



DEPARTMENT OF PERSONNEL MANAGEMENT

Office of the Secretary

CIRCULAR INSTRUCTION NO: 16 2022

DATE : **18th October 2022**
FILE : SEC: 4-10
TO : **ALL NATIONAL DEPARTMENTAL HEADS**
: **ALL PROVINCIAL ADMINISTRATORS**
: **HEADS OF FUNDED STATUTORY AUTHORITIES**
: **ALL PUBLIC SERVANTS**

SUBJECT: IMPLEMENTATION OF THE GENERAL PAY INCREASE TO PBSS SCALES EFFECTIVE FROM 01ST JANUARY 2022

The three year (2022 to 2024) Salary Fixation Agreement has been signed between the Department of Personnel Management for and on behalf of the State, and the Public Employees Association for its members.

The Agreement provides for a general increase to be made to the Public Service Performance Based Salary Structure, and the current and new PBSS scales for each year 2022, 2023 and 2024 are shown in the attached **Schedules 1 to 3**. These salary scales are applicable to all agencies utilizing the PBSS.

The resulting salary increase in each year of the Agreement comprise of two components, applied to the mid-point salary of each salary scale namely;

- Average of 1.5% general across the board increase in all grades; plus
- an additional increase of a fix amount equivalent 1.5% of average base salary of all staff on strength in the year on the Government payroll.

The implementation of the new PBSS scales for 2022 in **Pay No:23 of 2022** due on **Pay Period 16th November 2022** together with the back payment of individual salaries effective from 01st January 2022.

Queries concerning the application of the salary scales and salary increases should be made in the first instance to the Department of Personnel Management on the following telephone numbers; 3276309, 3276392, 3276336, 3276373, 3276403 or 3276335

TAIES SANSAN (MS)
Secretary



Schedule 1

PUBLIC SERVICE PAY FIXATION AGREEMENT 2022 - 2024
FIRST YEAR SALARY SCALE TRANSFER 2019 TO 2022

2019 Base Salary Scales					
Grade	1	2	3	4	5
PS 20	101222	106846	112469	118092	123716
PS 19	83335	87964	92594	97224	101853
PS 18	68483	72287	76092	79897	83701
PS 17	60090	63429	66767	70105	73444
PS 16	52259	55162	58065	60968	63872
PS 15	47361	49992	52623	55254	57885
PS 14	43196	45596	47996	50396	52796
PS 13	39939	42158	44377	46596	48815
PS 12	37103	39164	41225	43286	45348
PS 11	33338	35190	37042	38894	40746
PS 10	29528	31169	32809	34449	36090
PS 09	26285	27745	29205	30665	32126
PS 08	23483	24787	26092	27397	28701
PS 07	21150	22325	23500	24675	25850
PS 06	19100	20161	21222	22283	23344
PS 05	17333	18296	19250	20222	21285
PS 04	15851	16731	17612	18493	19373
PS 03	14609	15420	16232	17044	17855
PS 02	13519	14270	15021	15772	16523
PS 01	12904	13621	14338	15055	15772

2022 Base Salary Scales					
Grade	1	2	3	4	5
PS 20	103226	108961	114696	120431	126166
PS 19	85071	89797	94523	99249	103975
PS 18	69996	73884	77773	81662	85550
PS 17	61478	64894	68309	71724	75140
PS 16	53528	56502	59476	62450	65424
PS 15	48557	51254	53952	56650	59347
PS 14	44330	46793	49256	51719	54182
PS 13	41025	43304	45583	47862	50141
PS 12	38145	40264	42383	44502	46621
PS 11	34324	36231	38138	40045	41952
PS 10	30457	32149	33841	35533	37225
PS 09	27165	28674	30183	31692	33201
PS 08	24321	25672	27023	28374	29725
PS 07	21954	23173	24393	25613	26832
PS 06	19872	20976	22080	23184	24288
PS 05	18071	19075	20079	21083	22087
PS 04	16574	17495	18416	19337	20258
PS 03	15314	16164	17015	17866	18717
PS 02	14207	14997	15786	16575	17365
PS 01	13584	14338	15093	15848	16602

Note that salaries are calculated pursuant to Section 4 of the DPM/PEA Pay Fixation Agreement for the year 2022. Staff in service transfer from the grade and salary step held in 2019 to the same grade and salary step at the higher rate in 2022. (All midpoints increased by 1.5% + K\$540.)



Handwritten signature and initials in blue ink.

Schedule 2

PUBLIC SERVICE PAY FIXATION AGREEMENT 2022 – 2024
SECOND YEAR SALARY SCALE TRANSFER 2022 TO 2023

2022 Base Salary Scales					
Grade	1	2	3	4	5
PS 20	103226	108961	114696	120431	126166
PS 19	85071	89797	94523	99249	103975
PS 18	69996	73884	77773	81662	85550
PS 17	61478	64894	68309	71724	75140
PS 16	53528	56502	59476	62450	65424
PS 15	48557	51254	53952	56650	59347
PS 14	44330	46793	49256	51719	54182
PS 13	41025	43304	45583	47862	50141
PS 12	38145	40264	42383	44502	46621
PS 11	34324	36231	38138	40045	41952
PS 10	30457	32149	33841	35533	37225
PS 09	27165	28674	30183	31692	33201
PS 08	24321	25672	27023	28374	29725
PS 07	21954	23173	24393	25613	26832
PS 06	19872	20976	22080	23184	24288
PS 05	18071	19075	20079	21083	22087
PS 04	16574	17495	18416	19337	20258
PS 03	15314	16164	17015	17866	18717
PS 02	14207	14997	15786	16575	17365
PS 01	13584	14338	15093	15848	16602

2023 Base Salary Scales					
Grade	1	2	3	4	5
PS 20	105279	111128	116977	122826	128675
PS 19	86852	91677	96502	101327	106152
PS 18	71551	75526	79501	83476	87451
PS 17	62906	66400	69895	73390	76885
PS 16	54836	57883	60929	63975	67022
PS 15	49790	52556	55322	58088	60854
PS 14	45500	48028	50556	53084	55612
PS 13	42145	44487	46828	49169	51511
PS 12	39222	41401	43580	45759	47938
PS 11	35344	37307	39271	41235	43198
PS 10	31419	33165	34910	36656	38401
PS 09	28077	29637	31197	32757	34317
PS 08	25190	26590	27989	29388	30788
PS 07	22788	24054	25320	26586	27852
PS 06	20675	21823	22972	24121	25269
PS 05	18847	19894	20941	21988	23035
PS 04	17328	18290	19253	20216	21178
PS 03	16048	16939	17831	18723	19614
PS 02	14926	15755	16584	17413	18242
PS 01	14292	15086	15880	16674	17468

Note that salaries are calculated pursuant to Section 4 of the DPM/PEA Pay Fixation Agreement for the year 2023. Staff in service transfer from the grade and salary step held in 2022 to the same grade and salary step at the higher rate in 2023. (All midpoints increased by 1.5% + K561.)



Schedule 3

PUBLIC SERVICE PAY FIXATION AGREEMENT 2022 - 2024
THIRD YEAR SALARY SCALE TRANSFER 2023 TO 2024

2023 Base Salary Scales					
Grade	1	2	3	4	5
PS 20	105279	111128	116977	122826	128675
PS 19	86852	91677	96502	101327	106152
PS 18	71551	75526	79501	83476	87451
PS 17	62906	66400	69895	73390	76885
PS 16	54836	57883	60929	63975	67022
PS 15	49790	52556	55322	58088	60854
PS 14	45500	48028	50556	53084	55612
PS 13	42145	44487	46828	49169	51511
PS 12	39222	41401	43580	45759	47938
PS 11	35344	37307	39271	41235	43198
PS 10	31419	33165	34910	36656	38401
PS 09	28077	29637	31197	32757	34317
PS 08	25190	26590	27989	29388	30788
PS 07	22788	24054	25320	26586	27852
PS 06	20675	21823	22972	24121	25269
PS 05	18847	19894	20941	21988	23035
PS 04	17328	18290	19253	20216	21178
PS 03	16048	16939	17831	18723	19614
PS 02	14926	15755	16584	17413	18242
PS 01	14292	15086	15880	16674	17468

2024 Base Salary Scales					
Grade	1	2	3	4	5
PS 20	107372	113337	119302	125267	131232
PS 19	88668	93594	98520	103446	108372
PS 18	73138	77201	81264	85327	89390
PS 17	64362	67937	71513	75089	78664
PS 16	56172	59292	62413	65534	68654
PS 15	51050	53886	56722	59558	62394
PS 14	46696	49290	51884	54478	57072
PS 13	43290	45695	48100	50505	52910
PS 12	40324	42564	44804	47044	49284
PS 11	36387	38409	40430	42452	44473
PS 10	32404	34204	36004	37804	39604
PS 09	29012	30623	32235	33847	35459
PS 08	26081	27530	28979	30428	31877
PS 07	23643	24957	26270	27584	28897
PS 06	21498	22693	23887	25081	26276
PS 05	19643	20734	21825	22916	24008
PS 04	18101	19106	20112	21118	22123
PS 03	16801	17735	18668	19601	20535
PS 02	15663	16533	17403	18273	19143
PS 01	15019	15854	16688	17522	18357

Note that salaries are calculated pursuant to Section 4 of the DPM/PEA Pay Fixation Agreement for the year 2024. Staff in service transfer from the grade and salary step held in 2023 to the same grade and salary step at the higher rate in 2024. (All midpoints increased by 1.5% + K570.)



[Handwritten signature and initials in blue ink]