

Memorandum for the Cabinet
by the Hon. Prime Minister

Pay on Promotion Increases

The Official Side Anomalies sub-committee which in May, 1966 reported on anomalies in the civil service salary structure, made a recommendation for the introduction of a scheme providing for the payment of promotion increases to civil servants. They suggested the introduction of such a scheme instead of making a recommendation for the removal of over-laps between one scale and another on the ground that the former would be a less costly arrangement than the latter.

2. The Minister of Finance, Customs and Port in the Budget Speech for 1966/67 indicated that steps were being taken to introduce a scheme of promotion increases in terms of which, advancement in rank would invariably provide an immediate benefit irrespective of whether the scale of the post to which one is promoted over-laps that of the posts held before appointment. Following this announcement the Staff Side of the Malta Government Joint Council have requested details of the scheme which Government proposed to introduce.

3. The scheme as originally proposed by the Official Side Anomalies Committee was limited to non-industrial civil servants since that Committee was solely concerned with this category of employees. But if it is decided to implement a scheme of promotion increases for non-industrial civil servants it is foreseen that a similar scheme would eventually have to be worked out for industrial civil servants.

4. Broadly the proposal is for an immediate increase, equal to the rate of increment of the grade to which one is promoted, to be paid to officers and employees on promotion. The annual cost of such a scheme if it is limited to non-industrial staff only would not exceed £2000 and would come to approximately £4000 if it is applied to both non-industrial and industrial staff. It would be a palliative for staff associations and trade unions and would substantially lessen the possibility of their submitting claims for adjustments in scales so as to provide an immediate benefit to promotees. A similar scheme has been in operation in the United Kingdom for some years and various staff associations in Malta have in the past submitted claims for the introduction of a similar measure. Official Side consider that it would be equitable to introduce such a scheme.

5. Ministers are asked to advise whether a Pay on Promotion Scheme on the lines of the paper attached as Appendix A should be negotiated with the Staff Side of the Malta Government Joint Council.

4th April, 1967.

Pay on Promotion

It is proposed to introduce a scheme providing for the payment of a promotion increase to civil servants. For the purpose of this scheme a promotion may be considered as any transfer, other than a transfer on medical grounds or to meet the convenience of individual officers, of an officer to a new grade with a separate and distinct salary scale and a higher maximum salary. Per contra, regarding or assimilation to a new or extended scale of a whole grade or class in a department or in the General Service would not be considered as a promotion.

2. On promotion an officer should enter the scale of his new grade:-

- (a) at the minimum; or
- (b) at the applicable age point if the scale of the grade to which he is promoted is age-pointed; or
- (c) at his existing salary plus a promotion increase;

provided that in no case would he get less than the promotion increase as an immediate benefit. The promotion increase will be equal to the incremental rate of the grade to which an officer is promoted.

3. Where the scales of salary of posts do not overlap no promotion increase is payable except where the difference between an officer's actual salary and the salary point of the promotion grade at which he is to enter is less than the appropriate amount of promotion increase. In such cases officers would get a stepping-up in salary equal in all to the appropriate promotion increase.

4. Where the scales of posts over-lap, existing pay will not include any accrued increment, except if an officer is promoted on his incremental date. Any accrued increment will serve to establish the officer's incremental date in his new post.

5. Where an officer's existing salary plus promotion increase brings him above the efficiency bar in the grade to which he has been promoted, any promotion increase will be paid in full but any further incremental progression will depend on the issue of a certificate of efficiency. Where the efficiency bar is the next increment after promotion, and there is not sufficient time to form an opinion of the officer's efficiency, the increment may be allowed but the grant of the next increment would be dependent on the issue of the certificate of efficiency.

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