

CIRCULAR 11/2024

From: Permanent Secretary for Civil Service

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To: All Permanent Secretaries

Date: 12 July 2024

Subject: Civil Service Pay Rise and New Salary Bands

File Ref: MCS 14/4

- 1.0 Following the approval of the FY2024-2025 National Budget by Parliament, the Civil Service Salary Bands have been amended effective from 1 August 2024. The existing salary bands and the new bands are provided in **Annex 1**.
- 2.0 For all wage earners on bands A to D, the hourly rate will increase by \$1.00 across all the steps. For salary bands E to O, the current step 1 of the existing salary band has been deleted and thus the current step 2 has become the new step 1. A new step 7 has been introduced across all the bands.
- 3.0 Effective from 1 August 2024, all Civil Servants will get a pay increase ranging from 7 percent to 20 percent. Those Civil Servants that had their step increment following the Ministry of Civil Service Circular 02/2024 and 05/2024, will have their increased pay continue in the new financial year. For clarity, they will not receive an additional pay increase. All the salary adjustments will be facilitated directly by the Ministry of Finance.
- 4.0 Effective immediately, step movement provisions as contained in MCS Circular 02/2024 and 05/2024 is being suspended until further notice.
- 5.0 For further clarifications, please contact Ministry of Civil Service, Policy Development, Implementation and Monitoring team through mcspolicy.fiji@gmail.com or Ministry of Finance, Head of Treasury, Mr. Atin Chand through email: atin.chand@finance.gov.fj

Thank you



Parmesh Chand

Permanent Secretary for Civil Service

Annex 1

Table 1: Current Civil Service Salary Bands

Band	Step 1	Step 2	Step 3	Step 4 Mid	Step 5	Step 6	Step 7
A	\$8,849.10	\$9,529.80	\$10,323.95	\$11,345.00	\$12,025.70	\$12,819.85	\$13,840.90
	\$4.60	\$4.95	\$5.37	\$5.90	\$6.25	\$6.66	\$7.19
B	\$10,339.99	\$11,135.38	\$12,063.32	\$13,256.40	\$14,051.78	\$14,979.73	\$16,172.81
	\$5.37	\$5.79	\$6.27	\$6.89	\$7.30	\$7.79	\$8.41
C	\$12,081.69	\$13,011.05	\$14,095.31	\$15,489.35	\$16,418.71	\$17,502.97	\$18,897.01
	\$6.28	\$6.76	\$7.33	\$8.05	\$8.53	\$9.10	\$9.82
D	\$14,428.13	\$15,537.98	\$16,832.82	\$18,497.60	\$19,607.46	\$20,902.29	\$22,567.07
	\$7.50	\$8.08	\$8.75	\$9.61	\$10.19	\$10.86	\$11.73
E	\$19,041.75	\$20,506.50	\$22,215.38	\$24,412.50	\$25,877.25	\$27,830.25	\$30,515.63
F	\$22,528.74	\$24,261.72	\$26,283.53	\$28,883.00	\$30,615.98	\$32,926.62	\$36,103.75
G	\$28,605.45	\$32,038.10	\$34,707.95	\$38,140.60	\$40,429.04	\$43,480.28	\$47,675.75
H	\$34,760.31	\$37,434.18	\$40,553.70	\$44,564.50	\$47,684.02	\$51,249.18	\$56,596.92
I	\$43,296.63	\$46,627.14	\$50,512.74	\$55,508.50	\$59,394.10	\$63,834.78	\$70,495.80
J	\$51,132.98	\$55,066.28	\$59,655.14	\$65,555.10	\$70,143.96	\$75,388.37	\$83,254.98
K	\$59,945.18	\$64,556.35	\$69,936.05	\$76,852.80	\$82,232.50	\$88,380.72	\$97,603.06
L	\$67,830.20	\$73,047.91	\$79,135.24	\$86,961.80	\$93,049.13	\$100,006.07	\$110,441.49
M	\$74,710.90	\$80,457.89	\$87,162.71	\$95,783.20	\$103,445.86	\$112,066.34	\$124,518.16
N	\$77,174.96	\$83,111.49	\$90,037.45	\$98,942.25	\$106,857.63	\$115,762.43	\$128,624.93
O	\$83,687.06	\$90,124.52	\$97,634.90	\$107,291.10	\$115,874.39	\$125,530.59	\$139,478.43

Table 2: Revised Civil Service Salary Bands Effective 1 August 2024

Band	Revised Step 1	Revised Step 2	Revised Step 3	Revised Step 4 Mid	Revised Step 5	Revised Step 6	Revised Step 7
A	\$10,774.40	\$11,447.80	\$12,255.88	\$13,275.60	\$13,949.00	\$14,737.84	\$15,757.56
	\$5.60	\$5.95	\$6.37	\$6.90	\$7.25	\$7.66	\$8.19
B	\$12,255.88	\$13,063.96	\$13,987.48	\$15,180.36	\$15,969.20	\$16,911.96	\$18,104.84
	\$6.37	\$6.79	\$7.27	\$7.89	\$8.30	\$8.79	\$9.41
C	\$14,006.72	\$14,930.24	\$16,026.92	\$17,412.20	\$18,335.72	\$19,432.40	\$20,817.68
	\$7.28	\$7.76	\$8.33	\$9.05	\$9.53	\$10.10	\$10.82
D	\$16,354.00	\$17,469.92	\$18,759.00	\$20,413.64	\$21,529.56	\$22,818.64	\$24,492.52
	\$8.50	\$9.08	\$9.75	\$10.61	\$11.19	\$11.86	\$12.73
E	\$20,506.50	\$22,215.38	\$24,412.50	\$25,877.25	\$27,830.25	\$30,515.63	\$32,956.88
F	\$24,261.72	\$26,283.53	\$28,883.00	\$30,615.98	\$32,926.62	\$36,103.75	\$38,992.05
G	\$32,038.10	\$34,707.95	\$38,140.60	\$40,429.04	\$43,480.28	\$47,675.75	\$51,489.81
H	\$37,434.18	\$40,553.70	\$44,564.50	\$47,684.02	\$51,249.18	\$56,596.92	\$61,124.67
I	\$46,627.14	\$50,512.74	\$55,508.50	\$59,394.10	\$63,834.78	\$70,495.80	\$76,135.46
J	\$55,066.28	\$59,655.14	\$65,555.10	\$70,143.96	\$75,388.37	\$83,254.98	\$89,915.38
K	\$64,556.35	\$69,936.05	\$76,852.80	\$82,232.50	\$88,380.72	\$97,603.06	\$105,411.30
L	\$73,047.91	\$79,135.24	\$86,961.80	\$93,049.13	\$100,006.07	\$110,441.49	\$119,276.81
M	\$80,457.89	\$87,162.71	\$95,783.20	\$103,445.86	\$112,066.34	\$124,518.16	\$134,479.61
N	\$83,111.49	\$90,037.45	\$98,942.25	\$106,857.63	\$115,762.43	\$128,624.93	\$138,914.92
O	\$90,124.52	\$97,634.90	\$107,291.10	\$115,874.39	\$125,530.59	\$139,478.43	\$150,636.70