

# Public Sector Salary Review

# Background

- The existing salary table was implemented in April 2014 through the Public Service Salary Act 2013 (Act 25 of 2013).
- The salary table consists of a table of 20 rows (called bands) and 15 columns (called steps).
- The salaries on the table are in ascending hierarchical order from step 1 of band 1 to step 15 of band 20.
- A specific matrix was used to allocate percentage increases in salaries from one step to another through the table while ensuring that the salary on step 1 of band 20 does not exceed 20 times the corresponding salary on step 1 of band 1.
- The Act is supposed to be reviewed at least once every 5 years.
- In 2019 a 5% Supplementation was given to all Government employees.
- In terms of core position for public servants on average 57 per cent of the total monthly salaries is the basic pay whilst 43 per cent is total allowances.
- The wage cost of the public sector in 2023 accounts for SR 3.4billion which represent 11.3% of GDP.

# Public Sector Salary Review exercise

- Currently Government are paying a number of allowances. Some are fixed and goes with the post and some are temporary.
- Based on the review the following allowances will be consolidated with the basic pay:
  - 5% supplementation (which was introduced in 2019 instead of the salary structure review)
  - Marketable skills
  - Graduate Allowance
  - Performance Allowance (PSC)
- First Government has consolidated the 4 allowances with the basic pay
- Second apply a 10% increase with the new Salary
- Thirdly map the new salary with the closest salary on the new grid.
- The minimum increase will be SR 1,000.00 and this is done before the mapping on the new grid.

# New Public Service Salary Table

BAND	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Band 12	87,893	89,225	90,578	91,951	93,345	94,760	96,196	97,654	99,134	100,637	102,163	103,711	105,283	106,879	108,499
Band 11	70,137	71,200	72,279	73,375	74,487	75,616	76,763	77,926	79,107	80,306	81,524	82,760	84,014	85,288	86,580
Band 10	55,968	56,816	57,677	58,552	59,439	60,340	61,255	62,184	63,126	64,083	65,054	66,041	67,042	68,058	69,090
Band 9	44,661	45,338	46,026	46,723	47,431	48,150	48,880	49,621	50,373	51,137	51,912	52,699	53,498	54,309	55,132
Band 8	35,639	36,179	36,727	37,284	37,849	38,423	39,006	39,597	40,197	40,806	41,425	42,053	42,690	43,337	43,994
Band 7	28,439	28,870	29,308	29,752	30,203	30,661	31,126	31,597	32,076	32,563	33,056	33,557	34,066	34,582	35,107
Band 6	22,694	23,038	23,387	23,742	24,101	24,467	24,838	25,214	25,596	25,984	26,378	26,778	27,184	27,596	28,014
Band 5	18,109	18,384	18,662	18,945	19,233	19,524	19,820	20,120	20,425	20,735	21,049	21,368	21,692	22,021	22,355
Band 4	14,451	14,670	14,892	15,118	15,347	15,580	15,816	16,056	16,299	16,546	16,797	17,052	17,310	17,572	17,839
Band 3	11,531	11,706	11,884	12,064	12,247	12,432	12,621	12,812	13,006	13,204	13,404	13,607	13,813	14,022	14,235
Band 2	9,202	9,341	9,483	9,627	9,773	9,921	10,071	10,224	10,379	10,536	10,696	10,858	11,023	11,190	11,359
Band 1	7,343	7,454	7,567	7,682	7,798	7,917	8,037	8,158	8,282	8,408	8,535	8,664	8,796	8,929	9,064

# Preparatory works

- 7<sup>th</sup> of March: MFNPT and PSB met with PSs/CEOs, HR officers, Financial Controllers/Accountants and program managers for large Ministries
- Issue Circular on the 13<sup>th</sup> March
- Capacity Building to MDAs; Special sessions by PSB to MDAs
- MDAs verified final payroll and advised Treasury and the PSB if all are in order or of any further amendments required.

# Salary Increase Example 1



	Current Salary	New Salary			
Basic Pay	5,485.00	7,343.00			
5% supplementation	274.25				
Inducement Allowance	750.00	750.00			
Location Allowance	600.00	600.00			
Retention Allowance	1,000.00	1,000.00			
	8,109.25	9,693.00			
Consolidation	5,485+274.25=5,759.25				
			13 <sup>th</sup> Month will be on new salary SR 7,343		
10% salary increase	10% of 5,759.25= SR 575.93				
Minimum increase is	SR1,000				
Consolidation plus increase	5,759.25+1,000=SR 6,759.25				
Minimum Basic Pay	SR7,343				
Representing an Increase of SR 1,583.75					

# Salary Increase Example 2



	Current Salary	New Salary	
Basic Pay	15,749.00	21,049.00	
5% supplementation	787.45		
Marketable Skills Allowance	2,400.00		
Inducement Allowance	3,000.00	3,000.00	
Long Service Allowance	1,000.00	1,000.00	
	22,936.45	25,049.00	
<b>Consolidation</b>	<b>15,749+787.45+2,400=18,936.45</b>		
		<b>13<sup>th</sup> Month will be on new salary SR 21,049</b>	
<b>10% salary increase</b>	<b>10% of 18,936.45= SR 1,893.65</b>		
<b>Consolidation plus increase</b>	<b>18,936.45+1,893.65=SR 20,830.10</b>		
<b>New Basic Pay Band 5 Step 11</b>	<b>SR21,049</b>		
<b>Representing an Increase of SR 2,112.55</b>			

# Further works

- All employees will need to verify his/her pay slip and come forward if there are any anomaly
- Back pay for employees will need to be done for those that were eligible for salary amendments but in view of the freeze of amendments of payroll
- Constitutional Appointees Emoluments
- Other appointees i.e. Magistrates, the Registrar of the Supreme Court and the CEO of the ACCS; their salaries are stipulated in a legislation



# State-owned Enterprises

- The percentage increase in salary should be applied as follows;
  - a maximum of 10% increase or a minimum of SCR 1,000/- Gross to employees on the lowest salary grade;
  - a maximum of 5 percent to employees on the middle management salary grade and
  - a maximum of 3 percent to employees on the senior management salary grade
- MUST have financial strength/stability to pay for such increase
- Employees who have not been given a salary increase for the last two years may be considered for such proposal.
- If salary increase has been given during the past two years and if such given increase is less than the proposed increase, the difference may be considered.

**Thank You**