

Bahamas Public Service Salary Conversion and Special Increases

Date	Conversion Information	Additional Comments
1969/70	General salary increase	
1 October, 1975	General salary increase	
1 October, 1975	Special conversion for Nurses	<i>See DPP/7/27 (A) dated 8.6.76</i>
1 June, 1976	General salary increase	
1 April, 1978	General salary increase	
1 July, 1979	Special conversion for Nurses	
1 July, 1979	Anomaly Exercise for Nurses and Teachers	
1 January, 1980	General salary increase	
1 January, 1980	Special conversion for Nurses	
1 January, 1980	Upgrading for selected Principals	
1 January, 1981	General salary increase	
1 January, 1981	Special conversion for Nurses	
1 January, 1981	Special conversion for Teachers	
1 January, 1981	Regrading of Family Island Commissioners	<i>DPS/7/27</i>
1 January, 1981	Special conversion of Police	
1 January, 1982	Special conversion for Police	
1 January, 1982	Increase in increments effective on the officer's incremental date	
1 January, 1982	Increments for temporary monthly paid staff computerized are no longer processed manually on an annual basis	
1 January, 1982	On-point adjustments awarded as a result of new increments to place officers at the relevant points in the respective scales. These adjustments were recoverable by an appropriate deferment of the increment due in the following year.	
1 January, 1983	General Salary Increase	

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1 January, 1983	Special conversion for Nurses and scale H2	
1 October, 1983	On-point adjustments to place officers at salary points in the respective scales as a result of the January 1983 increase. This adjustment was not recoverable.	
1 January, 1984	General Salary Increase	
1 January, 1984	Special conversion for Police	<i>(Eg. Education Officer, Senior Librarian, Senior Speech Therapist)</i>
1 January, 1984	Special conversion for ED Scales	<i>DPS 39/16 III</i>
1 January, 1985	General Salary Increase	
1 January, 1985	Special conversion for Air Traffic Controllers	
1 January, 1985	Adjustment to certain scales	<i>DPS/7/27 and Memorandum dated 9.12.85</i>
1985	Upgrading of Housekeeper and Senior Maid	
1 January, 1986	General Salary Increase	
15 May, 1986	Civil Aviation Increase	<i>Some scales received, others did not.</i>
1 January, 1986	Special conversion for Police and Defence	
1 January, 1988	Special conversion for Nurses	
1 July, 1988	General Salary Increase	
1 July, 1988	Regrading of salary for Permanent Secretaries, Under Secretaries, Deputy Permanent Secretaries, First Assistant Secretaries, Senior Protocol Officer and Prison Officers.	
1 July, 1988	Special conversion for Police	

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1 July 1988	Officers at scale maxima were given new incremental date of July, with the next increment due July 1989.	<i>MPS/7/27 (v) of 7.12.88</i>
	Officers at scale maxima for at least five (5) years (i.e. prior to July 1983) were granted an additional increment effective July 1988.	<i>See Annex IV of 1988 salary pamphlet</i>
1 July, 1989	Special Conversion for Prison Officers	
1 July, 1990	Upgrading of Air Traffic Controller's salary	
1 October, 1990	Upgrading of salaries of professional staff in the Department of Labour	
1 July, 1991	Upgrading of salaries of Air Traffic Controllers.	<i>Second part of package approved 1990</i>
1 August, 1992	Special conversion for Airport Fire Service	
1 July, 1993	General Salary Increase	
1993	Financial Controller renamed Financial Controller I	
1993	Creation of posts of Financial Controller II and III	
1 July, 1994	General Salary Increase	
1 January, 1995	Upgrading of scale for Senior House Officer	
1 July, 1995	Special conversion for Nurses	
1 July, 1995	Special conversion for Allied Health Personnel	
1 July, 1995	Creation of posts of Director of Radiography, Dietetics and Physiotherapy	
1 October, 1995	Upgrading of Chief Superintendent (Government Printing)	

Date	Conversion Information	Additional Comments
1995	Creation of Post of Systems Administrator, Scale D4	
1 May, 1996	Creation of post of Subdivision Officer	
1 July, 1996	Minimum wage established for weekly staff	
1996	Post of Senior Office Assistant created, Scale M1	
1997	Post of Senior Loader created, Scale M1	
1 July, 1997	General Salary Increase	
1 July, 1997	Special conversion for Teachers	<i>Teachers received a total of \$2,650.00</i>
1 July, 1997	Salary increase for weekly paid staff	
1 July, 1998	Special increase for Permanent Secretaries	
1 July, 1998	Special salary increase for Family Island Administrators	
1 July, 1998	Special salary increase for Education Officers, Deputy Director of Education, Assistant Director and Deputy Superintendent	
1 July, 1998	Special increase for W Scale	
1 July, 1998	Special increase for Magistrates	
1998	Establishment of Listing Officer (Scale A4A); Assistant Listing Officer (Scale C3) – Judicial	
1 January, 1999	Upgrading of post of Chief Housing Officer	<i>On par with Deputy Permanent Secretary</i>
1 July, 1999	Incremental increases. On-point adjustment as a result of new increment to place officers at the relevant points in the respective scale.	<i>Were not awarded until the anniversary of the incremental month</i>
1 July, 1999	Removal of efficiency bar from scales	

Date	Conversion Information	Additional Comments
1 July, 1999	Uniform allowance for Police and Defence Force Officers increased to \$1,440.00 per annum.	
1 July, 2000	General Salary Increase	
1 July, 2000	Special increase – Judicial Service	
1 July, 2000	Special increase, Scale MD	
2001	Creation of Post in Registrar General's Department and Corporate Service Investigator, Senior Finance and Corporate Service Investigator, Finance and Corporate Service Investigator, F Scales	
1 July, 2001	Special increase, Scales MD, N and H	
1 January, 2002	Special increase	<i>Certain categories - Part 1</i>
1 July, 2002	Special increase, Scale MD	
1 October, 2002	Special increase	<i>Certain categories - Part 2</i>
1 March, 2003	Special increase – Air Traffic Controllers	<i>Bargaining Unit</i>
1 July, 2003	Conversion – excluding Air Traffic Controllers, ATC Scale	<i>Bargaining Unit</i>
1 July, 2003	General salary increase	
1 July, 2004	Special increase – Scale MD	<i>Doctors in the Bargaining Unit</i>
1 July, 2004	IT Structure	<i>Creation of new IT structure</i>
1 March, 2005	Special increase – Air Traffic Controllers	<i>Bargaining Unit</i>
1 July, 2005	Special increase, Scale MD	<i>Doctors in the Bargaining Unit 4% across the board</i>
1 January, 2006	Conversion	<i>Excluding Scale MD in the Bargaining Unit, Air Traffic Controllers in the Bargaining Unit and Teachers</i>

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1 March, 2006	Special increase	<i>Air Traffic Controllers in the Bargaining Unit</i>
30 May, 2006	Auditor General and Treasurer	<i>Upgraded to Group 3A</i>
1 July, 2006	Special increase	<i>Scale N in the Bargaining Unit, 4% across the board excluding Nursing Auxiliary, post not in the Bargaining Unit.</i>
1 July, 2006	Special increase, Scale MD	<i>Doctors in the Bargaining Unit, 4% across the board</i>
1 July, 2006	Conversion (including Nursing Auxiliary)	<i>Excluding N Scales in the Bargaining Unit, MD Scales in the Bargaining Unit, Air Traffic Controller in the Bargaining Unit and Teachers</i>
1 September, 2006	Special increase for Teachers	
1 March, 2007	Special increase	<i>Air Traffic Controllers in the Bargaining Unit</i>
1 June, 2007	Director of Investment GR4	<i>Upgraded to GR3</i>
1 February, 2008	Chief Finance and Revenue Officer GR15	<i>Upgraded to GR13</i>
1 July, 2008	Conversion Excluding N Scales in the Bargaining Unit	<i>Nursing Auxiliary post should receive the increase</i>
1 July, 2008	Special increase, Scale MD	<i>Doctors in the Bargaining Unit 1.5% across the board</i>
1 September, 2008	Special increase for Teachers	<i>\$125.00 per month added to base plus increment</i>
1 October, 2008	Director of Economic Planning	<i>Upgraded to GR7</i>
1 July, 2009	Special increase, Scale MD	<i>Doctors in the Bargaining Unit 1.5% across the board</i>

Date	Conversion Information	Additional Comments
1 July, 2009	Special increase, N Scale in the Bargaining Unit	<i>4 % across the board (excluding Nursing Auxiliary post not in the Bargaining Unit)</i>
1 July, 2009	President and Vice President – Industrial Tribunal	<i>Salaries upgraded. Responsibility allowance \$6,000.00 Scarcity allowance \$15,000.00</i>
10 February, 2009	Scale F10	<i>Extended by three (3) increments</i>
2 November, 2009	Director of Public Prosecutor and Director of Legal Affairs	<i>Salary upgraded on par with Permanent Secretary</i>
1 July, 2010	Increments withheld	<i>Increment withheld for all scales except Teaching personnel</i>
1 July, 2011	Increments restored	<i>All scales where increments were withheld in July 2010</i>
1 July, 2011	Scales maxima extended	<i>All scales maxima extended by two (2) increments</i>