

**REPORT OF THE
PUBLIC SERVICE SALARY REVIEW
COMMITTEE**

**REVIEW OF THE PUBLIC SERVICE
SALARY ACT 2013**

June 2018

TABLE OF CONTENTS

	Page
Executive Summary	3-4
1. Introduction	5
2. Historical perspective of the Public Sector Salary Structure	6
3. Consideration Underlying the Current Review	7-8
4. Salary Review	8-9
5. Salient efforts made to increase salaries outside the salary pay structure..	9-10
6. Salary of returning graduates	10-11
7. Comparison of earnings.....	11-12
8. Schemes of Service	12-13
9. Streamlining of Government.....	13-16
Conclusion.....	16
APPENDICES	17-20

EXECUTIVE SUMMARY

The public service salary structure is critical to achieving its operational goals especially in an increasingly competitive recruitment environment. For staff pay is the most tangible reward for performance, productivity and proficiency.

Based upon analyses and consideration of matters before the Committee, the following is a summary of the Committee's recommendations which is submitted for careful consideration

1. **Salary Increase** - Increase of 5% of salaries across the wage grid to cater for inflation and to attract and retain public service employees;
2. **Salary increment** – The salary increment from Band 1 to Band 4 of the Public Service Salary Table steps 1 to 15 should be SR100 to make it more realistic in view of the declining value of the rupee;
3. **Indexation of salaries** - Salaries should be indexed on a yearly basis to the Consumer Price Index subject to a maximum of 5% in line with current practice in several countries overseas;
4. **Schemes of Services-**
 - (i) Revises, standardizes and consolidates all schemes of service to obtain schemes that allow for easy rotation of a given professional (e.g. economist) across the Government and facilitate transfers;
 - (ii) Studies, learns and adapts the Singapore experience of schemes to make for a more equitable remuneration of professionals;
 - (iii) Reviews schemes of service every three years;
5. **Streamlining of Government** – With the growing size of the Public Service/Sector in terms of wage bill and cost increase over the years the current strategy should be revised with the aim of having a slim and effective government including at senior management level which is more flexible and have better networked public service to enhance professionalism and efficiency in Government as per the following recommendations that Government:
 - Continues with the exercise of streamlining the Executive including at senior level, and ensure that the recommendations emanating from the exercise are taken seriously and implemented.
 - In order to deal with current abuse of consultancy services or use of fixed term contract that become payable under goods and services when posts are refused as explained on pages 13 and 14 of paragraph 10 serious consideration should be given to set up definitions and criteria of when and how consultancies, service agreements and fixed term contracts are to be used;

- The use of these employment methods are not delegated and permission needs to be sought from the Finance Department;
- A Committee screens all requests for approval or rejection
- Ensures that the exercise eliminates duplication; consolidates portfolios; centralizes certain functions to make them more cost effective and removes functions that fall outside the scope of government. This exercise should be extended to all public bodies.
- Guarantees a more meaningful approach to such reforms by: eliminating unnecessary posts; delete certain unfilled positions; multitask public officials where possible, and ensure that the right people with the right skills are employed in the right posts.

6. Performance Management – It is noted that consideration is being given to linking salaries to performance and it is strongly recommended that the scheme be encouraged and put into application after the completion of a pilot stage as per the recommendation highlighted on pages 13 and 14.

7. Inflation Targeting - In view of the increase in the cost of living currently to 5% and the indication is that it is increasing further, the Central Bank of Seychelles as part of its monetary policy should consider making use of inflation targeting measures. Equally the Government should as a priority be committed in its efforts to find ways and means to reduce the rising cost of living including putting in measures to regulate rent that private sector charges. One way to help reduce the cost of rent would be to consider introducing measures that will encourage landlords to reduce or maintain their rental charges at an affordable level e.g. introduce charges at an affordable level, a punitive tax on rent above a certain level.

8. Returning Graduates/New Graduates- The current minimum salary of new graduates in the Public Service should be reviewed in line with the prevailing salary which new graduates are receiving in the private sector to SR12, 000 per month; excluding housing allowance. The current housing allowance of SR4,000 per month even if grossed up by 15% for PIT or provisional income tax deduction is not sufficient to meet the rising cost of monthly rental of between SR12,000 and SR15,000. That are being charged on the open market.

9. Comparison of earnings – That data on average earnings in the private sector be **collected** for use in updating of schemes of service and for future review of salaries.

2. Introduction

The Public Service Salary Review Committee Review is established in accordance with Section 7 of the Public Service Salary Act 2013 Act which provides for revisions to the legislation to be made at least once in five years.

The Committee consisted of the following members, who were appointed by the President:-

The Chairperson of the Salary Review Committee is Mr. Willy Confait and the Members are

- Mr. Errol Dias
- Mr. Damien Thesee
- Mrs. Yvonia Richardson
- Mrs. Helene Maiche
- Miss Sitna Cesar
- Mr. Gafoor Yakub

The terms of reference of the Committee are to advise the Government on amendments to the Public Service Salary Act, 2013.

The Committee is mandated to submit its recommendations to the President by 31st July, 2018.

The Committee has been meeting twice a month from the 31st January 2018

The Report would not have been possible without the advice, support and input of members. In fact the Committee would like to thank them for sharing their expertise and time.

The Committee would also like to thank the Chief Secretary and staff of the Department of Public Administration for providing us with the technical support and venue for our meetings and secretarial support for which we are most grateful.

The Committee is also grateful to the Chief Executive Officer, National Bureau of Statistics and the Chief Executive Officer of the Agency for Social Protection and the Principal Secretary for Social Affairs for the fruitful exchanges which have helped to facilitate its work

3. Historical perspective of the Public Sector Salary Structure

A new Public Sector Salary Structure was put in place in January 2010 to target the recruitment and retention of skilled Seychellois in the public sector. Over the years the salary structure has seen a number of changes to take into account salary increases announced by the Government.

- January 2010, introduction of a 20 grade Salary Structure;
- July 2010, reviewed with the introduction of income tax;
- January 2011; the salary structure compacted to 12 grades;
- January 2012, July 2013, and January 2014 reviews took place to include salary increases across the public sector;
- In April 2014 there was a reintroduction of a 20 grade salary structure based on the Public Service Salary Act 2013 which took place across the board, and the salaries were converted to the closest step on the new wage grid which resulted to a slight increase. Some employees benefited only a few rupees to a hundred. Whilst some did not benefit anything as their previous salary appeared on the new grid. Such as those from SG1 step 1 their salaries were converted to Band 1 step 1 (the minimum salary) and a few others.

To complement the new Public Sector Salary Structure the Government reviewed or created over 216 new Schemes of Service: Many Schemes were reviewed following job evaluations to better establish the worth of posts. By 2013, the amount funded for schemes amounted to SR45 million.

With effect from the 1st April 2014 the public service adopted a new salary table by virtue of the Public Service Act, 2013 (No. 25) that included constitutional posts. The Act provides for a uniform salary structure. The new salary structure superseded the wage grid that was in use from up to 31st March 2014. The wage grid provided for salary increase from January 2014 at the following rates:-

SG1-SG4	20%
SG5-SG8	15%
SG9-SG12	10%

The introduction of the new salary table took into consideration the earlier increases referred to above and did not result in any employee being worse off in terms of their current salary level.

This is a leading type of pay structure which uses a tightly constructed grid to ensure that each job is compensated according to the jobs above and below in a hierarchy.

4. Consideration underlying the Current Review

In conducting the review, the Committee has been guided by its terms of reference and input from members. Basically the conclusion is that the core of the precepts which we identified namely-

- build on the premise laid down in the salary table and existing schemes of service to provide appropriate levels of remuneration to attract, recruit, motivate and retain persons of suitable competence, experience, knowledge, skills and personal attributes to fill positions of responsibility and trust;
- factors to determine a fair pay rise such as cost of living, productivity, ability to pay, comparative salary taking into consideration the market value factor
- the Committee is guided in its deliberations by the state of the country's economy.

4.1 Changes in the Cost of Living

In order to determine the change in the value of salaries in real terms since the last general review, the Committee examined the rise in the cost of living over the period. Data from the National Bureau of Statistics show the inflation rate year on year to be 4.9% in 2018

The five- year trend is shown at appendix III

The current Consumer Price Index is based on the Household Budget Survey carried out in 2013. The Committee discussed with the Chief Executive Officer, National Bureau of Statistics about the review of the weighting in respect of food items. It was noted that a new household survey has already started and is ongoing which may give an updated picture of spending pattern to allay the perception of members of the public of a higher rate of inflation than reported in the Consumer Price Index. The Committee recommended that as means to reduce the rising cost of living measures should be taken to regulate rent that private sector charges.

4.1.1 Inflation targeting

It is of concern that inflation is continuously increasing and there is a need for inflation targeting to be part of the monetary policy of the Central Bank of Seychelles. Basically to control the general rise in the price level. In this framework the Central Bank estimates and makes public a projected or "target" inflation rate and then attempts to direct actual inflation towards the target, using such mechanisms as interest rate changes.

4.1.2 Recommended increase in salaries and the cost

The Committee recommended an increase of salaries of 5%. This takes into account the salient efforts which are being made to increase salaries outside the salary pay structure referred to in paragraph 5 on page 7.

A higher increase will be difficult to sustain based on input from the Ministry of Finance Trade, Investment and Economic Planning. The cost of the recommended increase has been estimated at **SR59,678,285**.

5. Salary Review

5.1 Salary Table (First Schedule of the Public Service Salary Act)

The revised salary table to replace the first schedule is submitted at appendix one. The table has been increased by 5% from band one to band 20.

5.2 Salary increment/progression

Salary progression from Band1 to Band 4 of the current Public Service Salary Table steps 1 to 15 carries an incremental progression of SR53, SR60, SR68, S80 and SR 91 at the end of Band 4. However such an increase particularly from Band 1 to Band 3 is considered to be low and not realistic in view of current cost of living and the value of rupee. It is therefore proposed that the increase from band 1 to band 4, step 1 to step 15 should be by SR100.

5.3 Indexation of Salaries

Indexation of salaries to the consumer price index in several countries is a means to compensate for past inflation and give salaries their real value. It is also application to the review of pensions.

The Committee recommended that the salaries should be indexed to the Consumer Price Index on an annual basis subject to a maximum of 5% as is currently the case with the SPF pensions and salaries in several countries.

5.4 Low wage earners

Given the constant increase in the cost of living, it is important to ascertain how low wage earners drawing less than SR10,000 per month are coping although there is concern that they are actually struggling to make ends meet including those who are single parents.

The statistics obtained from the Agency for Welfare Projection show the following income cohort to be receiving welfare assistance:

Total	0 - 5,000	5,001 - 8,000	8,001 - 10,000	10,001 - 15,000	15,001 - 20,000	20,000 +
8932	5602	2155	610	464	80	21

The level of subsistence varies from SR1, 550 to SR3,945 per month.

This is in addition to assistance provided in respect of day care, subsidized bus fare for their children and bursary allowance to 1, 471 post-secondary students.

In our meeting with the Chief Executive Officer of the Agency for Social Protection the Committee was given to understand that assistance is available to those in need and amounts payable are reviewed on a regular basis with reference to the Consumer Price Index.

Basically low wage earners are provided with welfare assistance to reduce the incidence of poverty or basically to make ends meet.

6. Salient efforts made to increase salaries outside the salary pay structure

6.1 Reduction of Personal Income Tax

In July 2016, the law was amended to ensure that all employees who earned less than SR8, 555.50 should be exempted from paying Income Tax. The Government is to maintain the Tax-Free threshold at SR 8,555.50cts. The new rates for Seychellois are to be as follows:

- Tax Free threshold of SR 8,555.50cts
- The difference from SR 8,555.51 to SR 10,000 will pay 15%
- The difference from SR 10,001 to SR 83,333 will pay 20%
- Above SR 83,333 will pay 30%

The rate of 30% is being proposed to align it with the Business Tax rates.

In the third phase of the Progressive Income Tax implementation from June 2018, the Government is to forego another SR 150 million annually in revenue or SR 75 million for half yearly. All employees earning less than SR 35,667 would see a reduction in income tax currently being paid. When the reform on Progressive Income Tax is completed, it is estimated that 98% of Seychellois employees are to benefit with the tax reform.

Salary Scale (SR)	Effective Tax Rate	Tax Benefit
10,000	2%	1,283
15,000	8%	1,033
25,000	13%	583
40,000	16%	(217) (more)
50,000	16%	(717) (more)

6.2 Compensation for long service employers

The Government intends to re-look on how it can compensate the long service employees through a monthly remuneration.

Payment will be a monthly allowance for all Non-Public Service Commission (PSC) contract employees with more than 5 years, 10 years, 15 years or more years of service. This allowance will be revised every 5 years in service and will be paid monthly from January 2019.

However, it would be fair to give employees the choice of opting for the monthly payment or the lump sum on completion of the respective years of service.

7. Salary of returning and new graduates

What makes a professional career in public service so unique is the emphasis on tackling the challenging issues that define the public agenda and call for talented individuals to devote their efforts to finding solutions.

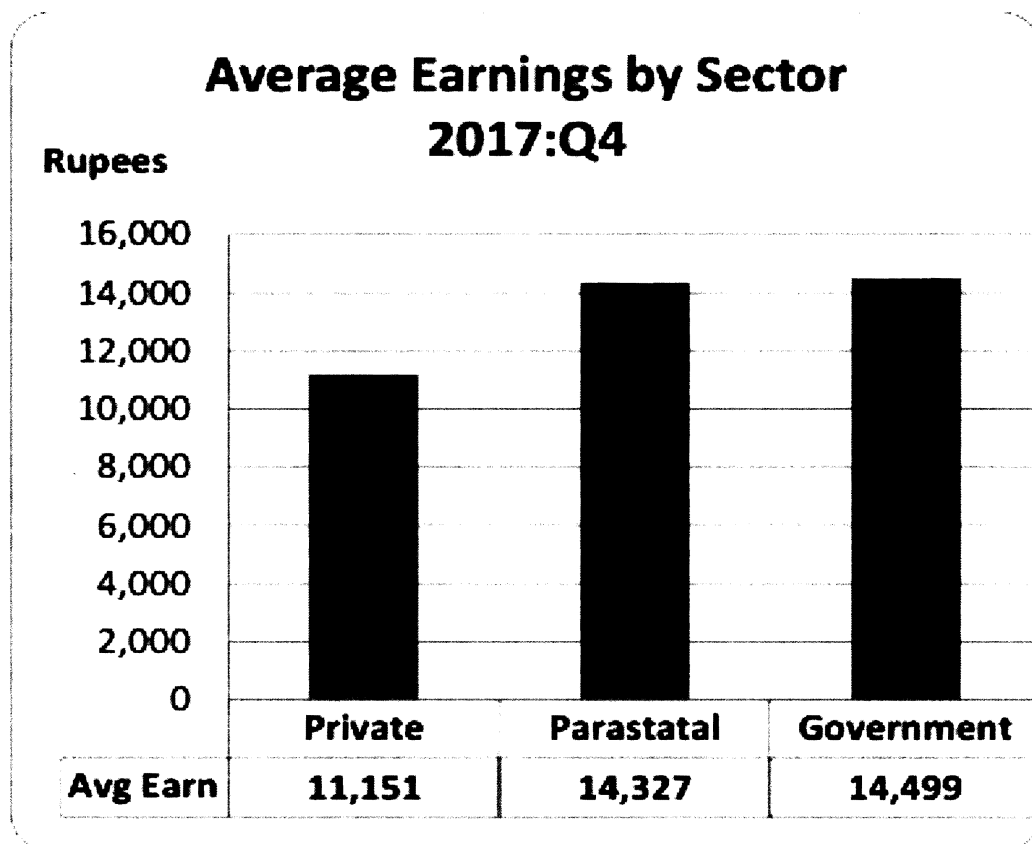
The salary of returning graduates or new graduates is important to attracting talents in the public service.

The private sector has recognized the need to attract the right graduates to assist them to implement their business plan. Currently the pay level in private sector with graduates schemes vary from SR15, 000 to SR19, 000 per month. The Government is paying SR12, 050 including a housing allowance which is taxable if included as salary. There is a need to relook at the minimum pay for new graduates and provide them with a tax free housing allowance. This is important for the public service to be able to attract the best in the age of the new public sector.

Members discussed the current housing allowance of SR 4, 000 per month and noted that in view of the monthly house rental of between SR12, 000 and SR15, 000 per month on the market, it is obvious that the allowance is on the low side and should be reviewed. Moreover with the current construction cost to build a two or three bedroom house of over SR1.2m and with their current monthly salary it is difficult to take and repay such a loan.

8. Comparison of earnings

The availability of data on earnings in the private sector is limited in order to compare with earnings in the public service. However, from the information available from NSB as per the graph below the average earnings in the public sector is still higher.



However, it is noted that earnings in the private sector in financial and insurance activities and Information Communication (ICT) are higher than in Public Service or Parastatal Organisations and the lowest paid by category industry is the construction and manufacturing. Earnings at management level in Commercial Parastatals are higher than in the Public Service.

Obviously there is a need for a study of earnings in the private sector which can be used in the revision of schemes of service and for future review of salaries.

9. Schemes of Service

A scheme of service is a document prescribed in accordance with regulations of the Department of Public Administration. It specifies the duties, qualifications, competencies, skills and experience required of a job holder or prospective job holder as well as the duties and responsibilities of a job. The mode of recruitment/appointment as well as the salary attached to the post is also specified.

A scheme of service should, first and foremost, aim at attracting candidates with the right profile in terms of appropriate qualifications, skills and competencies to fulfill job requirements and achievement of organizational objectives.

A scheme of service is also valuable for:

- job evaluation;
- providing employees with a better understanding of their duties, roles and responsibilities as well as the performance expected from them;
- helping in determining training and development needs of employees; and
- assisting in the development of employees to assume higher responsibilities.
- salary progression

The Committee noted that in the public sector there are over 216 schemes of service which have been developed and are in force to date. They are categorized as Common Cadre Schemes and Specialist Schemes, and for public service employees without a scheme, new schemes and frameworks are being developed. This is an enormous amount of schemes for a small island public service of approximately 9998. Research on practices around the globe has been undertaken and in Singapore the Public Service is comprised of around 85,000 officers in the Ministries alone and have only two (2) schemes of service: one for **university graduates with first degrees and above, and another for diploma and certificate holders ('A' Levels, 'O' Levels, Diploma, GCE, Certificates) and once entering with an academic qualification progression can be considered on years of experience.** The Singapore model can be studied and adapted to the Seychelles environment.

The Committee therefore recommends that the Government:

- Revises, standardizes and consolidate all schemes of service to obtain schemes that allow for easy rotation of a given professional (e.g. economist) across government and facilitate transfers.
- Studies, learns and adapts the Singapore experience of schemes where possible to make for a more equitable remuneration of professionals.

The revision of schemes of service once streamlined and reduced should be reviewed every three years.

10. Streamlining of Government

The public service was streamlined in 2008 with the voluntary departure retirement programme. However, over the years the number of employees in the parastatal sector and government has gradually increased as per the table below

Sector	2014	2015	2016	2017
Parastatal	5519	6136	7367	7562
Government	9302	9328	9105	9998

On the government side it is an increase of 696 employees from 2014 to 2017.

The wage bills for the last five years as shown below are increasing

Year	Actual- Wages	% Increase/ (Decrease)
2014	1,288,199.00	
2015	1,740,641.00	35%
2016	1,960,336.00	13%
2017	2,075,740.00	6%
2018	2,419,385.00 (est)	17%

The national budget is made up of 28% of the total expenditure and net lending.

A prominent principle of public administration has been economy and efficiency, that is, the provision of public services at the minimum cost. This has usually been the stated objective of administrative reform. However, no matter the efforts of the Department of Public

Administration and the Ministry of Finance, Trade Investment and Economic Planning to put budgetary discipline, Ministries, Departments and Agencies find loop holes.

When posts are refused they place people on a Consultancy, a service agreement or a fixed term contract and these are paid out of goods and services. This method does not portray an increase in the number of people employed in government but does inflate the budget and gives a wrong impression on how many people in one way or another are actually working in the public service. It is therefore recommended that the Government:

- Sets up definitions and criteria of when and how consultancies, service agreements and fixed term contracts are to be used;
- The use of these employment methods are not delegated and permission needs to be sought from the Ministry of Finance, Trade, Investment and Economic Planning ;
- A Committee screens all requests for approval or rejection

The private sector as the largest sector employed 30,630 employees as at the end of the year 2017.

While the Government is under mounting pressure to deliver a multitude of quality services and facilities, it is important that the current strategy be revisited with the aim of having a slim and effective government.

According to the Formal Employment and Earning Statistical Bulletin released on the 29th March 2018 the number of staff employed by the government sector increased by 9.9% and there was an increase of 2.7% in the parastatal sector.

However, currently there are certain initiatives that the Government has begun and the Committee supports a shift to a smaller, more flexible and better networked public service to enhance professionalism and efficiency in the Public Service.

With the employment market becoming competitive employers need to offer their employees something that their competitors are not. Consider this a unique employment edge where employers offer a flexible range of both financial and nonfinancial benefits to employees.

The remuneration system in the public service serves many purposes; these are often summarized as “the need to attract, retain and motivate employees.” But it is also broader than this: the total reward structure involves base pay, performance-based pay, and the employer provided benefits. These are factors that can have a direct impact on employee productivity and morale; for this reason, the design of a total reward structure must be consistent with the management philosophy and values of the service, and deliberately support its objectives. Another important aspect of reward is to link it with performance.

Remuneration planning is really concerned with employing and retaining valued employees and in such a way that motivates and encourages them to achieve their goals as well as those of the organization to recognize their role.

Effective remuneration planning is therefore not just about paying employees but is also concerned about rewarding employees.

The Committee noted that the intended reform of the Public Service being proposed by the Government through the Department of Public Administration including its performance, size, structure, a sustainable wage bill and pay with the aim of institutionalizing performance management and improvement in the Public Service.

The Government needs to pursue necessary reforms in the Executive aimed at entrenching professionalism in the public service. The Committee commends Government's effort to establish a Results-based Management (RBM) framework in which resources, activities, and results can be linked transparently across the Government. It is therefore recommended that the, Government:

- **In the implementation of the Policy on Integrated Results-Based Management the Government sees to the funding of Pillar 3, performance management, in order to institute measures to account for performance by public service workers and mechanisms to improve the work culture in the public service.**
- Develops an incentives framework to elevate public service performance and a monitoring tool to track implementation to help facilitate the move from compliance to performance.
- Enhances the role of the Department of Public Administration through institutional strengthening to expand its mandate to include performance monitoring and compliance.
- Provides tailored support to the HR Forum on change management and to help conceptualize the design of tools, sensitize and familiarize staff and help facilitate the timely roll-out of performance management.
- Service/Sector in terms of wage bill and cost increase over the years the current strategy should be revised with the aim of having a slim and effective government including at senior management level which is more flexible and have better networked public service to enhance professionalism and efficiency in Government as per the following recommendations that Government:
- Continues with the exercise of streamlining the Executive including at senior level, and ensure that the recommendations emanating from the exercise are taken seriously and implemented.
- Ensures that the exercise eliminates duplication; consolidates portfolios; centralizes certain functions to make them more cost effective and removes functions that fall outside the scope of government – extend this exercise to all public bodies.

- Guarantees a more meaningful approach to such reforms by: eliminating unnecessary posts; delete certain unfilled positions; multitask public officials where possible, and ensure that the right people with the right skills are employed in the right posts.

11. Conclusion

The rationale in respect of the salary review is to ensure that the salaries are fair and equitable and sufficient to attract and retain qualified individuals. The proposed increased although 5% is basically what the economy can sustain and based on the increase in inflation. It is near in line with the recent increase in universal pension and the minimum wage.

It is important to ensure that domestic price stability is maintained and it is noted that the Central Bank of Seychelles has decided to tighten monetary policy for the second quarter of 2018 in light of expected rise in inflationary pressures in the short to medium term. However, it is felt that every effort should be made to find ways and means to reduce the cost of living.

The review covers the basic pay structure. Review of respective schemes of service is not within the mandate of the Committee as advised by the Department of Public Administration. However, since they provide an important incentive, the review of schemes should be streamlined and undertaken every three years.

In fact, the indexation of public sector salaries to inflation is a practice which prevails in several countries to compensate for past inflation and give salaries their real value.

The Committee has the pleasure in submitting the recommendations and feels that they should be given careful consideration for implementation.

Willy Confait Chairman	Errol Dias Member
Damien Thesee Member	Yvonja Richardson Member
Helene Maiche Member	Sitna Cesar Member
Gafoor Yakub Member	

Appendices –

- (i) Public Service Salary Table
- (ii) Public Service Salary Table - Band 1 to Band 4
- (iii) 5 year-12month average inflation rate

Existing Salary Table increased by
Table 1 5%

BAND	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Band 20	85,706	86,525	87,351	88,185	89,026	89,876	90,734	91,601	92,475	93,358	94,249	95,149	96,058	96,975	97,901
Band 19	74,321	75,031	75,747	76,470	77,200	77,937	78,682	79,433	80,191	80,957	81,730	82,510	83,298	84,093	84,896
Band 18	64,449	65,064	65,685	66,312	66,945	67,584	68,230	68,881	69,539	70,203	70,873	71,549	72,233	72,922	73,618
Band 17	55,887	56,421	56,960	57,503	58,052	58,607	59,166	59,731	60,301	60,877	61,458	62,045	62,637	63,235	63,839
Band 16	48,463	48,926	49,393	49,865	50,341	50,822	51,307	51,797	52,291	52,790	53,294	53,803	54,317	54,835	55,359
Band 15	42,026	42,427	42,832	43,241	43,654	44,070	44,491	44,916	45,345	45,778	46,215	46,656	47,101	47,551	48,005
Band 14	36,443	36,791	37,142	37,497	37,855	38,216	38,581	38,949	39,321	39,697	40,076	40,458	40,845	41,235	41,628
Band 13	31,602	31,904	32,208	32,516	32,826	33,140	33,456	33,776	34,098	34,424	34,752	35,084	35,419	35,757	36,098
Band 12	27,404	27,666	27,930	28,197	28,466	28,738	29,012	29,289	29,568	29,851	30,136	30,423	30,714	31,007	31,303
Band 11	23,764	23,991	24,220	24,451	24,684	24,920	25,158	25,398	25,641	25,885	26,133	26,382	26,634	26,888	27,145
Band 10	20,607	20,804	21,002	21,203	21,405	21,610	21,816	22,024	22,235	22,447	22,661	22,878	23,096	23,317	23,539
Band 9	17,870	18,040	18,213	18,386	18,562	18,739	18,918	19,099	19,281	19,465	19,651	19,839	20,028	20,219	20,412
Band 8	15,496	15,644	15,793	15,944	16,096	16,250	16,405	16,562	16,720	16,879	17,041	17,203	17,368	17,533	17,701
Band 7	13,437	13,566	13,695	13,826	13,958	14,091	14,226	14,362	14,499	14,637	14,777	14,918	15,060	15,204	15,349
Band 6	11,652	11,764	11,876	11,989	12,104	12,219	12,336	12,454	12,573	12,693	12,814	12,936	13,060	13,185	13,310
Band 5	10,105	10,201	10,298	10,397	10,496	10,596	10,697	10,800	10,903	11,007	11,112	11,218	11,325	11,433	11,542
Band 4	8,762	8,846	8,930	9,016	9,102	9,189	9,276	9,365	9,454	9,545	9,636	9,728	9,821	9,914	10,009
Band 3	7,598	7,671	7,744	7,818	7,893	7,968	8,044	8,121	8,198	8,277	8,356	8,436	8,516	8,597	8,679
Band 2	6,589	6,652	6,715	6,780	6,844	6,910	6,976	7,042	7,109	7,177	7,246	7,315	7,385	7,455	7,527
Band 1	5,714	5,768	5,823	5,879	5,935	5,992	6,049	6,107	6,165	6,224	6,283	6,343	6,404	6,465	6,527
Minimum Wage	4,571														

Table 2

Existing Band 1 step 1 increased by 5% and all the steps that followed up to B4 Step 15 have been topped up by SR100/-

Band 4	10,214	10,314	10,414	10,514	10,614	10,714	10,814	10,914	11,014	11,114	11,214	11,314	11,414	11,514	11,614
Band 3	8,714	8,814	8,914	9,014	9,114	9,214	9,314	9,414	9,514	9,614	9,714	9,814	9,914	10,014	10,114
Band 2	7,214	7,314	7,414	7,514	7,614	7,714	7,814	7,914	8,014	8,114	8,214	8,314	8,414	8,514	8,614
Band 1	5,714	5,814	5,914	6,014	6,114	6,214	6,314	6,414	6,514	6,614	6,714	6,814	6,914	7,014	7,114

5 year past inflation rates

12 month average	Inflation rate
2013 (as at December)	4.3%
2014 (as at December)	1.4%
2015 (as at December)	4.0%
2016 (as at December)	-1.0%
2017 (as at December)	2.9%
March 2018 (as at December)	3.6%

*Source: Central Bank of Seychelles website

5 YEAR -12 MONTH AVERAGE INFLATION RATE

