

## 16.8 SALARY ON PROMOTION

- 16.8.1 Promotion implies upgrading of an employee to a higher post involving increase in rank; performance of higher duties; and assuming higher level of responsibilities. Generally, an increase in pay also accompanies promotion but it is not an essential ingredient. According to the PSC Regulations, promotion means the conferment upon a person in the Public Service of a public office to which is attached a higher salary or salary scale than that attached to the public office to which he was last substantively appointed or promoted.
- 16.8.2 Generally, there are two types of promotion namely class-to-class and grade-to-grade which are defined as follows:
- (i) "class-to-class promotion" means promotion from various grades to a rank which entails greater responsibilities of a **different nature** to those previously undertaken and performed; and
  - (ii) "grade-to-grade promotion" means promotion to a higher grade in the **same hierarchy** which entails greater responsibilities of the **same nature** to those previously undertaken and performed.
- 16.8.3 As per existing provision, an officer, on being promoted, joins the initial or flat salary of the higher grade. Where the salary overlaps, the officer is granted a maximum of three increments subject to the top salary of the higher grade, whichever is higher, provided that his total emoluments is not more than the maximum salary of the higher grade.
- 16.8.4 The grant of an increase of salary to an officer, on promotion, should, as a matter of principle, not generally lead to pay adjustment for other officers and therefore, instances of promotion causing supersession requiring adjustment should be avoided. In specific cases where "class-to-class promotion" is made from various sources, situations may arise where officers appointed in the particular grade at a later date may draw a higher salary than officers who have been appointed earlier either from other source grades or from candidates outside the service. Such situations are normal in an overlapping structure and may arise without the grant of any increment on promotion. In such cases, the need for adjustment of the salary of the senior officer does not arise.
- 16.8.5 Representations have been received from various quarters to the effect that all promotions, both grade-to-grade and class-to-class, should be marked by an increase in salary subject to the top salary of the promotional grade. Even at the Standing Committee on Remuneration, representatives from the Ministry of Finance, Economic Planning and Development and the Ministry of Public Service, Administrative and Institutional Reforms submitted that the various provisions should be reviewed. The Bureau has examined the representations and considers that there is need to make some adjustments with a view to improving our recommendations and providing a harmonious industrial relationship for efficient and effective service delivery.

**Recommendation 1****16.8.6 We recommend that:**

- (i) for Grade-to-Grade promotion, an officer should join the initial salary or flat salary of the higher grade or be granted a maximum of three increments worth at the incremental point reached in the lower grade (to be read from the Master Salary Scale) whichever is higher, provided the total emoluments of the officer should not be more than the maximum salary of the higher grade;**
- (ii) for Class-to-Class promotion, where appointment to the higher level is made from officers in various grades, these officers should draw the initial salary of the higher grade or receive one increment if they were drawing the same salary point as the initial or more; and**
- (iii) serving officers who have been appointed to a higher grade but were not eligible for any increment by virtue of provisions made in the 2016 PRB Report should, with effect from 01 January 2021, be granted one increment at the point reached in their respective salary scale, subject to the top salary of the scale.**

**16.8.7 We additionally recommend that, where recruitment to a grade in the Workmen's Class, by virtue of the scheme of service or arrangement in force, is through open competition, the serving employees applying for the grade, should, on appointment, join the grade at the initial salary scale or receive one increment if they were drawing the same salary point as the initial or more.**

**16.8.8 We also recommend that, subject to the above paragraphs:**

- (i) the salary of an officer, who is promoted after having benefitted from the grant of Long Service Increment, should be adjusted by the grant of an aggregate not exceeding three increments, inclusive of the previous increment/s obtained for long service prior to his promotion, subject to the maximum salary of the higher grade; and**
- (ii) an officer who has drawn the top salary for a year and has been allowed to move by either one or two or three increments in the Master Salary Scale after having consistently performed efficiently and effectively during the preceding two years, should, on promotion, be granted a maximum of three increments, inclusive of the previous increment/s earned for movement beyond top salary prior to his promotion, subject to the maximum salary of the higher grade.**

**Standing Committee on Remuneration**

16.8.9 The Standing Committee on Remuneration was set up in order to examine any relevant issue that may arise in the implementation of the provisions of "Salary on Promotion" and make appropriate recommendations. However, as salary is a matter of concern for the Bureau, **we are of the considered view that the said Committee should cease to exist and henceforth, all matters pertaining to "Salary on Promotion" should be referred to the Bureau, through the Ministry of Public Service, Administrative and Institutional Reforms.**

