

PSC CIRCULAR

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PSC Circular No: 12/2008

**To: Permanent Secretaries and
Heads of Departments**

File: C29/167/35

**Subject: 2% RESTORATION OF SALARIES
AND WAGES FOR GOVERNMENT
EMPLOYEES**

Date: 24th April 2008

1.0 INTRODUCTION

- 1.1 Cabinet at its meeting of 25th March 2008 vide Cabinet Decision No: 110 of 2008 had deliberated on the restoration of the 5% pay cut and agreed to a partial restoration of 2% to be made on 9th July 2008 for Pay No: 28 of 2008 for Government Wage Earners and 10th July 2008 for Pay No: 14 of 2008 for Established Officers.
- 1.2 Cabinet also agreed to a further 2% restoration that will fully restore the 5% pay cut made in March 2007 payable on 10th December 2008 for Pay No: 50 for Government Wage Earners and 11th December 2008 for Pay No: 25 for Established Officers. The 4% restoration is not to be backdated. The particulars of the remaining 2% restoration due in December 2008 would be subject of a later Public Service Commission Circular.

2.0 APPLICATION

- 2.1 The provision of the restoration of salaries and wages will apply to all the government employees, and also including the Police, Military, Prison and Forest Guard personnel
- 2.2 The Permanent Secretary for Defence, National Security, Natural Disaster Management & Immigration is requested by this Circular to, where necessary and appropriate, make amendments to the relevant Regulations to effect the 2% restoration of pay for those in the Disciplined Services and the Permanent Secretary for Justice, Electoral Reform, Public Enterprises & Anti-Corruption for those in the Fiji Prison Service.
- 2.3 Specifically, the 2% restoration of salaries will apply to:-
- (a) Permanent Officers including those on probation;
 - (b) Officers serving local contract terms;
 - (c) Temporary officers including temporary relievers; and
 - (d) All Government Wage Earners.
- 2.4 Appendix A, lists the 2% restoration of salaries for the Established Officers while Appendix B lists the overtime rates for the Established Officers; Appendix C lists the amendments to the General Orders and Appendix D lists the 2% wages restoration for Government Wage Earners along with its overtime rates.

3.0 NOT APPLICABLE

- 3.1 The restoration of salaries, however, will not apply to officers whose salaries are determined under the *Judges Remuneration and Emoluments Act* and the *Prescription of Salaries Act*.
- 3.2 It will also not apply to expatriate officers on Staff Supplementation Scheme and those serving on contract terms.
- 3.3 Those officers identified at paragraph 3.1 and 3.2 above were not subjected to the 5% salary reduction.
- 3.4 The restoration of salaries and wages will not apply also to those officers and employees who are deemed to have resigned or absconded after Pay No: 5 and Pay No: 10 of 2007.

4.0 PAYMENTS

- 4.1 The 2% restoration of salaries and wages will be made to all eligible officers and employees on Pay No: 14 of 2008, due on 10/07/08 for established officers and Pay No: 28 of 2008 due on 09/07/08 for government wage earners respectively. The 2% restoration shall not be backdated but due on the above mentioned dates.

5.0 ALLOWANCES

- 5.1 All deductions linked to salaries and wages including rent on Government Quarters and PSC Scholarship should be adjusted to the revised salaries and wages level with effect from Pay No: 14 of 2008 for Established Officers and Pay No: 28 of 2008 for Government Wage Earners.
- 5.2 All allowances linked to salaries and wages shall continue to be paid but will be based on the revised salaries and wages level with effect from Pay No: 14 and Pay No: 28 of 2008 respectively.

6.0 OVERTIME RATES

- 6.1 The revised overtime rates for Established Officers are provided in **Appendix B** whilst the overtime rates for Government Wage Earners are provided in **Appendix D** with their revised wages schedule.

7.0 PENSION

- 7.1 Since the 5% salary deduction did not affect the computation of pensions for eligible Established Officers retiring from the Service on or after March 08th 2007, the 2% restoration shall not affect their salaries and wages in any way.

8.0 AMENDMENTS TO GENERAL ORDERS

- 8.1 The amendments to the General Orders necessitated by this 2% restoration are set out in **Appendix C** to this Circular.

9.0 CLARIFICATIONS

- 9.1 Addressees are to ensure that all Officers and Government Wage Earners cadre are paid the correct rates as stipulated in the attached schedules.
- 9.2 Any clarification required may be sought and obtained from Mrs. Losana Ravuso, Employee Relations Division, Public Service Commission, on email lravuso@psc.gov.fj or telephone 3314588 ext 244.



Taina Tagicakibau
Permanent Secretary for the Public Service