

Islands District Council
Paper IDC 94/2016

District Council Staff Pay Adjustment

Purpose

This paper informs members of the pay adjustment for District Council (DC) staff.

Background

2. The Home Affairs Department (HAD) has reviewed the pay for non-civil service contract (NCSC) staff in the Department having regard to a number of considerations including the following -

- (a) the change in cost of living;
- (b) the market conditions for the jobs in question; and
- (c) the need to retain NCSC staff.

Pay Adjustment

3. On the basis of the findings of the review, the Director of Home Affairs has approved a pay increase of 4.68% for all full-time NCSC staff with monthly salary at or below \$65,510 and 4.19% for those with monthly salary above \$65,510. This will take effect from 1 August 2016.

4. Insofar as DC staff are concerned, they are subject to the same salary increase as other NCSC staff in HAD. The basic pay packages for DC staff as adjusted in accordance with the above rate are as follows -

Category of DC staff	Existing Salary	Monthly Salary after Pay Adjustment^{Note}
Executive Assistant	\$19,475 (with 15% contract gratuity)	\$20,385 (with 15% contract gratuity)
Project Coordinator	\$13,895 (with 15% contract gratuity)	\$14,545 (with 15% contract gratuity)
Project Assistant	\$10,805 (with 10% contract gratuity)	\$11,310 (with 10% contract gratuity)

Funding Arrangements

5. Insofar as Islands District Council is concerned, 3 Executive Assistants, 1 Project Coordinator and 8 Project Assistants are currently serving the DC. The financial implication of the pay adjustment is in the order of \$60,000 (*rounded up to the nearest thousand*) for the period from August 2016 to March 2017. Funds are available from the DC allocation for 2016-17.

Islands District Council Secretariat
August 2016

^{Note} Rounded to the nearest five dollars in line with the prevailing arrangement for civil servants.