

“YEAR OF RESOURCEFULNESS “

PUBLIC SERVICE MINISTRY

CIRCULAR NO. 19/1984

REFERENCE NO. PS:18/2/2

FROM: Permanent Secretary,
Public Service Ministry

SUBJECT:

TO: All Permanent Secretaries,
Heads of Departments, Regional Executive Officers, General Manager, MMA/ADA, General Manager, Transport & Harbours Department

Amendments, corrections to and clarifications of Guidelines for Public Service Wage and Salary Adjustments – (Reference: Public Service Ministry Circular No. 14/1984).

DATE: 1984-12-04

The following amendments, corrections to and clarifications of Public Service Ministry Circular No. 14/1984 dated 19th November, 1984 which were discussed at a meeting of Permanent Secretaries and Heads of Agencies held at Sophia on Tuesday 20th November 1984, are hereby notified for general information and necessary action where applicable. This Circular MUST be attached to your copy of Circular No. 14/1984: -

AMENDMENT No. 1

(Page 2)

“BASIC WAGE
AND ALLOWANCES

- Delete what is stated at paragraph 5 and substitute the following:
- Payments made to workers under the terms, conditions and procedures of this Circular SHALL BE RESTRICTED to the basic wage or salary, overtime and acting or responsibility allowances. Payments in respect of any other employment overhead expenses associated with the basic wage ARE NOT TO BE APPLIED and are NOT TO BE OTHERWISE CONSTRUED as being applicable as a result of the issuance of this Circular. Where necessary the advice of the Public Service Ministry should be sought on the conversion of current rates of acting or responsibility allowance.”

AMMENDMENT No. 2

(Page 3)

“TAXES

- Delete what is stated at paragraph 8 under the heading TAXES and substantiate the following:-
- ALL workers covered by this Circular whose wages or salaries are \$600. per month or less at November 30, 1984 shall be paid ARREARS of wages or salaries due to them for the period January 1 to November 30, 1984 inclusive, FREE OF INCOME TAX AND SURTAX. ALL OTHER workers shall be taxed in the

normal manner and Income Tax and Surtax must be deducted from the revised salaries or wages payable with effect from December 1 1984.

For the purpose of granting the tax concession mentioned above, the unrevised basic wage at November 30, 1984 TOGETHER WITH any acting, responsibility or duty allowances shall be taken into consideration in order to determine whether the gross pay of the worker is \$600 per month or less.

AMENDMENT No. 3

(Page 3)

REPORTING

- Paragraph II – amend November 23 to read November 30, 1984.

AMENDMENT No. 4

(Page 3)

- Insert the following as Paragraph 8 of the Circular and renumber paragraph 8, 9, 10, 11 and 12 to read paragraph 9, 10, 11, 12 and 13 respectively:

“8 APPLICABLE

SALARY OR WAGE

Where there has been no change of appointment or change in the rate of salary or wage received by an employee during the period January 1 to November 30, 1984, the wage or salary to be used for purpose of converting and establishing increases or arrears accruing as a result of the issuance of this Circular SHALL BE the salary or wage which the employee receives at November 30, 1984, prior to any adjustments.

However, where there has been a change of appointment or an increase in the rate of pay to an employee during the period January 1 to November 3, 1984 the wage or salary to be used for purposes of converting or establishing increases or arrears accruing to the employee shall be the salary or wage which the employee received at the material time of the change and also the salary or wage which he/she receives at November 30 1984.”

AMENDMENT No. 5

(Page 55)

CIVIL AVIATION (Page 57)
ENGINEERS

- Insert the attached page 55 on the Circular No. 14/1984 and substitute the attached Appendix 8A (page 57A) for Appendix 8 on page 57. Appendix 8 on page 57 of the Circular is hereby cancelled.

CORRECTION No. 1

(Page 5)

- GS 6 Scale should read 690 – 1035 and not 609 – 1035.

CORRECTION No. 2

(Page 6)

- Correct the words “Schedule No. 1” in the last line of paragraph 4 of the Appendix 1 to read “Schedule No. 2 .”

CORRECTION No. 3

(Page 35)

- First footnote should read level 12 and not level 2.

CORRECTION No. 4

(Page 33)

- Paragraph 6 (i) on page 33 should read “GS 10 level is block 5 of page 37 of the Wage Conversion Table” and not page 1.
- Paragraph 6(iv) on page 33 should read “Checking for accuracy, a salary of \$679 falls between \$670 and \$716” and not “\$623 and \$670.

CORRECTION No. 5

(Page 29)

- Paragraph 5 – second line should read “Daily rate X 23.83333” instead of “Daily rate X 32.83333.”

CORRECTION No. 6

(Page 44)

- Paragraph 6 – delete what is written at paragraph 6 and substitute the following:

“ALL Professional and Technical Health Workers reclassified on the GS 14, 15, and 16 levels will go to the start of the scale on which the job is classified or subject to what is stated at paragraph 8 (see Amendment No. 4) will receive a 5% increase on salary at November 30, 1984, whichever is the greater amount.”

CORRECTION No. 7

(Page 50)

- (a) Post of Personnel Manager, Transport and Harbors Department should be classified on GS 12 and not GS 11
- (b) Position of Checker classified on GS 3 should attract starting pay of \$455 per month.

CORRECTION No. 8

- Paragraph 4 – fifth line:

(Page 58)

Amend Conversion Schedule No. 5 to read No. 9.

2. With regard to what is stated at paragraph 6 of Public Service Ministry Circular No. 14/1984, I wish to advise that the cases of ALL workers who fall outside of the categories mentioned should be referred to this Ministry for a ruling on their eligibility for any arrears of salary.

3. Please bring the contents of this Circular to the attention of all staff involved in the implementation and administration of the Guidelines for Public Service Wage and Salary Adjustments.

(R. Shivanand)
for Permanent Secretary
PUBLIC SERVICE MINISTRY

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“YEAR OF RESOURCEFULNESS”

PUBLIC SERVICE MINISTRY: CIRCULAR No. 14/1984

GUIDELINES FOR PUBLIC SERVICE WAGE AND SALARY ADJUSTMENTS
ISSUED TO
PERMANENT SECRETARIES, HEADS OF DEPARTMENTS AND REGIONAL
EXECUTIVE OFFICERS

1. AUTHORITY

This Circular sets out the terms and conditions for 1984 wage and salary adjustments for ALL EMPLOYEES in Central Government Ministries, Departments and Regional Administrations, hereinafter called the Public Service. This circular is issued pursuant to an order by the President to move the MINIMUM WAGE FROM \$12.71 per day to \$15.10 per day EFFECTIVE FROM JANUARY 1, 1984 BUT THAT this salary and wage adjustment is NOT INTENDED to prejudice further representation or the outcome of continued negotiations with the Trades Union Congress.

2. NEW SALARY SCALES

Salary scale of all Central Government agencies have been rationalized. These include the Public Service A Scale; the Disciplined Service P Scale; the Teaching Service E Scales and the University of Guyana UA/UB Scales. The number of salary bands on these scales have been reduced or otherwise adjusted to sixteen salary scales to achieve an among-grade relativity of about 15% such that each succeeding grade is 15% higher than the one below it. The new salary scales are to be referred to as the GOVERNMENT SCHEDULE (GS 1 – 16) and will apply to all Public Service Agencies and Employment grades (unless otherwise specified by Cabinet) with EFFECT FROM JANUARY 1, 1984.

Attachment 1 details the rationalization of the current salary scales with respect to the Government Schedule (GS 1 – 16)

3. EXCLUSION

Wage and Salary adjustments for Teachers, and the University of Guyana are covered in separate Circulars.

4. PAYMENTS

Payments to workers in the Public Service MUST be made in accordance with the Terms, Conditions and Procedures set out in this Circular and the following Appendices:

Appendix 1: Public Service General, Workers not Reclassified

Appendix II: Daily Paid Workers

Appendix III: Reclassified Professional and Technical Workers in Education and Related Agencies

Appendix IV: Reclassified MMA/ADA Workers

Appendix V: Reclassified Professional and Technical Health Workers

Appendix VI: Reclassified Transport and Harbors Department Workers

Appendix VII: Reclassified Professional and Technical Workers in Civil Aviation.

Appendix VIII: Engineers in the Central Government

Appendix IX: Disciplined Services

5. BASIC WAGE AND OVERTIME

Payments made to workers under the terms, conditions and procedures of this Circular SHALL BE RESTRICTED to the basic wage or salary and overtime. Payments in respect of ANY OTHER employment overhead expenses associated with the basic wage ARE NOT TO BE APPLIED and are NOT TO BE OTHERWISE CONSTRUED as being applicable as a result of the issuance of this Circular.

6. ELLIGIBILITY

Workers in employment at or after January 1, 1984, workers who retired by virtue of age or on Medical Grounds, who transferred or were seconded within the Public Sector, and workers who resigned during the current year are eligible to receive the benefits accruing as a result of the issuance of this Circular.

7. EFFECTIVE DATE

All payments to workers shall be retroactive to January 1, 1984.

8. TAXES

All workers covered by this Circular whose wage or salaries are \$600 per month or less at November 30, 1984 shall be paid ALL wages or salaries retroactive to January 1, 1984 FREE OF INCOME TAX AND SURTAX. ALL OTHER workers shall be taxed in the normal manner. RETOACTIVE PAYMENTS SHALL NOT APPLY AFTER NOVEMBER 30, 1984

9. PAY DATES

Heads of Central Government Agencies are to ensure that all workers covered by this Circular receive relevant payments between November 30 and December 15, 1984.

10. ACCOUNTING

Payments of arrears for the period January 1, 1984 to November 30, 1984 and Wage Bill increases for the period December 1, 1984 to December 31, 1984 are to be charged to a special item of Expenditure under the control of the Accountant General. Inter-Departmental Warrants would be issued UPON APPLICATION to the Accountant General.

Application must indicate separately:

- (i) Arrears for January 1, 1984 to November 30, 1984
- (ii) Increases in the basic Wage Bill for December 1, 1984 to December 31, 1984

Applications for remittances from the Accountant General's Account No. 405 should also be submitted with the Applications for the Inter – Departmental Warrant for the TOTAL AMOUNT REQUIRED for the period January 1, 1984 to December 31, 1984 so as to ensure availability of funds in the relevant Main Bank Accounts.

11. REPORTING

Agencies covered by this Circular MUST COMPLETE the form attached at Annexe 1 and return it to the Secretary to the Treasury by November 23, 1984.

12. LIABILITY

Permanent Secretaries and Heads of Agencies are liable for errors arising out of non-compliance with the terms and conditions of this Circular.

ISSUED BY:

J.E. Sinclair
Permanent Secretary
PUBLIC SERVICE MINISTRY

DATE ISSUED

November 19, 1984

REFERENCE:

PS:18/2/2

ATTACHMENT 1

PUBLIC SERVICE: RATIONALIZATION OF SALARY SCALES
WITH THE NEW GOVERNMENT SCHEDULE (GS 1 – 16)

PUBLIC SERVICE A SCALE	TEACHERS E SCALE	DISCIPLINED SERVICES P SCALE	UNIVERSITY OF GUYANA UA/UB SCALE	NEW GOVERNMENT SCHEDULE	
				GS	SALARY SCALE
Special 111	-	P22	UA 1	16	3300 – 4950
Special 11	-	P21	UA2A	15	2750 – 4125
Special 1	-	-	UA2	14	2300 – 3450
A40	-	P20	UA3A	13	1910 – 2865
A37 – 39	E17 – 18	-	UA3	12	1590 – 2385
A34 – 36	E14 – 16	P19	UA4	11	1380 – 2070
A31 – 33	E11 - 13	P17	UA5	10	1200 - 1800
A28 – 30	-	P16	UBIA	9	1045 – 1565
A25 – 27	E8 - 10	P15	UBI	8	910 – 1365
A22 – 24	E7	P13	UB2A	7	790 – 1185
A19 – 21	-	P12	UB2	6	690 – 1035
A16 – 18	E6	P11	UB3	5	600 – 900
A13 – 15	-	P9	UB4	4	525 – 785
A10 – 12	E5	-	UB5/4	3	455 – 680
A7 – 9	-	P8	UB5	2	395 – 590
A1 – 6	E1 – 4	P7	UB6	1	360 - 535

The new Government Schedule (GS 1 – 16) is based on a minimum wage of \$15.10 per day or \$360.00 per month EFFECTIVE January 1, 1984.

Guyana: Public Service Ministry
November, 1984

ATTACHMENT 2

PUBLIC SERVICE: SALARY CONVERSION TABLE NO. 1

A SCALE TO GS SCALE

OLD SLARY GRADE AND SCALE		NEW SALARY GRADE AND SCALE	
GRADE	SCALE	GRADE (GS)	SCALE
Special 111	3000 - 4500	16	3300 – 4950
Special 11	2500 – 3000	15	2750 – 4125
Special 1	2000 – 2500	14	2300 – 3450
A40	1615 – 2000	13	1910 – 2865
A37 – 39	1224 – 1615	12	1590 – 2385
A34 – 36	1116 – 1525	11	1380 – 2070
A31 - 33	1019 - 1415	10	1200 - 1800
A28 – 30	1019 – 1415	9	1045 – 1565
A25 – 27	928 – 1325	8	910 – 1365
A22 – 24	680 – 1014	7	790 – 1185
A19 – 21	609 – 938	6	690 – 1035
A16 – 18	457 - 674	5	600 – 900
A13 – 15	404 – 592	4	525 – 785
A10 – 12	335 – 522	3	455 – 680
A7 – 9	304 - 440	2	395 – 590
A1 – 6	298 – 374	1	360 - 535

* The new Government Schedule (GS 1 – 16) is based on a minimum wage of \$15.10 per day or \$360.00 per month EFFECTIVE January 1, 1984.

Guyana: Public Service Ministry
November, 1984

APPENDIX 1 OF P.S.M. CIRCULAR No. 14/1984

Guidelines for Public Service Wage and Salary Adjustments
PUBLIC SERVICE GENERAL WORKERS NOT RECLASSIFIED

1. This Appendix sets out the terms, conditions and procedures for wage and salary adjustments for all employees in the Public Service EXCEPT those otherwise treated in Appendices 2 through IX.
2. Salary Conversion Schedule No. 1 attached to this Appendix sets out the approved conversion of current monthly salaries from the Public Service A Scales (A1 to 40 and special salaries) to the new Government Schedule salary scales (GS 1 – 16)
3. Salary Conversion Schedule No. 1 provides a detailed dollar by dollar conversion of current wages and salaries from the current minimum wage of \$298. 00 per month to \$2000.00 per month. This detailed schedule will facilitate the speedy and accurate determination of new salaries.
4. \$298.00 to \$2000.00

For current wages and salaries ranging between \$298 per month and \$2000.00 per month, locate the desired current salary in the Schedule and simply read across the “From” – “To” columns for the new salary. For current salaries expressed in dollars and cents round-up to the next dollar such that \$398.10; \$398.36; \$398.50 or \$398.72 are ALL expressed as \$399.00 for the purposes of entering Salary Conversion Schedule No. 2

5. Above \$2000.00

For all workers covered by this Appendix whose wages or salaries exceed \$2000.00 per month an increase of 5% shall be applied.

Public Service Ministry
Government of the Co-operative Republic of Guyana

PUBLIC SERVICE SALARY CONVERSION SCHEDULE No
A SCALE TO GS SCALE
FOR
PUBLIC SERVICE WORKERS NOT RECLASSIFIED

issued: November 1984

Public Service: Salary Conversion Schedule No. 1

A Scale to GS Scale

FROM	TO	FROM	TO	FROM	TO	FROM	TO
298	360	308	372	318	384	328	396
299	361	309	373	319	385	329	398
300	362	310	375	320	387	330	399
301	364	311	376	321	388	331	400
302	365	312	377	322	389	332	401
303	366	313	378	323	390	333	402
304	367	314	379	324	391	334	404
305	368	315	381	325	393	335	405
306	370	316	382	326	394		
307	371	317	383	327	395		

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Guyana: Public Service Ministry

GS Scale are Effective from January 1, 1984

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
336	406	346	427	356	449	366	470
337	408	347	430	357	451	367	472
338	410	348	432	358	453	368	474
339	412	349	434	359	455	369	477
340	415	350	436	360	457	370	479
341	417	351	438	361	459	371	481
342	419	352	440	362	462		
343	421	353	442	363	464		
344	423	354	445	364	466		
345	425	355	447	365	468		

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PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
372	483	387	509	402	536	417	562
373	485	388	511	403	537	418	564
374	487	389	513	404	539	419	565
375	488	390	515	405	541	420	567
376	490	391	516	406	543	421	569
377	492	392	518	407	544	422	571
378	494	393	520	408	546	423	572
379	495	394	522	409	548	424	574
380	497	395	523	410	550	425	576
381	499	396	525	411	551	426	578
382	501	397	527	412	553	427	579
383	502	398	529	413	555		
384	504	399	530	414	557		
385	506	400	532	415	558		
386	508	401	534	416	560		

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WAGE TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
428	581	446	598	464	615	482	632
429	582	447	599	465	616	483	633
430	583	448	600	466	617	484	634
431	584	449	601	467	618	485	635
432	585	450	602	468	619	486	636
433	586	451	603	469	620	487	637
434	587	452	604	470	621	488	638
435	588	453	605	471	622	489	639
436	589	454	606	472	622	490	639
437	589	455	606	473	623	491	640
438	590	456	607	474	624	492	641
439	591	457	608	475	625	493	642
440	592	458	609	476	626	494	643
441	593	459	610	477	627	495	644
442	594	460	611	478	628	496	645
443	595	461	612	479	629	497	646
444	596	462	613	480	630		
445	597	463	614	481	631		

WAGE TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
498	647	515	671	532	695	549	719
499	648	516	673	533	697	550	721
500	650	517	674	534	698	551	722
501	651	518	675	535	699	552	724
502	653	519	677	536	701	553	725
503	654	520	678	537	702	554	726
504	656	521	680	538	704	555	728
505	657	522	681	539	705	556	729
506	658	523	682	540	707	557	731
507	660	524	684	541	708	558	732
508	661	525	685	542	709	559	733
509	663	526	687	543	711	560	735
510	664	527	688	544	712	561	736
511	665	528	690	545	714	562	738
512	667	529	691	546	715	563	739
513	668	530	692	547	716	564	741
514	670	531	694	548	718		

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WAGE TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
565	742	587	779	609	816	631	853
566	744	588	781	610	818	632	854
567	745	589	782	611	819	633	856
568	747	590	784	612	821	634	858
569	749	591	786	613	823	635	860
570	750	592	787	614	824	636	861
571	752	593	789	615	826	637	863
572	754	594	791	616	828	638	865
573	755	595	792	617	829	639	866
574	757	596	794	618	831	640	868
575	759	597	796	619	833	641	870
576	760	598	797	620	834	642	871
577	762	599	799	621	836	643	873
578	764	600	801	622	838	644	875
579	766	601	802	623	839	645	876
580	767	602	804	624	841		
581	769	603	806	625	843		
582	771	604	807	626	844		
583	772	605	809	627	846		
584	774	606	811	628	848		
585	776	607	813	629	849		
586	777	608	814	630	851		

WAGE TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
646	878	678	909	710	941	742	972
647	879	679	910	711	942	743	973
648	880	680	911	712	943	744	974
649	881	681	912	713	944	745	975
650	882	682	913	714	945	746	976
651	883	683	914	715	946	747	977
652	884	684	915	716	947	748	978
653	885	685	916	717	948	749	979
654	886	686	917	718	949	750	980
655	887	687	918	719	950	751	981
656	888	688	919	720	951	752	982
657	889	689	920	721	952	753	983
658	890	690	921	722	953	754	984
659	891	691	922	723	954	755	985
660	892	692	923	724	955	756	986
661	893	693	924	725	956	757	987
662	894	694	925	726	957	758	988
663	895	695	926	727	958	759	989
664	896	696	927	728	959	760	990
665	897	697	928	729	960	761	991
666	898	698	929	730	961	762	992
667	899	699	930	731	962	763	993

When you reach the bottom row of each column on this page go to the top of page 15 for the next highest number.

WAGE TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
668	900	700	931	732	963	764	994
669	901	701	932	733	964	765	995
670	902	702	933	734	965	766	996
671	903	703	934	735	966	767	997
672	904	704	935	736	967	768	998
673	905	705	936	737	968	769	999
674	906	706	937	738	969	770	1000
675	907	707	938	739	970	771	1001
676	908	708	939	740	971	772	1002
677	909	709	940	741	972		

When you reach the bottom row of each column of this page, go back to the top of page 14 in the relevant column for the next highest number.

WAGE TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
773	1003	794	1040	815	1077	836	1114
774	1005	795	1042	816	1019	837	1115
775	1007	796	1043	817	1080	838	1117
776	1008	797	1045	818	1082	839	1119
777	1010	798	1047	819	1084	840	1121
778	1012	799	1049	820	1086	841	1122
779	1014	800	1050	821	1087	842	1124
780	1015	801	1052	822	1089	843	1126
781	1017	802	1054	823	1091	844	1128
782	1019	803	1056	824	1093	845	1129
783	1021	804	1057	825	1094	846	1131
784	1022	805	1059	826	1096		
785	1024	806	1061	827	1098		
786	1026	807	1063	828	1100		
787	1028	808	1064	829	1101		
788	1029	809	1066	830	1103		
789	1031	810	1068	831	1105		
790	1033	811	1070	832	1107		
791	1035	812	1072	833	1108		
792	1036	813	1073	834	1110		
793	1038	814	1075	835	1112		

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WAGE TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

<u>FROM</u>	<u>TO</u>	<u>FROM</u>	<u>TO</u>	<u>FROM</u>	<u>TO</u>	<u>FROM</u>	<u>TO</u>
847	1133	918	1167	989	1202	1060	1236
848	1133	919	1168	990	1202	1061	1237
849	1134	920	1168	991	1203	1062	1237
850	1134	921	1169	992	1203	1063	1238
851	1135	922	1169	993	1204	1064	1238
852	1135	923	1170	994	1204	1065	1238
853	1136	924	1170	995	1205	1066	1239
854	1136	925	1171	996	1205	1067	1239
855	1137	926	1171	997	1206	1068	1240
856	1137	927	1172	998	1206	1069	1240
857	1138	928	1172	999	1207	1070	1241
858	1138	929	1173	1000	1207	1071	1241
859	1139	930	1173	1001	1208	1072	1242
860	1139	931	1174	1002	1208	1073	1242
861	1140	932	1174	1003	1208	1074	1243
862	1140	933	1175	1004	1209	1075	1243
863	1141	934	1175	1005	1209	1076	1244
864	1141	935	1176	1006	1210	1077	1244
865	1142	936	1176	1007	1210	1078	1245
866	1142	937	1177	1008	1211	1079	1245
867	1143	938	1177	1009	1211	1080	1246
868	1143	939	1178	1010	1212	1081	1246
869	1144	940	1178	1011	1212	1082	1247

When you reach the bottom row of each column of this page, go back to the top of page 18 for the next highest number.

WAGE TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
870	1144	941	1178	1012	1213	1083	1247
871	1145	942	1179	1013	1213	1084	1248
872	1145	943	1179	1014	1214	1085	1248
873	1146	944	1180	1015	1214	1086	1249
874	1146	945	1180	1016	1215	1087	1249
875	1147	946	1181	1017	1215	1088	1250
876	1147	947	1181	1018	1216	1089	1250
877	1148	948	1182	1019	1216	1090	1251
878	1148	949	1182	1020	1217	1091	1251
879	1148	950	1183	1021	1217	1092	1252
880	1149	951	1183	1022	1218	1093	1252
881	1149	952	1184	1023	1218	1094	1253
882	1150	953	1184	1024	1219	1095	1253
883	1150	954	1185	1025	1219	1096	1253
884	1151	955	1185	1026	1220	1097	1254
885	1151	956	1186	1027	1220	1098	1254
886	1152	957	1186	1028	1221	1099	1255
887	1152	958	1187	1029	1221	1100	1255
888	1153	959	1187	1030	1222	1101	1256
889	1153	960	1188	1031	1222	1102	1256
890	1154	961	1188	1032	1223	1103	1257
891	1154	962	1189	1033	1223	1104	1257
892	1155	963	1189	1034	1223	1105	1258

When you reach the bottom row of each column of this page, go back to the top of page 19 for the next highest number.

WAGE TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
893	1155	964	1190	1035	1224	1106	1258
894	1156	965	1190	1036	1224	1107	1259
895	1156	966	1191	1037	1225	1108	1259
896	1157	967	1191	1038	1225	1109	1260
897	1157	968	1192	1039	1226	1110	1260
898	1158	969	1192	1040	1226	1111	1261
899	1158	970	1193	1041	1227	1112	1261
900	1159	971	1193	1042	1227	1113	1262
901	1159	972	1193	1043	1228	1114	1262
902	1160	973	1194	1044	1228	1115	1263
903	1160	974	1194	1045	1229	1116	1263
904	1161	975	1195	1046	1229	1117	1264
905	1161	976	1195	1047	1230	1118	1264
906	1162	977	1196	1048	1230	1119	1265
907	1162	978	1196	1049	1231	1120	1265
908	1163	979	1197	1050	1231	1121	1266
909	1163	980	1197	1051	1232	1122	1266
910	1163	981	1198	1052	1232	1123	1267
911	1164	982	1198	1053	1233	1124	1267
912	1164	983	1199	1054	1233	1125	1268
913	1165	984	1199	1055	1234		1268
914	1165	985	1200	1056	1234		
915	1166	986	1200	1057	1235		
916	1166	987	1201	1058	1235		
917	1167	988	1201	1059	1236		

... 1126

When you reach the bottom row of each column of this page, go back to the top of page 17 in the relevant column for the next highest number.

WAGE TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
1126	1268	1150	1312	1174	1356	1198	1399
1127	1270	1151	1314	1175	1357	1199	1401
1128	1272	1152	1315	1176	1359	1200	1403
1129	1273	1153	1317	1177	1361	1201	1405
1130	1275	1154	1319	1178	1363	1202	1407
1131	1277	1155	1321	1179	1365	1203	1408
1132	1279	1156	1323	1180	1367	1204	1410
1133	1281	1157	1325	1181	1368	1205	1412
1134	1283	1158	1326	1182	1370	1206	1414
1135	1284	1159	1328	1183	1372	1207	1416
1136	1286	1160	1330	1184	1374	1208	1418
1137	1288	1161	1332	1185	1376	1209	1419
1138	1290	1162	1334	1186	1377	1210	1421
1139	1292	1163	1335	1187	1379	1211	1423
1140	1294	1164	1337	1188	1381	1212	1425
1141	1295	1165	1339	1189	1383	1213	1427
1142	1297	1166	1341	1190	1385	1214	1429
1143	1299	1167	1343	1191	1387	1215	1430
1144	1301	1168	1345	1192	1388	1216	1432
1145	1303	1169	1346	1193	1390		
1146	1304	1170	1348	1194	1392		
1147	1306	1171	1350	1195	1394		
1148	1308	1172	1352	1196	1396		
1149	1310	1173	1354	1197	1398		

...1217

WAGE TABLE

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
1217	1434	1244	1486	1271	1538	1298	1590
1218	1436	1245	1488	1272	1540	1299	1592
1219	1438	1246	1490	1273	1542	1300	1594
1220	1440	1247	1492	1274	1544	1301	1596
1221	1442	1248	1494	1275	1546	1302	1598
1222	1444	1249	1496	1276	1548	1303	1600
1223	1446	1250	1498	1277	1550	1304	1602
1224	1448	1251	1500	1278	1552	1305	1604
1225	1449	1252	1502	1279	1554	1306	1606
1226	1451	1253	1504	1280	1556	1307	1608
1227	1453	1254	1505	1281	1558	1308	1610
1228	1455	1255	1507	1282	1560	1309	1612
1229	1457	1256	1509	1283	1562	1310	1614
1230	1459	1257	1511	1284	1563	1311	1616
1231	1461	1258	1513	1285	1565	1312	1618
1232	1463	1259	1515	1286	1567	1313	1619
1233	1465	1260	1517	1287	1569	1314	1621
1234	1467	1261	1519	1288	1571	1315	1623
1235	1469	1262	1521	1289	1573	1316	1625
1236	1471	1263	1523	1290	1575	1317	1627
1237	1473	1264	1525	1291	1577	1318	1629
1238	1475	1265	1527	1292	1579	1319	1631
1239	1477	1266	1529	1293	1581		
1240	1478	1267	1531	1294	1583		
1241	1480	1268	1533	1295	1585		
1242	1482	1269	1534	1296	1587		
1243	1484	1270	1536	1297	1589		

...1320

WAGES TABLE

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
1320	1633	1346	1688	1372	1744	1398	1799
1321	1635	1347	1691	1373	1746	1399	1801
1322	1637	1348	1693	1374	1748	1400	1804
1323	1639	1349	1695	1375	1750	1401	1806
1324	1642	1350	1697	1376	1752	1402	1808
1325	1644	1351	1699	1377	1754	1403	1810
1326	1646	1352	1701	1378	1757	1404	1812
1327	1648	1353	1703	1379	1759	1405	1814
1328	1650	1354	1705	1380	1761	1406	1816
1329	1652	1355	1708	1381	1763	1407	1818
1330	1654	1356	1710	1382	1765	1408	1821
1331	1656	1357	1712	1383	1767	1409	1823
1332	1659	1358	1714	1384	1769	1410	1825
1333	1661	1359	1716	1385	1772	1411	1827
1334	1663	1360	1718	1386	1774	1412	1829
1335	1665	1361	1720	1387	1776	1413	1831
1336	1667	1362	1723	1388	1778	1414	1833
1337	1669	1363	1725	1389	1780	1415	1835
1338	1671	1364	1727	1390	1782	1416	1838
1339	1673	1365	1729	1391	1784	1417	1840
1340	1676	1366	1731	1392	1786	1418	1842
1341	1678	1367	1733	1393	1789		
1342	1680	1368	1735	1394	1791		
1343	1682	1369	1737	1395	1793		
1344	1684	1370	1740	1396	1795		
1345	1686	1371	1742	1397	1797		

...1419

WAGES TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
1419	1844	1516	1918	1613	1991	1710	2065
1420	1845	1517	1918	1614	1992	1711	2065
1421	1846	1518	1919	1615	1993	1712	2066
1422	1846	1519	1920	1616	1993	1713	2067
1423	1847	1520	1921	1617	1994	1714	2068
1424	1848	1521	1921	1618	1995	1715	2068
1425	1849	1522	1922	1619	1996	1716	2069
1426	1849	1523	1923	1620	1996	1717	2070
1427	1850	1524	1924	1621	1997	1718	2071
1428	1851	1525	1924	1622	1998	1719	2071
1429	1852	1526	1925	1623	1999	1720	2072
1430	1852	1527	1926	1624	1999	1721	2073
1431	1853	1528	1927	1625	2000	1722	2074
1432	1854	1529	1927	1626	2001	1723	2074
1433	1855	1530	1928	1627	2002	1724	2075
1434	1855	1531	1929	1628	2002	1725	2076
1435	1856	1532	1930	1629	2003	1726	2077
1436	1857	1533	1930	1630	2004	1727	2077
1437	1858	1534	1931	1631	2005	1728	2078
1438	1858	1535	1932	1632	2005	1729	2079
1439	1859	1536	1933	1633	2006	1730	2080
1440	1860	1537	1933	1634	2007	1731	2080

When you reach the bottom row of each column on this page go to the top of page 24 for the next highest number.

WAGES TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
1441	1861	1538	1934	1635	2008	1732	2081
1442	1861	1539	1935	1636	2008	1733	2082
1443	1862	1540	1936	1637	2009	1734	2083
1444	1863	1541	1936	1638	2010	1735	2083
1445	1864	1542	1937	1639	2011	1736	2084
1446	1864	1543	1938	1640	2011	1737	2085
1447	1865	1544	1939	1641	2012	1738	2086
1448	1866	1545	1939	1642	2013	1739	2086
1449	1867	1546	1940	1643	2014	1740	2087
1450	1867	1547	1941	1644	2014	1741	2088
1451	1868	1548	1942	1645	2015	1742	2089
1452	1869	1549	1943	1646	2016	1743	2090
1453	1870	1550	1943	1647	2017	1744	2090
1454	1871	1551	1944	1648	2018	1745	2091
1455	1871	1552	1945	1649	2018	1746	2092
1456	1872	1553	1946	1650	2019	1747	2093
1457	1873	1554	1946	1651	2020	1748	2093
1458	1874	1555	1947	1652	2021	1749	2094
1459	1874	1556	1948	1653	2021	1750	2095
1460	1875	1557	1949	1654	2022	1751	2096
1461	1876	1558	1949	1655	2023	1752	2096
1462	1877	1559	1950	1656	2024	1753	2097

When you reach the bottom row of each column on this page go to the top of page 25 for the next highest number.

WAGES TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
1463	1877	1560	1951	1657	2024	1754	2098
1464	1878	1561	1952	1658	2025	1755	2099
1465	1879	1562	1952	1659	2026	1756	2099
1466	1880	1563	1953	1660	2027	1757	2100
1467	1880	1564	1954	1661	2027	1758	2101
1468	1881	1565	1955	1662	2028	1759	2102
1469	1882	1566	1955	1663	2029	1760	2102
1470	1883	1567	1956	1664	2030	1761	2103
1471	1883	1568	1957	1665	2030	1762	2104
1472	1884	1569	1958	1666	2031	1763	2105
1473	1885	1570	1958	1667	2032	1764	2105
1474	1886	1571	1959	1668	2033	1765	2106
1475	1886	1572	1960	1669	2033	1766	2107
1476	1887	1573	1961	1670	2034	1767	2108
1477	1888	1574	1961	1671	2035	1768	2108
1478	1889	1575	1962	1672	2036	1769	2109
1479	1889	1576	1963	1673	2036	1770	2110
1480	1890	1577	1964	1674	2037	1771	2111
1481	1891	1578	1964	1675	2038	1772	2111
1482	1892	1579	1965	1676	2039	1773	2112
1483	1892	1580	1966	1677	2039	1774	2113
1484	1893	1581	1967	1678	2040	1775	2114
1485	1894	1582	1968	1679	2041	1776	2115
1486	1895	1583	1968	1680	2042	1777	2115
1487	1896	1584	1969	1681	2043	1778	2116

When you reach the bottom row of each column on this page go to the top of page 26 for the next highest number.

WAGES TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
1488	1896	1585	1970	1682	2043	1779	2117
1489	1897	1586	1971	1683	2044	1780	2118
1490	1898	1587	1971	1684	2045	1781	2118
1491	1899	1588	1972	1685	2046	1782	2119
1492	1899	1589	1973	1686	2046	1783	2120
1493	1900	1590	1974	1687	2047	1784	2121
1494	1901	1591	1974	1688	2048	1785	2121
1495	1902	1592	1975	1689	2049	1786	2122
1496	1902	1593	1976	1690	2049	1787	2123
1497	1903	1594	1977	1691	2050	1788	2124
1498	1904	1595	1977	1692	2051	1789	2124
1499	1905	1596	1978	1693	2052	1790	2125
1500	1905	1597	1979	1694	2052	1791	2126
1501	1906	1598	1980	1695	2053	1792	2127
1502	1907	1599	1980	1696	2054	1793	2127
1503	1908	1600	1981	1697	2055	1794	2128
1504	1908	1601	1982	1698	2055	1795	2129
1505	1909	1602	1983	1699	2056	1796	2130
1506	1910	1603	1983	1700	2057	1797	2130
1507	1911	1604	1984	1701	2058	1798	2131
1508	1911	1605	1985	1702	2058	1799	2132
1509	1912	1606	1986	1703	2059	1800	2133
1510	1913	1607	1986	1704	2060	1801	2133
1511	1914	1608	1987	1705	2061	1802	2134
1512	1914	1609	1988	1706	2061	1803	2135
1513	1915	1610	1989	1707	2062	1804	2136
1514	1916	1611	1989	1708	2063	1805	2136
1515	1917	1612	1990	1709	2064	1806	2137

When you reach the bottom row of each column on this page, go back to the top of page 23 in the relevant column for the next highest number.

WAGES TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
1807	2138	1856	2154	1905	2169	1954	2185
1808	2138	1857	2154	1906	2170	1955	2186
1809	2139	1858	2154	1907	2170	1956	2186
1810	2139	1859	2155	1908	2170	1957	2186
1811	2139	1860	2155	1909	2171	1958	2187
1812	2140	1861	2155	1910	2171	1959	2187
1813	2140	1862	2156	1911	2171	1960	2187
1814	2140	1863	2156	1912	2172	1961	2187
1815	2141	1864	2156	1913	2172	1962	2188
1816	2141	1865	2157	1914	2172	1963	2188
1817	2141	1866	2157	1915	2173	1964	2188
1818	2142	1867	2157	1916	2173	1965	2189
1819	2142	1868	2158	1917	2173	1966	2189
1820	2142	1869	2158	1918	2174	1967	2189
1821	2142	1870	2158	1919	2174	1968	2190
1822	2143	1871	2159	1920	2174	1969	2190
1823	2143	1872	2159	1921	2175	1970	2190
1824	2143	1873	2159	1922	2175	1971	2191
1825	2144	1874	2160	1923	2175	1972	2191
1826	2144	1875	2160	1924	2176	1973	2191
1827	2144	1876	2160	1925	2176	1974	2192
1828	2145	1877	2160	1926	2176	1975	2192

When you reach the bottom row of each column on this page go to the top of page 28 for the next highest number.

WAGES TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
1829	2145	1878	2161	1927	2177	1976	2192
1830	2145	1879	2161	1928	2177	1977	2193
1831	2146	1880	2161	1929	2177	1978	2193
1832	2146	1881	2162	1930	2178	1979	2193
1833	2146	1882	2162	1931	2178	1980	2194
1834	2147	1883	2162	1932	2178	1981	2194
1835	2147	1884	2163	1933	2178	1982	2194
1836	2147	1885	2163	1934	2179	1983	2195
1837	2148	1886	2163	1935	2179	1984	2195
1838	2148	1887	2164	1936	2179	1985	2195
1839	2148	1888	2164	1937	2180	1986	2196
1840	2149	1889	2164	1938	2180	1987	2196
1841	2149	1890	2165	1939	2180	1988	2196
1842	2149	1891	2165	1940	2181	1989	2196
1843	2150	1892	2165	1941	2181	1990	2197
1844	2150	1893	2166	1942	2181	1991	2197
1845	2150	1894	2166	1943	2182	1992	2197
1846	2151	1895	2166	1944	2182	1993	2198
1847	2151	1896	2167	1945	2182	1994	2198
1848	2151	1897	2167	1946	2183	1995	2198
1849	2151	1898	2167	1947	2183	1996	2199
1850	2152	1899	2168	1948	2183	1997	2199

When you reach the bottom row of each column on this page go to the top of page 28A for the next highest number.

WAGES TABLES

PUBLIC SERVICE: A SCALE TO GS SCALE

FROM	TO	FROM	TO	FROM	TO	FROM	TO
1851	2152	1900	2168	1949	2184	1998	2199
1852	2152	1901	2168	1950	2184	1999	2200
1853	2153	1902	2169	1951	2184	2000***	2200
1854	2153	1903	2169	1952	2185		
1855	2153	1904	2169	1953	2185		

When you reach the bottom row of each column on this page go to the top of page 27 in the relevant column for the next highest number.

*** Salaries above \$2,000 per month are administratively set on the G.S. Scale.

Public Service Ministry
Government of the Co-operative Republic of Guyana

PUBLIC SERVICE SALARY CONVERSION SCHEDULE No
A SCALE TO GS SCALE
FOR
DAILY PAID WORKERS

issued: November 1984

PUBLIC SERVICE: SALARY CONVERSION SCHEDULE No. 2

DAILY WAGE RATE

OLD DAILY WAGE RATE			NEW DAILY WAGE*
12.71	to	13.02	15.10
13.03	to	13.79	16.02
13.80	to	14.33	16.69
14.34	to	14.88	17.58
14.89	to	15.43	18.75
15.44	to	15.97	19.88
15.98	to	16.52	20.93
16.53	to	17.06	21.90
17.07	to	17.63	22.82
17.64	to	18.00	23.79

END

* The new daily wage rates are based on a minimum wage of \$15.10 per day or \$360.00 per month EFFECTIVE January 1, 1984.

Guyana: Public Service Ministry

November, 1984

APPENDIX 3 OF P.S.M. CIRCULAR No. 14/1984

Guidelines for Public Service Wage and Salary Adjustments
Professional and Technical Workers in Education

1. This Appendix sets out the terms, conditions and procedures for wage and salary adjustments for ALL Professional and Technical Workers in the Ministry of Education and Related Agencies including:
 - (i) Broadcast to Schools
 - (ii) Carnegie School of Home Economics
 - (iii) Cultural Center
 - (iv) Department of Culture
 - (v) Department of Youth and Sports
 - (vi) Probation and Welfare Department
 - (vii) Talking About Education
 - (viii) Teacher Training Institutions
 - (ix) Technical Institutes including G.I.T.C.
2. The Schema attached to this Appendix sets out the classification of Professional and Technical Workers in Education and Related Agencies on the new Government Schedule salary scale (GS 1 – 16)
3. The Salary Scale applicable to the GS Level for an occupational category or job on the classification Schema can be determined from the salary conversion Table No. 1 Attachment 2.
4. Salary Conversion Schedule No. 3 attached to this Appendix sets out the approved conversion of monthly salaries from the old A Scales A1 – 40 to the new GS scales (GS 1 – 16)
5. To determine a new salary, enter the Salary Conversion Schedule No. 3 in the appropriate GS block. Then apply the following formula for computation:

$$\text{New Salary} = A + B \times \text{Old Salary}$$

For each GS Grade 1 – 14, on Conversion Schedule No. 3, the relevant value of A and B for grade can be found at the top of each block. Simply substitute these values in the formula above.

CAUTION

- (i) For each A and B value given do your computations using as many decimal places of the given value as your calculator will allow.
 - (ii) Be sure to compute B X Old salary before adding the value of A
 - (iii) Pay strict attention to a positive or negative value of A or B
6. Once you have computed the new salary by formula for an old salary which does not appear on the Schedule, use the Schedule provided as a guide to check the accuracy of your computation.

Example: A person classified at the GS 10 level with a current salary of \$679. per month

- (i) GS 10 level is block 5 of page 1 of the Wage Conversion Table
- (ii) A is equal to 656.647948
- (iii) B is equal to 0.941684665

$$\text{NEW SALARY} = 656.647948 + 697 \times 0.941684665$$

$$\text{NEW SALARY} = 656.647948 + 656.35374$$

$$\text{NEW SALARY} = \$1313.$$

- (iv) Checking for accuracy, a salary of \$679 falls between \$670 and \$716 and the new values are between \$1287 and \$1331. Our answer of \$1313 is therefore correct.
7. At the GS 15 level the salaries of the Chief Education Officer and the Deputy Chief Education Officer will be set by the Minister of Finance and instructions will be issued accordingly.

RECLASSIFICATION OF PROFESSIONAL AND TECHNICAL WORKERS
IN EDUCATION AND RELATED AGENCIES
ON THE GOVERNMENT SCHEDULE (GS 1 – 16)

GS Level	Categories of Workers	
15	Chief Education Officer	Deputy Chief Education Officer
14	Chairman, Department of Culture Broadcast Advisor	Principal – Teacher Training Programme Education Planning Officer
13	Director of Youth & Sports Principal GTI/NATI Deputy Education Planning Officer Chief Test Development Officer Chief Probation Officer	Supervisor Teacher In-Service Training Administrative Manager Culture Centre Curriculum Development Officer Assistant Chief Education Officer
12	Deputy Principal GTI & NATI Principal GITC Deputy Chief Probation Officer Administrator Mass Games Regional Education Officer Directors of Arts	Principal Carnegie School Administrator of Ideological Education Deputy Principal Teacher Collage Superintendent In-Service Training Assistant Director Youth & Sports
11	Production Manager Culture Centre Assistant Director of Arts Senior Research Officer Coordinator of Studies	Deputy Principal Carnegie Senior lecturer Teacher Training Deputy Principal GITC Senior Lecturer GTI & NATI
10	Talking about Education Coordinator Broadcast Coordinator (Organizer) Mass Games Coordinator	Assistant Chief Probation Officer Workers Education Coordinator
9	Assistant Superintendent of Exams Economist Statistician Education Supervisor Lecturer	Curriculum Subject Specialist Curriculum Production officer Senior Probation Officer Coordinator Book Distribution
8	Associate Lecturer Coaches Youth & Sports	School Broadcast Officer Youth & Sports Officer
7	Probation Officer School Welfare Officer	Assistant Coordinator Book Distribution Assistant Lecturer
6	House Electrician Senior Stage Supervisor Box Office Supervisor	Senior Sound & Light Technician Sound Technician
5	Chief Usher Culture Instructor	Folk Research Officer Stage Supervisor
4	Statistics Officer Flyman 11 School Broadcast Assistant	Assistant Folk Researcher Talking About Education Producer Technician Sound & Light Operator
3	Wardrobe Mistress	Programme Assistant

	Flyman 1 Stage Hand	Box Office Clerk Assistant Registrar
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Level 2 Principal GITC – formerly Administrator GITC

Level 11 Deputy Principal GITC – formerly Chief Instructor GITC

Level 9 Lecturer – formerly Lecturer 11 at GTI, NATI, Teacher Training, Workers Education Ideological Education, Instructor IV at Carnegie and Instructor 111 at GITC

Level 8 Associate Lecturer – formerly Assistant Lecturer 11 at GTI, NATI, Instructor 11 at Carnegie and Instructor 1 at GITC.

This Classification is effective from January 1, 1984.

Public Service Ministry

Government of Guyana

November 1984

Public Service Ministry
Government of the Co-operative Republic of Guyana

PUBLIC SERVICE SALARY CONVERSION SCHEDULE No 3
A SCALE TO GS SCALE
FOR
RECLASSIFIED PROFESSIONAL AND TECHNICAL WORKERS
IN EDUCATION AND RELATED AGENCIES

issued: November 1984

WAGES TABLES: PUBLIC SERVICE
A SCALE TO GS SCALE
PROFESSIONAL AND TECHNICAL EDUCATION WORKERS

GS 14		GS 13		GS 12	
A = -1509.375		A = 1601.13464		A = 837.983923	
AB = 2.875		B = 0.332829047		B = 0.832797428	
FROM	TO	FROM	TO	FROM	TO
1325	2300	928	1910	903	1590
1345	2358	1060	1954	965	1642
1365	2415	1192	1998	1027	1694
1385	2473	1325	2042	1090	1745
1405	2530	1457	2086	1152	1797
1425	2588	1589	2130	1214	1849
1445	2645	1721	2174	1276	1901
1465	2703	1853	2218	1338	1953
1485	2760	1986	2262	1401	2004
1505	2818	2118	2306	1463	2056
1525	2875	2250	2350	1525	2108
GS 11		GS 10		GS 9	
A = 842.4375592		A = 656.647948		A = 706.734104	
B = 0.763582966		B = 0.941684665		B = 0.556358381	
FROM	TO	FROM	TO	FROM	TO
704	1380	577	1200	608	1045
772	1432	623	1244	677	1084
840	1484	670	1287	746	1122
908	1536	716	1331	816	1161
976	1588	762	1374	885	1199
1045	1640	809	1418	954	1238
1113	1692	855	1462	1023	1276
1181	1744	901	1505	1092	1315
1249	1796	947	1549	1162	1353
1317	1848	994	1592	1231	1392
1385	1900	1040	1636	1300	1430

NOTE: Check for negative sign at A and B when calculating new salary by formula.

WAGES TABLES: PUBLIC SERVICE
A SCALE TO GS SCALE
PROFESSIONAL AND TECHNICAL EDUCATION WORKERS

GS 8		GS 7		GS 6	
A = 532.580645		A = 454.447301		A = 306.621253	
B = 0.762463343		B = 0.732647815		B = 0.817438692	
FROM	TO	FROM	TO	FROM	TO
495	910	458	790	469	690
529	936	497	819	506	720
563	962	536	847	542	750
597	988	575	876	579	780
631	1014	614	904	616	810
666	1040	653	933	653	840
700	1066	691	961	689	870
734	1092	730	990	726	900
768	1118	769	1018	763	930
802	1144	808	1047	799	960
836	1170	847	1075	836	990

GS 5		GS 4		GS 3	
A = 436.175711		A = 308.058659		A = 208.669355	
B = 0.516795866		B = 0.684357542		B = 0.826612903	
FROM	TO	FROM	TO	FROM	TO
317	600	317	525	298	455
356	620	353	550	323	476
394	640	387	574	348	496
433	660	424	599	372	517
472	680	460	623	397	537
511	700	496	648	422	558
549	720	532	672	447	578
588	740	568	697	472	599
627	760	603	721	496	619
665	780	639	746	521	640
704	800	675	770	546	660

END

NOTE: Check for negative sign at A and B when calculating new salary formula.

APPENDIX 4 OF P.S.M. CIRCULAR No. 14/1984

Guidelines for Public Service Wage and Salary Adjustments

MMA/ADA Workers

1. This Appendix sets out the terms, conditions and procedures for wage and salary adjustments for ALL workers in the Mahaica, Mahaiclony, Abary/Agriculture Development Authority
2. The Schema attached to this Appendix sets out the classification of all workers in MMA/ADA on the new Government Schedule salary scale (GS 1 – 16)
3. The Salary Scale applicable to the GS Level for an occupational category or job on the classification Schema can be determined from the salary Conversion Table No. 1 at Attachment 2.
4. Salary Conversion Schedule No. 4 attached to this Appendix sets out the approved conversion of monthly salaries from the old A Scales A1 – 40 to the new GS Scales (GS 1 – 16)
5. To determine a new Salary, enter the Salary Conversion Schedule No. 4 in the appropriate GS block. Then apply the following formula for computation:

$$\text{New Salary} = A + B \times \text{Old Salary}$$

For each GS Grade 1 – 11, on Conversion Schedule No. 4, the relevant value of A and B for each grade can be found at the top of each block. Simply substitute these values in the formula above.

CAUTION

- (i) For each A and B value given do your computations using as many decimal places to the given value as your calculator will allow.
 - (ii) Be sure to compute B X Old Salary before adding the value of A
 - (iii) Pay strict attention to a positive or negative value of A or B
6. All MMA/ADA workers reclassified between the GS 12 to 16 levels will MOVE TO THE MINIMUM OF THE RELEVANT NEW GS SCALES. The salary of the General Manager will be set by the Minister of Finance and instructions will be issued accordingly.

CLASSIFICATION OF MMA AGRICULTURAL DEVELOPMENT AUTHORITY
PERSONNEL

MINISTRY OF AGRICULTURE

ON THE GOVERNMENT SCHEDULE (GS1-16)

GS Level	Categories of Workers		
16	General Manager Manager Lands and & Survey	Manager Finance Services Manager Engineer Services	Manager Agri. Development
15	Chief Accountant Chief Engineer	Chief Agriculturist Chief Surveyor	Secretary/Chief Admin. Officer
14	Senior Planning Officer Engineering 111 (Plant and Maintenance)	Internal Auditor Engineer 111	Agricultural Officer 111 (Agronomist)
13	Accountants Chief Personnel Officer Development Support Communication Officer	Snr. Administrative Officer Agricultural Officer 11	Snr. Lands Admin. Officer Engineer 11
12	Surveyor Engineer 1	Agricultural Officer 1	Senior Administrative Officer
11	Planning Officer Administrative Officer Specialist Operator	Chief Security Officer Assistant Accountant	Personnel Officer Chief Stores Officer
10	Transport Superintendent Mechanical Superintendent	Superintendent of Works	Senior Equipment Operator
9	Stores Supervisor Senior Agricultural Assistant	Overseer	Senior Dispenser Field Auditor
8	Confidential Secretary Equipment Operator 111	Administrative Assistant Charge Hand/Foreman	Field Inspector
7	Communication Officer Registry Supervisor Draughtsman	Animal Health Assistant Survey Technician	Agricultural Field Assistant Tradesman 111
6	Secretary Analytical Technician 111	Senior Clerk Equipment Operator 11	Tradesman 11 Agricultural Technician
5	Sergeant Equipment Operator 1	Clerk 11 Analytical Technician 11	Tradesman 1
4	Driver Analytical Technician 1	Clerk 1 Ranger	Corporal
3	Operational Maintenance Officer		
2	Constable		
1	Laborer Other Unskilled Worker	Office Assistant	Cleaner

Effective January 1, 1984

Public Service Ministry

Government of Guyana

ISSUED: November 15, 1984

Public Service Ministry
Government of the Co-operative Republic of Guyana

PUBLIC SERVICE: SALARY CONVERSION SCHEDULE No. 4
A SCALE TO GS SCALE
FOR
RECLASSIFIED MMD/ADA WORKERS

Issued: November, 1984

WAGES TABLES: PUBLIC SERVICE

A SCALE TO GS SCALE

MAHAICA, MAHAICONY, ABARY: AGRICULTURE DEVELOPMENT AUTHORITY

GS 11	GS 10	GS 9
A = 700	A = 1108.79346	A = 845.631868
B = - 0.85	B = 0.204498978	B = 0.375457875

FROM	TO	FROM	TO	FROM	TO
800	1380	446	1200	531	1045
820	1397	495	1210	586	1066
840	1414	544	1220	640	1086
860	1431	593	1230	695	1107
880	1448	642	1240	749	1127
900	1465	691	1250	804	1148
920	1482	739	1260	859	1168
940	1499	788	1270	913	1189
960	1516	837	1280	968	1209
980	1533	886	1290	1022	1230
1000	1550	935	1300	1077	1250

GS 8	GS 7	GS 6
A = 700.247525	A = 394.137931	A = 377.350746
B = .47029703	B = 0.804597701	B = 0.783582089

FROM	TO	FROM	TO	FROM	TO
446	910	492	790	399	690
486	929	518	811	426	711
527	948	544	832	453	732
567	967	570	853	479	753
608	986	596	874	506	774
648	1005	623	895	533	795
688	1024	649	916	560	816
729	1043	675	937	587	837
769	1062	701	958	613	858
810	1081	727	979	640	879
850	1100	753	1000	667	900

NOTE: Check for negative sign at A and B when calculating new salary by formula

WAGES TABLES: PUBLIC SERVICE
A SCALE TO GS SCALE
MAHAICA, MAHAICONY, ABARY AGRICULTURE DEVELOPMENT
AUTHORITY

GS 5		GS 4		GS 3	
A = 193.495935		A = 276.538462			
B = 1.01626016		B = 0.769230769			
FROM	TO	FROM	TO	FROM	TO
400	600	323	525		
425	625	357	551		
449	650	391	577		
474	675	424	603	All current salaries reclassified at the GS 3 level move to minimum of the GS 3 Scale	
498	700	458	629		
523	725	492	655		
548	750	526	681		
572	775	560	707		
597	800	593	733		
621	825	627	759		
646	850	661	785		

GS 2		GS 1	
		A = 70.2777778	
		B = 0.97222222	
FROM	TO	FROM	TO
		298	360
		312	374
		327	388
All current salaries reclassified at the GS 2 level move to minimum of the GS 2 scale.		341	402
		356	416
		370	430
		384	444
		399	458
		413	472
		428	486
		442	500

NOTE: Check for negative sign at A and B when calculating new salary by formula.

APPENDIX 5 OF P.S.M. CIRCULAR No. 14/1984

Guidelines for Public Service Wage and Salary Adjustments

Professional and Technical Health Workers

1. This Appendix sets out the terms, conditions and procedures for wage and salary adjustments for ALL professional and technical health workers in the Ministry of Health.
2. The Schema attached to this Appendix sets out the classification of all professional and technical workers on the new Government Schedule salary scale (GS 1 – 16)
3. The Salary Scale applicable to the GS Level for an occupational category or job on the classification Schema can be determined from the salary Conversion Table No. 1 at Attachment 2.
4. Salary Conversion Schedule No. 5 attached to this Appendix sets out the approved conversion of monthly salaries from the old A Scales A1 – 40 to the new GS Scales (GS – 16)
5. To determine a new Salary, enter the Salary Conversion Schedule No. 5 in the appropriate GS block. Then apply the following formula for computation:

$$\text{New Salary} = A + B \times \text{Old Salary}$$

For each GS Grade 1 – 13, on Conversion Schedule No. 5, the relevant value of A and B for each grade can be found at the top of each block. Simply substitute these values in the formula above.

CAUTION

- (i) For each A and B value given do your computations using as many decimal places to the given value as your calculator will allow.
- (ii) Be sure to compute B X Old Salary before adding the value of A
- (iii) Pay strict attention to a positive or negative value of A or B

6. All Professional and Technical Health workers reclassified between the GS 14, 15 to 16 levels will receive a 5% ADJUSTMENT ON THEIR CURRENT SALARY Retroactive to January 1, 1984.

**CLASSIFICATION OF HEALTH PERSONNEL, MINISTRY OF HEALTH
ON THE GOVERNMENT SCHEDULE (GS 1 – 16)**

GS Level	Categories of Workers		
16	Medical Superintendent Director Rehabilitation	Chief Medical Officer	Deputy Chief Medical Officer
15	Government Analyst Senior Consultant	Consultant	Principal Medical Officer Principal Consultant
14	Registrar Senior House officer	House Officer	Deputy Government Analyst Senior Dental Surgeon
13	Chief Pharmacist Doctor of Dental Surgery Principal Radiographer	Medical Intern Medical Officer Principal Nursing Officer	Principal Physiotherapist Principal Scientific Officer Veterinary Public Health Officer
12	Nursing Supervisor Entomologist/ Parapsychologist	Chief Medex Matron 11	Public Health Nutritionist Superintendent of Laboratories
11	Dietician Principal Nursing Tutor Deputy Chief Pharmacist	Snr. Scientific Officer	Senior Health Education Officer Superintendent Dietary Services Chief Medical Technologist
10	Senior Nursing Tutor Matron 1 Senior physiotherapist Health Education Officer	Senior Medex Senior Pharmacist Chief Dispenser Senior Radiographer Chief Inspector	Registrar Pharmacy and Poison Board Clinical Scientific Officer Chief Environmental Health Officer Analytical Scientific Officer
9	Senior Health Visitor	Nursing Tutor 11	Senior Departmental Sister Regional Nursing Officer
8	Inspector Pharmacies Physiotherapist Senior Dispenser Senior Health Officer	Radiographer Pharmacist Medex Nursing Tutor 1	Junior Departmental Sister Junior Departmental Nurse Inspector Food and Drugs
7	Senior Inspector Senior Microscopist Ward Sister	Medical Technologist Senior Male Nurse	Environmental Health Officer Health Visitor
6	Staff Nurse Dispenser	Dental Nurse Staff Nurse/Midwife	Analytical technician 11
5	Health Education Assistant	Analytical Technician 11	Charge Operator /Inspector
4	X-Ray Technician Dental Mechanic Dental Technician	Microscopist Field Technician	Senior Operator/Inspector Dental Maintenance Technician
3	Assistant Nurse Dark-Room Technician Physiotherapist	Senior Nurse Aid Operating Inspector Field Assistant	Midwife/Obstetric Nurse Physiotherapist/Auxiliary Analytical Technician Asst. I

			Analytical Assistant Technician
1	Laboratory Assistant Pharmacist Trainee Dental Aides Nurse Aides	PHI Trainee Student Assistant Nurse Student 11	Analytical Technical Assistant Technological Trainee Radiography Trainee

Effective January 1, 1984

Public Service Ministry

Government of Guyana

ISSUED: November 15, 1984

Public Service Ministry
Government of the Co-operative Republic of Guyana

PUBLIC SERVICE: SALARY CONVERSION SCHEDULE No. 5
A SCALE TO GS SCALE
FOR
RECLASSIFIED PROFESSIONAL AND TECHNICAL HEALTH WORKERS

Issued: November 1984

WAGE TABLES: PUBLIC SERVICE

A SCLAE TO GS SCLAE

PROFESSIONAL AND TECHNICAL HEALTH WORKERS

GS 13		GS 12		GS 11	
A = 1792.30769		A = 1212.48132		A = 567.777778	
B = 0.138461538		B = 0.5754858		B = 1.19444444	
FROM	TO	FROM	TO	FROM	TO
850	1910	656	1590	680	1380
915	1919	723	1629	716	1423
980	1928	790	1667	752	1466
1045	1937	857	1706	788	1509
1110	1946	924	1744	824	1552
1175	1955	991	1783	860	1595
1240	1964	1057	1821	896	1638
1305	1973	1124	1860	932	1681
1370	1982	1191	1898	968	1724
1435	1991	1258	1937	1004	1767
1500	2000	1325	1975	1040	1810

GS 10		GS 9		GS 8	
A = 125.329341		A = 494.272727		A = 451.825193	
B = 1.64071856		B = 1.11483254		B = 1.00257069	
FROM	TO	FROM	TO	FROM	TO
655	1200	494	1045	457	910
688	1255	515	1068	496	949
722	1310	536	1092	535	988
755	1364	557	1115	574	1027
789	1419	578	1138	613	1066
822	1474	599	1162	652	1105
855	1529	619	1185	690	1144
889	1584	640	1208	729	1183
922	1638	661	1231	768	1222
956	1693	682	1255	807	1261
989	1748	703	1278	846	1300

NOTE: Check for negative sign at A and B when calculating new salary by formula

WAGE TABLES: PUBLIC SERVICE

A SCLAE TO GS SCLAE

PROFESSIONAL AND TECHNICAL HEALTH WORKERS

GS 7		GS 6		GS 5	
A = 250.650407		A = 227.93617		A = 78.0487804	
B = 102601626		B = 1021276596		B = 1.2195122	
FROM	TO	FROM	TO	FROM	TO
428	790	381	690	428	600
453	821	405	719	444	620
477	852	428	747	461	640
502	883	452	776	477	660
526	914	475	804	494	680
551	945	499	833	510	700
576	976	522	861	526	720
600	1007	546	890	543	740
625	1038	569	918	559	760
649	1069	593	947	576	780
674	1100	616	975	592	800

GS 4		GS 3		GS 1	
A = 288.913044		A = 209.109948		A = - 236	
B = 0.652173913		B = 0.811518323		B = 2	
FROM	TO	FROM	TO	FROM	TO
362	525	303	455	298	360
385	540	322	471	306	375
408	555	341	486	313	390
431	570	360	502	321	406
454	585	379	517	328	421
477	600	399	533	336	436
500	615	418	548	344	451
523	630	437	564	351	466
546	645	456	579	359	482
569	660	475	595	366	497
592	675	494	610	374	512

NOTE: Check for negative sign at A and B when calculating new salary by formula

APPENDIX 6 OF P.S.M. CIRCULAR No. 14/1984

Guidelines for Public Service Wage and Salary Adjustments

Transport and Harbors Department Workers

1. This Appendix sets out the terms, conditions and procedures for wage and salary adjustments for ALL workers in the Transport and Harbours Department.
2. The Schema attached to this Appendix sets out the classification of all workers on the new Government Schedule salary scale (GS 1 – 16)
3. The Salary Scale applicable to the GS Level for an occupational category or job on the classification Schema can be determined from the salary Conversion Table No. 1 at Attachment 2.
4. Salary Conversion Schedule No. 6 attached to this Appendix sets out the approved conversion of monthly salaries from the old A Scales (A1 – 40) to the new GS Scales (GS – 14)
5. To determine a new Salary, enter the Salary Conversion Schedule No. 6 in the appropriate GS block. Then supply the following formula for computation:

$$\text{New Salary} = A + B \times \text{Old Salary}$$

For each GS Grade 1 – 14, on Conversion Schedule No. 6, the relevant value of A and B for each grade can be found at the top of each block. Simply substitute these values in the formula above.

CAUTION

- (iv) For each A and B value given do your computations using as many decimal places to the given value as your calculator will allow.
- (v) Be sure to compute B X Old Salary before adding the value of A
- (vi) Pay strict attention to a positive or negative value of A or B

6. All salary for the General Manager of Transport and Harbors Department will be set on the GS 16 level by the Ministry of Finance and appropriate instructions will be issued.

CLASSIFICATION OF TRANSPORT AND HARBOURS DEPARTMENT PERSONNEL

TRANSPORT AND HARBOURS

ON GOVERNMENT SCHEDULE (GS 1 – 16)

GS Level	Categories of Workers		
	General Manager		
14	Deputy General Manager Operations Manager Chief Pilot	Chief Mechanical Engineer Harbour Master Traffic Manager	Superintendent of Surveys Marine Superintendent
13	Pilots	Chief Accountant	Marine Engineer
12	Administrative Manager Pilot Apprentice Chief Maintenance Engineer Personnel Manager	Shore Captain Assistant Traffic Manager Captains Mechanical Superintendent	Shore Chief Engineer Marine Inspector Dock Superintendent Snr. Hydrographic Surveyor
11	Chief Internal Auditor	Chief Engineer (Ships) Chief Storekeeper	Shipping Master
10	Senior Accountant	Assistant to: Mechanical Superintendent and Mate Chief Mechanical Engineer	
9	Deputy Chief Storekeeper Second Engineer	Accountant Asst. Dock Superintendent	Assistant Admin. Manager Hydrographic Surveyor
8	Senior Superintendent (Goods) Superintendent (Traffic) Chef Purchaser	Assistant Accountant Coxswain	Assistant Auditor Personnel Officer Industrial Relations Officer
7	Draughtsman Senior Clerk Plant Foreman	Confidential Secretary to G.M Boatswain Craft Foreman Third Engineer	Traffic Inspector Dock Foreman Asst. Superintendent (Traffic)
6	Senior Foreman (Goods) Registry Supervisor	Chief Buoy Attendant Customs Clerk	Administrative Cadet Senior Asst. Draughtsman
5	Charge Hands Secretaries to Heads Senior Artisan Lading Seaman	Foreman (Labour) Surveyor Technician Clerk 111 Steno/Clerk11	Heavy Vehicle Driver Traffic Trainee Supernumerary Sergeant
4	Junior Artisan Junior Draughtsman Junior Surveyor Chauffeur	Lead Buoy Attendant LH & BH Attendant Buoy Attendant Ordinary Seaman	Supernumerary Corporal Clerk/Typist 111 Clerk/Typist 11
3	Checker		
2	Laborer 111 Laborer 11 Deckhand Telephonist Gateman	Engine Room Attendant Attendant (Stores) Handyman Security Guards	Assistant Printer Supernumerary Constable Clerk/Typist 1 Tool Room Attendant
1	Office Assistant Laborer 1 Apprentice	Deck Boy Cleaner Temporary Laborers	Watch keeper Office Boy

Effective January 1, 1984
Public Service Ministry
Government of Guyana

ISSUED: November 15, 1984

Public Service Ministry
Government of the Co-operative Republic of Guyana

PUBLIC SERVICE: SALARY CONVERSION SCHEDULE No. 6
A SCALE TO GS SCALE
FOR
RECLASSIFIED TRANSPORT AND HARBOURS DEPARTMENT WORKERS

Issued: November 1984

WAGE TABLES: PUBLIC SERVICE
A SCALE TO GS SCALE
TRANSPORT AND HARBOURS DEPARTMENT

GS 14		GS 13		GS 12	
A = 1926.50104		A = 1559.13295		A = 1504.28571	
B = 0.414078675		B = 0.578034682		B = 0.183150183	
FROM	TO	FROM	TO	FROM	TO
902	2300	607	1910	468	1590
950	2320	624	1920	523	1600
999	2340	642	1930	577.2	1610
1047	2360	659	1940	632	1620
1095	2380	676	1950	686	1630
1144	2400	694	1960	741	1640
1192	2420	711	1970	796	1650
1240	2440	728	1980	850	1660
1288	2460	745	1990	905	1670
1337	2480	763	2000	959	1680
1385	2500	780	2010	1014	1690
GS 11		GS 10		GS 9	
A = 1130		A = 911.538461		A = 838.325792	
B = 0.5		B = 0.641025641		B = 0.475113122	
FROM	TO	FROM	TO	FROM	TO
500	1380	450	1200	435	1045
524	1392	473	1215	457	1056
548	1404	497	1230	479	1066
572	1416	520	1245	501	1077
596	1428	544	1260	523	1087
620	1440	567	1275	546	1098
644	1452	590	1290	568	1108
668	1464	614	1305	590	1119
692	1476	637	1320	612	1129
716	1488	661	1335	634	1140
740	1500	684	1350	656	1150

Check for negative sign at A and B when calculating new salary by formula.

WAGE TABLES: PUBLIC SERVICE
A SCALE TO GS SCALE
TRANSPORT AND HARBOURS DEPARTMENT

GS 8		GS 7		GS 6	
A = 465.862069		A = 367.319588		A = 215	
B = 0.965517241		B = 1.03092784		B = 1.25	
FROM	TO	FROM	TO	FROM	TO
460	910	410	790	380	690
475	924	420	800	388	700
489	938	429	810	396	710
504	952	439	820	404	720
518	966	449	830	412	730
533	980	459	840	420	740
547	994	468	850	428	750
562	1008	478	860	436	760
576	1022	488	870	444	770
591	1036	497	880	452	780
605	1050	507	890	460	790
GS 5		GS 4			
A = 90.2173913		A = - 45.3703703			
B = 1.52173913		B = 1.85185185			
FROM	TO	FROM	TO		
335	600	308	525		
344	614	313	535		
353	628	319	545		
363	642	324	555		
372	656	330	565		
381	670	335	575		
390	684	340	585		
399	698	346	595		
409	712	351	605		
418	726	357	615		
427	740	362	625		

Check for negative sign at A and B when calculating new salary by formula.

WAGE TABLES: PUBLIC SERVICE
A SCALE TO GS SCALE
TRANSPORT AND HARBOURS DEPARTMENT

GS 2		GS 1	
A = 170		A = - 181.818182	
B = 0.75		B = 1.8181812	
FROM	TO	FROM	TO
300	395	298	360
302	397	300	364
304	398	302	368
306	400	305	372
308	401	307	376
310	403	309	380
312	404	311	384
314	406	313	388
316	407	316	392
318	409	318	396
320	410	320	400

END

NOTE: Check for negative sign A and B
when calculating new salary by formula.

APPENDIX 7 FOR P.S.M. CIRCULAR No. 14/1984

Guidelines for Public Service Ministry Wage and Salary Adjustments
Professional and Technical Workers in Civil Aviation

1. This Appendix sets out the terms, conditions and procedures for wage and salary adjustments for ALL professional and Technical Workers in Civil Aviation.
2. The Schema attached to this Appendix sets out the classification of Technical and Professional Workers in Civil Aviation on the new Government Schedule salary scale (GS 1 – 16)
3. All workers holding this positions classified in the Schema shall have their salaries adjusted by moving to the MINIMUM of the salary scale corresponding to the GS Level at which they are classified on Salary corresponding to the GS Level at which they are classified on Salary Conversion Table No. 1 (Page 5 of P.S.M. Circular No. 14/1984)
4. ALL OTHER WORKERS in Civil Aviation shall have wages and salaries adjusted in accordance with Appendix 1 of P.S.M. Circular No. 14/1984 (page 6 thereof).

CLASSIFICATION OF CIVIL AVIATION PERSONNEL MINISTRY OF
TRANSPORT
ON THE GOVERNMENT SCHEDULE (GS 1 – 16)

GS Level	Categories of Workers		
16	Director of Civil Aviation		
15	Deputy Director of Civil Aviation		
14	Aviation Inspector (Technical)	Aviation Inspector (Air Inspector)	Airport Manager
13	Assistant Aviation Inspector (Aerodrome and Airworthiness)	Senior Air Traffic Control Officer	Deputy Airport Manager
12	Air Traffic Control Officer 111	Maintenance Superintendent	
11	Airport Operations Shift Supervisor	Air Traffic Control Officer 1 (Aerodrome)	
10	Air Traffic Control Officer 1 (Aerodrome and Approach)		
9	Maintenance Overseer	Air Traffic Control Officer 11	
7	Air Traffic Control Assistant 11		
5	Air Traffic Control Assistant 1		

This classification is EFFECTIVE from January 1, 1984

Public Service Ministry

Government of Guyana

November 1984

APPENDIX 8 A P.S.M. CIRCULAR No. 14/1984

Guidelines for Public Service Wage and Salary Adjustments

Engineers in the Central Government

1. This Appendix sets out the terms and conditions for Wage and Salary adjustments for ALL Engineers in the Public Service

2. This exercise does not attempted to classify Engineer or to otherwise place them appropriately within the rationalized salary scales on the new Government Schedule (GS 1 – 16). As a matter of urgency, such as exercise will be undertaken by a small Committee to be appointed by the Government to review anomalies and other wage related matters. Engineers are to be considered a priority group in the Committee’s work.

3. As a measure of interim relief, Engineers in the Central Government are to benefit under the terms and conditions of the present Circular by the following movements in their basic wage or salary:

(i) Salary Range of \$700 to \$1200

\$700 - \$800	goes to	\$1100
\$801 - \$900	goes to	\$1200
\$901 - \$1000	goes to	\$1300
\$1001 - \$1200	goes to	\$1400

(ii) Salary Range of \$1201 to \$2000

Engineer earning between \$1201 to \$2000 per month shall have their salaries adjusted by using Salary Conversion Schedule No. 1 of Public Service Ministry Circular No. 14/1984 (Pages 20 to 28A). For current salaries ranging between \$1201 and \$2000 per month, locate the desired current salary in the Schedule and simply read across the “From” – “To” column for the new salary. For current salaries expressed in dollars and cents, round-up to the next dollar for the purpose of entering the Salary Conversion Schedule No. 1.

(iii) Above \$2000

Engineers earning above \$2000. per month have their salaries adjusted by 5%.

APPENDIX 9 of P.S.M. Circular No. 14/1984

GUIDELINES FOR PUBLIC SERVICE WAGE AND SALARY ADJUSTMENTS
DISCIPLINED SERVICES RANKS AND WORKERS

- 1) This Appendix sets out the terms, conditions and procedures for wage and salaries adjustments for ALL Disciplined Services Ranks and workers.
- 2) The Salary Conversion Table No. attached to this Appendix shows the movements and rationalization of the P Scale to the new GS Scales.
- 3) Payments to Disciplined Services Ranks and workers shall be made in the following manner:
 - 1) ALL Ranks currently AT OR ABOVE the P 13 Scale shall receive a 7% increase on THEIR CURRENT Basic Wage retroactive to January 1, 1984 and shall be placed at the new rate on the Government Schedule (GS Scale).
 - 2) ALL Ranks between the current P 1 to P 12 Scale shall have their salaries adjusted retroactive to January 1, 1984 in accordance with the Salary Conversion Schedule No. 9 attached to this Appendix
- 4) To determine a new salary, enter the Salary Conversion Schedule No. 9 the relevant value of A and B for each can be found at the top of each block. Simply substitute these values in the formula above.

CAUTION

- i. For each A and B value given do your computations using as many decimal places of the given value as your calculator will allow.
- ii. Be sure to compute $B \times \text{Old Salary}$ before adding the value of A.
- iii. Pay strict attention to a positive or negative value of A or B.

ATTACHMENT 3
DISCIPLINED SERVICES: SALARY CONVERSION TABLE No. 2
P SCALE TO GS SCALE

OLD SALARY		NEW SALARY	
GRADE AND SCLAE		GRADE AND SCALE*	
GRADE	SCALE	GRADE	SCALE
		(GS)	
P22	3000 – 4500	16	3300 – 4950
P21	2500 – 3000	15	2750 – 4125
-	-	14	2300 – 3450
P20	-	13	1910 – 2865
P19	1400 – 1600	12	1590 – 2385
P17	1200 – 1400	10	1200 – 1800
P16	1030 – 1190	9	1045 – 1565
P15	880 – 1000	8	910 – 1365
P13	750 – 870	7	790 – 1185
P12	650 – 740	6	690 – 1035
P11	550 – 640	5	600 – 900
P9	460 – 550	4	525 – 785
-	-	3	455 – 680
P8	340 – 460	2	395 – 590
P7	312	1	360 - 535

The New Government Schedules (GS 1 – 16) is based on a minimum wage of \$15.10 day per \$360 per month EFFECTIVE January 1, 1984.

Guyana: Public Service Ministry
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PUBLIC SERVICE: SALARY CONVERSION SCHEDULE No. 9

DISCIPLINED SERVICES – P SCALE TO GS SCALE

FROM	TO	FROM	TO
A = 65		A = 119.45	
B = 1		B = 0.89	
312	337	605	658
321	386	615	667
330	395	625	676
338	403	635	685
347	412	645	694
356	421	655	702
365	430	665	711
374	439	675	720
382	441	685	729
391	456	695	738
400	465		

A = 42.1428572		A = 43	
B = 1.05714286		B = 1	
411	476	695	738
421	487	707	750
432	498	718	761
442	509	730	773
453	521	740	783
463	532		
474	543		
484	554		
495	565		
505	576		

A = 166.388888			
B = 0.8111111			
514	583		
523	591		
541	598		
550	605		
559	613		
568	620		
577	627		
586	634		
595	642		
