ 4,372,927	\$ 4,482,250	\$ 4,594,306

**Band 7**

With effect from April 1, 2022	\$ 2,803,672	\$ 2,873,764	\$ 2,945,608	\$ 3,019,248
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With effect from April 1, 2023	\$ 3,172,383	\$ 3,251,692	\$ 3,332,984	\$ 3,416,309
With effect from April 1, 2024	\$ 3,501,526	\$ 3,589,064	\$ 3,678,791	\$ 3,770,761

**Band 6**

With effect from April 1, 2022	\$ 2,244,979	\$ 2,301,104	\$ 2,358,632	\$ 2,417,597
With effect from April 1, 2023	\$ 2,540,217	\$ 2,603,722	\$ 2,668,815	\$ 2,735,535
With effect from April 1, 2024	\$ 2,803,771	\$ 2,873,865	\$ 2,945,712	\$ 3,019,355

**Band 5**

With effect from April 1, 2022	\$ 1,669,268	\$ 1,711,060	\$ 1,753,837	\$ 1,797,683
With effect from April 1, 2023	\$ 1,888,793	\$ 1,935,907	\$ 1,984,305	\$ 2,033,913
With effect from April 1, 2024	\$ 2,084,761	\$ 2,136,880	\$ 2,190,302	\$ 2,245,059

**Band 4**

With effect from April 1, 2022	\$ 1,370,094	\$ 1,404,347	\$ 1,439,455	\$ 1,475,442
With effect from April 1, 2023	\$ 1,550,136	\$ 1,588,889	\$ 1,628,612	\$ 1,669,327
With effect from April 1, 2024	\$ 1,711,060	\$ 1,753,837	\$ 1,797,683	\$ 1,842,625

**Band 3**

With effect from April 1, 2022	\$ 1,124,500	\$ 1,152,613	\$ 1,181,428	\$ 1,210,964
With effect from April 1, 2023	\$ 1,272,269	\$ 1,304,076	\$ 1,336,677	\$ 1,370,094
With effect from April 1, 2024	\$ 1,439,455	\$ 1,475,442	\$ 1,512,328	\$ 1,550,136

**Band 2**

With effect from April 1, 2022	\$ 922,930	\$ 946,003	\$ 969,653	\$ 993,894
With effect from April 1, 2023	\$ 1,044,210	\$ 1,070,316	\$ 1,097,073	\$ 1,124,500
With effect from April 1, 2024	\$ 1,181,428	\$ 1,210,964	\$ 1,241,238	\$ 1,272,269

**Band 1**

With effect from April 1, 2022	\$ 757,491	\$ 776,429	\$ 795,839	\$ 815,735
With effect from April 1, 2023	\$ 857,032	\$ 878,458	\$ 900,419	\$ 922,930
With effect from April 1, 2024	\$ 969,653	\$ 993,894	\$ 1,018,742	\$ 1,044,210

**NB:**

This is not the final scales. These are for discussion puposes only and have been adjusted arising from Care must be taken not to view this as the final, completed, official salary scales. The official salary sca

Please see below the rules that have been **proposed** to convert persons to the 16 k

**GENERAL CONVERSION RULES (PROPOSED)**

- Persons in receipt of 1 and 2 seniority increments will convert to the second point
- Persons in receipt of 3 seniority increments will convert to the third point
- Notwithstanding the above, persons whose compensation does not fit in the rules stated ab
- During transition period (year 1 and 2) persons whose current compensation (net for net) ar
- Where possible all personal pensionable allowances will be taken into account in alignment
- Lump sum is a payment made for performance to those persons who have been in receipt o

#### **CONVERSION RULES FOR PERSONS IN RECEIPT OF TRAVELLING**

- Generally, persons will convert to the minimum of their new salary band in keeping with the
- Employees in receipt of travelling (commuted; upkeep or fixed) will have their rate of travell
- In instances where an employee's current pay cannot fit in the new band, that employee wil

## Proposed Core Salary Scales

\$ 14,305,171	\$ 14,662,800	\$ 15,029,370	\$ 15,405,104	\$ 15,790,232
\$ 15,791,988	\$ 16,186,788	\$ 16,591,458	\$ 17,006,244	\$ 17,431,400
\$ 17,430,451	\$ 17,866,212	\$ 18,312,867	\$ 18,770,689	\$ 19,239,956
\$ 11,454,800	\$ 11,741,170	\$ 12,034,699	\$ 12,335,567	\$ 12,643,956
\$ 12,961,220	\$ 13,285,251	\$ 13,617,382	\$ 13,957,816	\$ 14,306,762
\$ 14,305,983	\$ 14,663,632	\$ 15,030,223	\$ 15,405,978	\$ 15,791,128
\$ 9,401,488	\$ 9,636,525	\$ 9,877,438	\$ 10,124,374	\$ 10,377,483
\$ 10,637,877	\$ 10,903,824	\$ 11,176,419	\$ 11,455,830	\$ 11,742,226
\$ 11,741,586	\$ 12,035,125	\$ 12,336,004	\$ 12,644,404	\$ 12,960,514
\$ 7,716,240	\$ 7,909,146	\$ 8,106,874	\$ 8,309,546	\$ 8,517,285
\$ 8,731,002	\$ 8,949,277	\$ 9,173,009	\$ 9,402,334	\$ 9,637,392
\$ 9,636,867	\$ 9,877,789	\$ 10,124,734	\$ 10,377,852	\$ 10,637,298
\$ 6,491,404	\$ 6,653,689	\$ 6,820,031	\$ 6,990,532	\$ 7,165,295
\$ 7,345,088	\$ 7,528,715	\$ 7,716,933	\$ 7,909,857	\$ 8,107,603
\$ 8,107,161	\$ 8,309,840	\$ 8,517,586	\$ 8,730,526	\$ 8,948,789
\$ 5,597,517	\$ 5,737,455	\$ 5,880,891	\$ 6,027,914	\$ 6,178,611
\$ 6,333,646	\$ 6,491,987	\$ 6,654,287	\$ 6,820,644	\$ 6,991,160
\$ 6,990,779	\$ 7,165,549	\$ 7,344,687	\$ 7,528,305	\$ 7,716,512
\$ 4,590,126	\$ 4,704,880	\$ 4,822,502	\$ 4,943,064	\$ 5,066,641
\$ 5,198,318	\$ 5,328,276	\$ 5,461,483	\$ 5,598,020	\$ 5,737,971
\$ 5,737,658	\$ 5,881,099	\$ 6,028,127	\$ 6,178,830	\$ 6,333,301
\$ 3,770,627	\$ 3,864,893	\$ 3,961,515	\$ 4,060,553	\$ 4,162,067
\$ 4,266,502	\$ 4,373,165	\$ 4,482,494	\$ 4,594,556	\$ 4,709,420
\$ 4,709,164	\$ 4,826,893	\$ 4,947,565	\$ 5,071,254	\$ 5,198,036
\$ 3,094,729	\$ 3,172,097	\$ 3,251,400	\$ 3,332,685	\$ 3,416,002

\$ 3,501,717	\$ 3,589,260	\$ 3,678,991	\$ 3,770,966	\$ 3,865,240
\$ 3,865,030	\$ 3,961,655	\$ 4,060,697	\$ 4,162,214	\$ 4,266,269
\$ 2,478,037	\$ 2,539,988	\$ 2,603,488	\$ 2,668,575	\$ 2,735,289
\$ 2,803,924	\$ 2,874,022	\$ 2,945,872	\$ 3,019,519	\$ 3,095,007
\$ 3,094,839	\$ 3,172,210	\$ 3,251,515	\$ 3,332,803	\$ 3,416,123
\$ 1,842,625	\$ 1,888,690	\$ 1,935,907	\$ 1,984,305	\$ 2,033,913
\$ 2,084,761	\$ 2,136,880	\$ 2,190,302	\$ 2,245,059	\$ 2,301,186
\$ 2,301,186	\$ 2,358,715	\$ 2,417,683	\$ 2,478,125	\$ 2,540,078
\$ 1,512,328	\$ 1,550,136	\$ 1,588,889	\$ 1,628,612	\$ 1,669,327
\$ 1,711,060	\$ 1,753,837	\$ 1,797,683	\$ 1,842,625	\$ 1,888,690
\$ 1,888,690	\$ 1,935,907	\$ 1,984,305	\$ 2,033,913	\$ 2,084,761
\$ 1,241,238	\$ 1,272,269	\$ 1,304,076	\$ 1,336,677	\$ 1,370,094
\$ 1,404,347	\$ 1,439,455	\$ 1,475,442	\$ 1,512,328	\$ 1,550,136
\$ 1,588,889	\$ 1,628,612	\$ 1,669,327	\$ 1,711,060	\$ 1,753,837
\$ 1,018,742	\$ 1,044,210	\$ 1,070,316	\$ 1,097,073	\$ 1,124,500
\$ 1,152,613	\$ 1,181,428	\$ 1,210,964	\$ 1,241,238	\$ 1,272,269
\$ 1,304,076	\$ 1,336,677	\$ 1,370,094	\$ 1,404,347	\$ 1,439,455
\$ 836,129	\$ 857,032	\$ 878,458	\$ 900,419	\$ 922,930
\$ 946,003	\$ 969,653	\$ 993,894	\$ 1,018,742	\$ 1,044,210
\$ 1,070,316	\$ 1,097,073	\$ 1,124,500	\$ 1,152,613	\$ 1,181,428

continued consultations and are subject to further amendments.

files will be distributed under Circular from the Ministry of Finance and the Public Service

## and Structure

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ONLY

ing taken into account when they are being converted to their new pay band. This mea

Maximum  
\$ per annum

\$ 16,184,988	\$ 16,589,612	\$ 17,004,353	\$ 17,429,462
\$ 17,867,185	\$ 18,313,865	\$ 18,771,711	\$ 19,241,004
\$ 19,720,955	\$ 20,213,979	\$ 20,719,328	\$ 21,237,312
\$ 12,960,055	\$ 13,284,056	\$ 13,616,158	\$ 13,956,562
\$ 14,664,431	\$ 15,031,042	\$ 15,406,818	\$ 15,791,988
\$ 16,185,906	\$ 16,590,554	\$ 17,005,318	\$ 17,430,451
\$ 10,636,921	\$ 10,902,844	\$ 11,175,415	\$ 11,454,800
\$ 12,035,781	\$ 12,336,676	\$ 12,645,093	\$ 12,961,220
\$ 13,284,527	\$ 13,616,640	\$ 13,957,056	\$ 14,305,982
\$ 8,730,217	\$ 8,948,472	\$ 9,172,184	\$ 9,401,489
\$ 9,878,327	\$ 10,125,285	\$ 10,378,417	\$ 10,637,878
\$ 10,903,231	\$ 11,175,811	\$ 11,455,207	\$ 11,741,587
\$ 7,344,428	\$ 7,528,039	\$ 7,716,240	\$ 7,909,145
\$ 8,310,293	\$ 8,518,050	\$ 8,731,002	\$ 8,949,277
\$ 9,172,509	\$ 9,401,822	\$ 9,636,867	\$ 9,877,789
\$ 6,333,077	\$ 6,491,404	\$ 6,653,689	\$ 6,820,031
\$ 7,165,939	\$ 7,345,088	\$ 7,528,715	\$ 7,716,933
\$ 7,909,425	\$ 8,107,161	\$ 8,309,840	\$ 8,517,586
\$ 5,193,307	\$ 5,323,139	\$ 5,456,218	\$ 5,592,623
\$ 5,881,420	\$ 6,028,455	\$ 6,179,167	\$ 6,333,646
\$ 6,491,633	\$ 6,653,924	\$ 6,820,272	\$ 6,990,779
\$ 4,266,119	\$ 4,372,772	\$ 4,482,091	\$ 4,594,143
\$ 4,827,156	\$ 4,947,835	\$ 5,071,531	\$ 5,198,319
\$ 5,327,987	\$ 5,461,186	\$ 5,597,716	\$ 5,737,659
\$ 3,501,402	\$ 3,588,937	\$ 3,678,660	\$ 3,770,627

\$ 3,961,871 \$ 4,060,918 \$ 4,162,441 \$ 4,266,502  
\$ 4,372,926 \$ 4,482,249 \$ 4,594,306 \$ 4,709,163

\$ 2,803,672 \$ 2,873,763 \$ 2,945,608 \$ 3,019,248  
\$ 3,172,382 \$ 3,251,692 \$ 3,332,984 \$ 3,416,309  
\$ 3,501,526 \$ 3,589,064 \$ 3,678,791 \$ 3,770,760

\$ 2,084,761 \$ 2,136,880 \$ 2,190,302 \$ 2,245,059  
\$ 2,358,715 \$ 2,417,683 \$ 2,478,125 \$ 2,540,078  
\$ 2,603,580 \$ 2,668,670 \$ 2,735,387 \$ 2,803,771

\$ 1,711,060 \$ 1,753,837 \$ 1,797,683 \$ 1,842,625  
\$ 1,935,907 \$ 1,984,305 \$ 2,033,913 \$ 2,084,761  
\$ 2,136,880 \$ 2,190,302 \$ 2,245,059 \$ 2,301,186

\$ 1,404,347 \$ 1,439,455 \$ 1,475,442 \$ 1,512,328  
\$ 1,588,889 \$ 1,628,612 \$ 1,669,327 \$ 1,711,060  
\$ 1,797,683 \$ 1,842,625 \$ 1,888,690 \$ 1,935,907

\$ 1,152,613 \$ 1,181,428 \$ 1,210,964 \$ 1,241,238  
\$ 1,304,076 \$ 1,336,677 \$ 1,370,094 \$ 1,404,347  
\$ 1,475,442 \$ 1,512,328 \$ 1,550,136 \$ 1,588,889

\$ 946,003 \$ 969,653 \$ 993,894 \$ 1,018,742  
\$ 1,070,316 \$ 1,097,073 \$ 1,124,500 \$ 1,152,613  
\$ 1,210,964 \$ 1,241,238 \$ 1,272,269 \$ 1,304,076



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ONLY

ns that their current pay will convert to a point in the new bands that is beneficial.