

We have shortened the pay scale for the student rank to reflect more accurately the training period and we have also reduced the maximum but increased the minimum pay for the first functional rank to bring it into line with the pay structure of other grades with student ranks. For the same reasons, the pay scales for the second and third functional ranks have been adjusted. The proposed pay scales are as follows :

	<u>Existing</u>	<u>Proposed</u>
Student Printing Officer	5 - 10	5 - 7
Printing Officer	13 - 24	16 - 23
Senior Printing Officer	25 - 30	24 - 31
Chief Printing Officer	31 - 36	32 - 37
Printing Superintendent	38 - 45	38 - 45
Senior Printing Superintendent	46 - 48	46 - 48

10.20 Scientific Assistant

Student Scientific Assistants are required to undergo training for two to three years before being appointed to the functional rank of Scientific Assistant. They are employed exclusively in the Royal Observatory and are liable to work shifts.

The proposed pay scales are adjusted to take account of the shift element and are in line with other grades whose student ranks require two to three years' training.

	<u>Existing</u>	<u>Proposed</u>
Student Scientific Assistant	6 - 9	6 - 8
Scientific Assistant	17 - 25	17 - 24
Senior Scientific Assistant	26 - 31	25 - 32
Chief Scientific Assistant	32 - 34	33 - 37

10.21 Agricultural Laboratory Technician  
Fisheries Laboratory Technician  
Veterinary Laboratory Technician  
Veterinary Technologist

These grades are all employed in the Agriculture and Fisheries Department. The pay scales are adjusted in line with other grades requiring three years' training. We recommend that Veterinary Technologist should be a promotion rank for Veterinary Laboratory Technicians with the necessary qualifications.

	<u>Existing</u>	<u>Proposed</u>
Student Agricultural Laboratory Technician	5 - 8	5 - 7
Agricultural Laboratory Technician II	17 - 24	17 - 24
Agricultural Laboratory Technician I	25 - 29	25 - 31
Student Fisheries Laboratory Technician	5 - 8	5 - 7
Fisheries Laboratory Technician II	17 - 24	17 - 24
Fisheries Laboratory Technician I	25 - 29	25 - 31
Student Veterinary Laboratory Technician	5 - 8	5 - 7
Veterinary Laboratory Technician II	17 - 24	17 - 24
Veterinary Laboratory Technician I	25 - 29	25 - 31
Veterinary Technologist	25 - 35	32 - 37

10.22 Dental Technician  
Dental Technologist

Staff represent that there is a high wastage rate but we have found no evidence to support this contention. They also claim that their promotion prospects are very limited but, following the creation of the Dental Technician I rank and the Senior Dental Technologist rank in June 1979, their promotion prospects compare very favourably with many

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other grades. We note that since June 1979, the rank of Dental Technologist has been a promotion rank for a Dental Technician I who has the necessary qualifications, and our proposed scales therefore treat the Technologist ranks as the senior ranks of the Dental Technician grade.

	<u>Existing</u>	<u>Proposed</u>
Student Dental Technician	5 - 7	5 - 7
Dental Technician II	17 - 24	17 - 24
Dental Technician I	25 - 29	25 - 31
Dental Technologist	30 - 35	32 - 37
Senior Dental Technologist	36 - 42	38 - 42

#### 10.23 Dental Therapist

The pay scales for the first two ranks are already in line with other grades in the group. The pay scale for the Tutor Dental Therapist is adjusted in line with other tutor ranks.

	<u>Existing</u>	<u>Proposed</u>
Student Dental Therapist	5 - 7	5 - 7
Dental Therapist	17 - 24	17 - 24
Tutor Dental Therapist	32 - 36	32 - 37

#### 10.24 Dispenser

Dispensers compare their work with that of Pharmacists. As Pharmacists are required to have different training and higher qualifications than Dispensers, we cannot accept this comparison.

The scale for the Dispenser grade is directly related to other grades requiring similar qualifications and training. We therefore recommend that the scales for the student and first functional ranks remain unchanged while the scales for the higher ranks be improved in line with our proposals for similarly structured grades.

	<u>Existing</u>	<u>Proposed</u>
Student Dispenser	5 - 7	5 - 7
Dispenser	17 - 24	17 - 24
Senior Dispenser	25 - 30	25 - 31
Chief Dispenser	31 - 35	32 - 37

/ 10.25 Laboratory.....

10.25 Laboratory Assistant

Staff of this grade, employed in the Government Laboratory, represent that their duties and responsibilities are more demanding than those of other Laboratory Assistants. They maintain that a higher level of skill is required and thus the educational qualifications for entry to the student rank should be raised, and that a Laboratory Technologist grade should be created for staff with Associate Membership of the Institute of Science Technologists.

While we accept that differences in job content exist among various Laboratory Assistant grades we do not consider those differences sufficient to justify disturbing the present relativity among the grades. Similarly, we have seen no evidence to suggest that the present entry qualifications are inadequate. The question of the creation of a Technologist grade requires further examination but our preliminary view is that the availability of Chemists within the Government Laboratory makes the creation of a higher rank difficult to justify.

We recommend that the pay scales for the grade be undisturbed except for that of Senior Laboratory Assistant, the maximum of which has been brought into line with other comparable ranks.

	<u>Existing</u>	<u>Proposed</u>
Student Laboratory Assistant	5 - 7	5 - 7
Laboratory Assistant	17 - 24	17 - 24
Senior Laboratory Assistant	25 - 29	25 - 31

10.26 Laboratory Assistant (Public Works Department)

Staff consider that in view of the similarity in entry qualifications and length of training between themselves and the Technical and Survey Officers, their pay and grade structures should also be similar. However, in our view, they are more appropriately aligned with other laboratory staff and our proposed pay scales reflect this.

	<u>Existing</u>	<u>Proposed</u>
Student Laboratory Assistant (PWD)	5 - 8	5 - 7
Laboratory Assistant (PWD)	17 - 24	17 - 24
Senior Laboratory Assistant (PWD)	25 - 29	25 - 31

/ 10.27 Laboratory.....

10.27 Laboratory Technician

Staff of this grade who work in the Education Department have represented that the existing ranks of Laboratory Technician II and Laboratory Technician I should be amalgamated and that the entry qualifications should be raised. Staff also propose the creation of more posts at the Senior Laboratory Technician level. We do not favour the amalgamation of Laboratory Technician II and Laboratory Technician I as there is a clear functional difference between them, nor is there any convincing evidence to suggest that the present entry qualification is inadequate.

The pay scales for the first three ranks have been brought into line with those of comparable grades. The Senior Laboratory Technician rank is currently unoccupied and it is doubtful whether there is any functional requirement for it. For this reason we have not proposed any amendment to the existing pay scale pending an examination of the need for the post.

	<u>Existing</u>	<u>Proposed</u>
Laboratory Technician III	5 - 8	5 - 7
Laboratory Technician II	17 - 24	17 - 24
Laboratory Technician I	25 - 29	25 - 31
Senior Laboratory Technician	29 - 31	-

10.28 Medical Laboratory Technician  
Medical Technologist

One of the staff's proposals is to provide for direct promotion to Medical Technologist from Medical Laboratory Technician. The appointment to Medical Technologist requires Associate Membership of the Institute of Medical Laboratory Sciences, and Medical Laboratory Technicians on obtaining this qualification are already eligible for advancement to the Technologist rank. Staff have also represented that the Medical Laboratory Technician II and Medical Laboratory Technician I ranks should be merged but a review carried out in 1978 indicated that there was a clear functional difference between the two ranks. Our comment regarding the relationship between the Dental Technicians and Dental Technologists applies equally to this grade.

The pay scales are adjusted in line with other grades with student ranks requiring three years' training.

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	<u>Existing</u>	<u>Proposed</u>
Student Medical Laboratory Technician	5 - 7	5 - 7
Medical Laboratory Technician II	17 - 24	17 - 24
Medical Laboratory Technician I	25 - 29	25 - 31
Medical Technologist	30 - 35	32 - 37
Senior Medical Technologist	36 - 42	38 - 42
Chief Medical Technologist	43 - 45	43 - 45

10.29 Mould Laboratory Technician

The staff of this grade contend that they should have parity with Radiographers as their duties are performed by Radiographers in the United Kingdom. We do not consider this relevant to setting the pay scale of this grade which we have aligned with other Laboratory Technician grades.

	<u>Existing</u>	<u>Proposed</u>
Student Mould Laboratory Technician	5 - 7	5 - 7
Mould Laboratory Technician	17 - 24	17 - 24
Senior Mould Laboratory Technician	25 - 29	25 - 31

10.30 Pest Control Assistant

The pay scale for the student rank has been reduced to reflect the required period of training.

	<u>Existing</u>	<u>Proposed</u>
Student Pest Control Assistant	5 - 8	5 - 7
Pest Control Assistant II	17 - 24	17 - 24

/ 10.31 Physiotherapist.....

10.31 Physiotherapist

The staff request a restructuring of the grade in line with Radiographer. However we have already drawn attention to the fact that we consider the merging of the Radiographer II and I ranks to have been incorrect. The proposed scales are therefore in line with those of other student grades requiring three years' training. The existing ranks of Student Physiotherapist, Physiotherapist II and Physiotherapist I form a combined establishment, a situation which we consider does not reflect functional differences. We accept that combined establishments of student ranks and first functional ranks are necessary in order to provide immediate postings for students who have successfully completed their training but we consider the Physiotherapist I rank should be functionalised with appropriate duties assigned to it.

There is at present a rank of Tutor Physiotherapist. To permit flexibility of staff deployment and to improve career prospects, this should be replaced by appropriate ranks and posts in the grade. Tutoring can then be undertaken by any of the senior staff in the grade.

	<u>Existing</u>	<u>Proposed</u>
Student Physiotherapist	5 - 7	5 - 7
Physiotherapist II	17 - 24	17 - 24
Physiotherapist I	25 - 35	25 - 37
Tutor Physiotherapist	37 - 40	-
Senior Physiotherapist	37 - 40	38 - 42
Superintendent Physiotherapist	41 - 42	43 - 45

10.32 Prosthetist

As with Physiotherapists, Prosthetists request a restructuring of the grade in line with Radiographers. Our remarks concerning the Physiotherapist grade apply equally to Prosthetists.

	<u>Existing</u>	<u>Proposed</u>
Student Prosthetist	5 - 7	5 - 7
Prosthetist II	17 - 24	17 - 24
Prosthetist I	25 - 35	25 - 37
Senior Prosthetist	37 - 40	38 - 42

/ 10.33 Radiographer.....

10.33 Radiographer

We have already explained in the introduction to this chapter why we consider the merging of the Radiographer II and I ranks with a single through scale to have been incorrect. Our proposals therefore provide for a return to the pre-1978 structure.

The staff have proposed dividing the grade into two in recognition of the difference in duties of those engaged in diagnostic techniques and radiotherapy. If the proposal involves the creation of two grades to replace the existing one we consider it should be examined critically in the light of our view that the number of grades should be reduced rather than increased. If it is simply a question of streaming within the grade we see no objection.

The following pay scales are proposed to bring the structure of this grade into line with comparable grades in this group.

<u>Existing</u>		<u>Proposed</u>	
Student Radiographer	5 - 7	Student Radiographer	5 - 7
Radiographer	17 - 35	( Radiographer II	17 - 24
		( Radiographer I	25 - 37
Senior Radiographer	36 - 42	Senior Radiographer	38 - 42
Superintendent Radiographer	43 - 45	Superintendent Radiographer	43 - 45

10.34 Registered Nurse  
Registered Nurse (Psychiatric)  
Health Visitor  
Nurse Tutor  
Nurse Tutor (Psychiatric)

The representations from Nurses attach considerable importance to the restoration of parity with Radiographers. As explained in paragraph 10.33, we consider the action taken in respect of Radiographers was wrong and we have recommended that it should be reversed.

We have noted the difficult conditions under which many Nurses have to work due to overcrowding in hospitals. We sympathise and have drawn this to Government's attention. However this is not a problem to be resolved by higher pay but by the further improvement and expansion of facilities.

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