

OFFICE OF THE PRESIDENT
PUBLIC SERVICE MINISTRY

CIRCULAR NO.
14/1994

REFERENCE NO. PS: 18 V1

FROM: Permanent Secretary,
Office of the President
Public Service Ministry

SUBJECT:

TO: All Permanent Secretaries,
Heads of Department
(not under Ministerial Control)
Regional Executive officers.
Chief Statistician, Bureau of Statistics

- (i) further increase in salaries/ wages fro
1994.
- (ii) Implementation of revised Salary
Structure.

DATE: 22nd September, 1994

Further to my Circular No.4/1994 dated 5th May, 1994, and No. 10/1994 dated 12th August, 1994. I wish to inform you that in keeping with the terms of an Agreement reached between the Office of the President, Public Service Management, and the four Public Sector Unions, Government has approved payment with effect from 1st January, 1994, of a five Percent (5%) increase on the level of salaries and wages obtaining at 1st January, 1994, to workers whose positions have been graded on Bands 1-5 only of the new 14- Band salary Structure 9 (\$4,314 - \$78,510 per Month) which was implemented from 1st July, 1993. This circular therefore authorises the payment of the 5% increase on salaries from 1st January, 1994, for all workers in the Public Service (i.e. Central Ministries, Departments not under Ministerial Control, and regional Administrations) and the Bureau of Statistics referred to above.

The minimum salary therefore will be \$5,292 per month with effect from 1st January, 1994, inclusive. This amount is calculated on the increase by five Percent (5%) of the minimum salary of \$5,040 per month paid earlier which included a cash supplement of \$240 per month. The supplement has been incorporated and treated as salary from 1st January, 1994, inclusive.

Approval has also been given for the implementation of the revised salary structure outlined in my Circular no. 13/1994 dated 16th September, 1994 (attached hereto as Appendix I) with effect from 1st July, 1994. The minimum salary will be \$5,500 per month with effect from 1st July, 1994, inclusive. Further increases in salaries should be paid to all workers whose salaries at 1st July, 1994, fall below the minimum of their respective salary bands of the revised structure.

The expenditure for the salary increases will be met from Head 47 – subhead 111. Permanent Secretaries, Heads of Departments and Regional Executive Officers should request the amounts necessary to make payment of all arrears of salary/wages by ay of memorandum

addressed to the Secretary to the Treasury (for the attention of Mr. Sue-Ho). The format shown at Appendix II should be used.

The contents of this Circular are not applicable to employees holding contractual appointments since their conditions of employment are negotiable. Subject to the provisions of any enabling clause in the contracts, any increase in their rates of remuneration must be re-negotiated by the appropriate parties and implemented by way of supplementary Agreements.

Please note that all those areas and issues not dealt with in this circular should be constructed in the light of instructions given in the Public Service Ministry's previous Salaries/Wages adjustment circulars, in particular Circular no. 11/1989 dated 7th April, 1989 and 20/1989 dated 27th September, 1989.

You are requested to contact the chief Personnel officer or Principal Personnel Officer (Operations) on telephone Nos. 72292 or 60412, respectively, on the classification of jobs on the relevant bands or on any other related matters.

Please bring the contents of this Circular to the attention of all the relevant personnel in your organizations and make arrangements to pay the increases approved at the earliest opportunity.

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(R. Sivanand, A.A)
Permanent secretary
Office of the President
Public Service Management.

SCHEDULE OF RESTRUCTURED 1-14 SALARY BANDS EFFECTIVE FROM 1ST JULY, 1994.

Band	Minimum G\$/ Month	Midpoint G\$/ Month	Maximum G\$/ Month
1	5,500	5,888	6,276
2	6,000	6,477	6,953
3	6,800	7,360	7,920
4	7,600	8,243	8,886
5	8,600	9,715	10,830
6	9,900	11,187	12,475
7	11,400	14,131	16,862
8	13,900	17,370	20,839
9	16,900	21,609	26,318
10	20,900	27,556	34,212
11	26,400	35,151	43,903
12	32,500	44,867	57,233
13	41,500	57,290	73,081
14	50,500	72,128	93,756

Band	Minimum G\$/ Daily	Midpoint G\$/ Daily	Maximum G\$/ Daily
1	230.77	247.05	263.33
2	251.75	271.76	291.73
3	285.31	308.81	332.31
4	318.88	345.86	372.84
5	360.84	407.62	454.41
6	415.38	469.38	523.43
7	478.32	592.91	707.50