

Rank and file

6.37 The rank and file of the Customs and Excise Service have asked that the pay scales of the Customs Officer grade be reconstructed in line with that of other disciplined services. This request has been met in large part by our proposal that all the disciplined services should be paid from a consolidated disciplined services pay scale. Our recommended pay scales for the rank and file in the Customs and Excise Service are also identical with those for the Fire Services and Prisons Service.

6.38 Our proposed pay scales for the rank and file are :

	<u>Existing</u>	<u>Proposed</u>	<u>Long Service Increment</u>
Customs Officer	CE 1-15	DPS (R) 5-19	20, 21
Senior Customs Officer	CE 16-24	DPS (R) 20-28	-
Chief Customs Officer	CE 25-29	DPS (R) 29-33	-

Officer ranks

6.39 The associations representing officer ranks in the Customs and Excise Service have called for the amalgamation of some of their ranks. We have been unable to agree to this request since we consider there are clear functional differences between the various ranks. We have revised the pay scale for the rank of Inspector of Customs and Excise and Senior Inspector of Customs and Excise to bring them into line with our proposals for comparable ranks in other disciplined services.

6.40 Our proposed pay scales for the officer ranks are :

	<u>Existing</u>	<u>Proposed</u>
Inspector	MPS 17-30	DPS (O) 6-18
Senior Inspector	MPS 32-36	DPS (O) 19-23
Assistant Superintendent	MPS 38-42	DPS (O) 24-28
Superintendent	MPS 43-45	DPS (O) 29-31
Senior Superintendent	MPS 46-48	DPS (O) 32-34

/ Prisons

Prisons Service

6.41 The duties of the Prisons Service can be tedious, depressing and disruptive to normal family life. We have taken this into account along with the other factors generally applicable to other disciplined services.

Rank and file

6.42 The rank and file of the Prisons Service is composed of only two ranks : Assistant Officer I and II. There appears to be a difference of opinion as to whether or not the rank of Assistant Officer I is functional or non-functional, but the number of posts is certainly established on a ratio basis. Assistant Officers I/II also enjoy a more favourable incremental progression than the other services. We consider this situation unsatisfactory and it is a cause for resentment among the rank and file of the other services.

6.43 While the question of incremental progression is resolved by the introduction of a disciplined services pay scale we have been unable, in the time available, to consider fully the existing rank structure. We therefore propose that no change should be made to this structure insofar as serving officers in these two ranks are concerned who should also retain their existing promotion rights. New Assistant Officer II appointees should not, however, have the right to promotion to Assistant Officer I pending the outcome of a review. We believe it should be possible to provide "non-commissioned" ranks within the Prisons Service in the same manner as those in the other disciplined services.

6.44 Our proposed pay scales for the rank and file are :

	<u>Existing</u>	<u>Proposed</u>	<u>Long Service Increment</u>
Assistant Officer II	PR 1-12	DPS(R) 5-19	20, 21
Assistant Officer I	PR 13-20	DPS(R) 20-33	-

The Instructor (Prisons) grade is linked to the Assistant Officers' scales. We recommend that this relationship should be maintained and the pay scale should be from the fifth point of the Assistant Officer II scale to the second point in the Assistant Officer I's scale.

/ Officer

Officer ranks

6.45 Although there is a retention problem with new officer appointees and it has been suggested that the officer ranks in the Prisons Service should be restructured, we do not propose any changes in the structure in this review. We consider that our proposed pay scales reflect adequately the duties and responsibilities carried out by the officer ranks in the Prisons Service and it seems possible that some of these duties and responsibilities could be carried out by the creation of suitable "non-commissioned" ranks in the rank and file as suggested in paragraph 6.43.

6.46 Our proposed pay scales for the officer ranks are :

	<u>Existing</u>	<u>Proposed</u>
Officer	MPS 18-31	DPS (O) 6-18
Principal Officer	MPS 32-37	DPS (O) 19-23
Chief Officer	MPS 38-42	DPS (O) 24-28
Superintendent	MPS 43-45	DPS (O) 29-31
Senior Superintendent	MPS 46-48	DPS (O) 32-34

The pay for the Industrial Officer (Prisons) grade should continue to be linked to that of the Officer grade.

Immigration Service

6.47 Members of the Immigration Service are the first representatives of the Hong Kong community met by most visitors and they are therefore responsible for the first impressions received of the territory. However, while in no way undervaluing the importance of the Immigration Service, its duties and responsibilities are less complex than those of the other disciplined services and the factors justifying special treatment of the disciplined services have a more limited application.

Rank and file

6.48 We recommend that the Immigration Assistant grade should retain its existing pay relativity with the rank and file of the other services.

6.49 Our proposed pay scales for the rank and file are :

	<u>Existing</u>	<u>Proposed</u>	<u>Long Service Increment</u>
Immigration Assistant	IM 1-13	DPS(R) 1-13	14, 15
Senior Immigration Assistant	IM 14-21	DPS(R) 14-21	-

Officer ranks

6.50 It has been represented to us that the Assistant Immigration Officer and Immigration Officer ranks should be combined. We believe however that there are functional differences between Immigration Officers and Assistant Immigration Officers and because the work of the latter is relatively routine, and the supervisory responsibility required is considerably less than that of either the Immigration Officer rank or of junior officer ranks in the other disciplined services, we do not consider a merging of the ranks to be justified.

6.51 Our proposed pay scales for the officer ranks are :

	<u>Existing</u>	<u>Proposed</u>
Assistant Immigration Officer	MPS 13-24	DPS(O) 1-11
Immigration Officer	MPS 25-31	DPS(O) 12-18
Senior Immigration Officer	MPS 32-37	DPS(O) 19-23
Chief Immigration Officer	MPS 38-42	DPS(O) 24-28
Assistant Principal Immigration Officer	MPS 43-45	DPS(O) 29-31
Principal Immigration Officer	MPS 46-48	DPS(O) 32-34

General

Representations

6.52 The heads of the disciplined services, the various staff associations and the joint staff consultative councils

/ have

have all made representations to us. These representations range from requests for consideration of the special nature of their work in determining their pay to proposals for improved rank structures and pay scales. We have carefully examined all these submissions before arriving at the conclusions contained in this chapter.

Conversion arrangements

6.53 The introduction of our Disciplined Services Pay Scale involves special conversion arrangements. If our recommendations are accepted appropriate tables should be prepared.

Overlaps

6.54 In all the disciplined services the scales for the rank and file overlap those of the officer ranks. We consider this both acceptable and desirable in view of the structure of disciplined services. Clearly the experienced senior non-commissioned officer is of greater immediate value than the newly recruited inexperienced officer. In the case of the Police and Fire Services there may be grounds for increasing the degree of overlap but we consider this requires further examination to be undertaken during a future review.

Future organisation

6.55 The recognition of the disciplined services as a special group also imposes an obligation on them to provide the public with the best possible service. We consider, therefore, that our proposals warrant an examination of the organisation, manpower and deployment of these services with a view to improving efficiency. We trust that those responsible will conduct such an examination at an early date.

Proposed Disciplined Services Pay Scale (Rank and File)
DPS (R)

<u>Point</u>	<u>\$</u>
37	4050
36	3950
35	3850
34	3750
33	3650
32	3550
31	3450
30	3350
29	3250
28	3150
27	3050
26	2950
25	2850
24	2780
23	2710
22	2640
21	2570
20	2500
19	2440
18	2380
17	2320
16	2260
15	2200
14	2140
13	2080
12	2020
11	1960
10	1900
9	1840
8	1780
7	1720
6	1660
5	1610
4	1560
3	1510
2	1460
1	1410

TABLE C

Proposed Disciplined Services Pay Scale (Officer)
DPS(O)

<u>Point</u>	<u>\$</u>
34	11200
33	10800
32	10400
31	10000
30	9600
29	9200
28	8850
27	8500
26	8150
25	7850
24	7550
23	7250
22	7000
21	6750
20	6500
19	6250
18	6000
17	5750
16	5500
15	5250
14	5000
13	4750
12	4500
11	4250
10	4050
9	3850
8	3650
7	3450
6	3250
5	3050
4	2850
3	2710
2	2570
1	2440

Note: For Private Tenancy Allowance purposes Point 24 should be regarded as the equivalent of Point 38 on the Master Pay Scale.