

We understand that some 300 additional functional posts for the Nursing grade have recently been created and believe that this should substantially improve promotion prospects in the grade.

In reviewing the structure of the Nursing grade, we have found that Senior Nursing Officers I and II are similarly engaged in nursing administration duties in hospital. We consider that, in the interest of efficient operation, there would be advantages in merging the two ranks and we so recommend. A suggestion that an additional senior rank of Nursing Officer be created to meet the demands of regionalisation on the nursing service also appears to have merit. Subject to the outcome of a review currently being conducted by Government, this rank should have a pay scale of Points 46 - 48.

For the sake of flexibility in staff deployment and for the improvement of career prospects we recommend that the grades of Nurse Tutor and Health Visitor be merged with the general Nursing grade at the appropriate levels. Tutoring and health visiting duties can then be undertaken by suitable staff in the grade. For the same reasons, we recommend in the psychiatric stream, that Nurse Tutor (Psychiatric) be merged with Nursing Officer I (Psychiatric).

As in the case of Enrolled Nurses (see paragraph 10.9), we consider psychiatric nurses should receive a two increment lead over their general nursing counterparts up to the minimum of Nursing Officer II (Psychiatric) level, in view of the nature of their work and the recruitment and retention problems in the psychiatric stream.

The application of the criteria we have used indicates that the existing pay scales for the majority of the ranks in the Nursing grades should be improved and we recommend as follows :

<u>Existing</u>		<u>Proposed</u>	
Student Nurse	5 - 7	Student Nurse	6 - 8
Registered Nurse	17 - 24	Registered Nurse	18 - 25
Nursing Officer II	25 - 30	Nursing Officer II	26 - 32
Nursing Officer I	31 - 35	Nursing Officer I	33 - 37
Senior Nursing Officer II	37 - 39)	Senior Nursing Officer	38 - 42
Senior Nursing Officer I	40 - 42)		
Chief Nursing Officer	43 - 45	Chief Nursing Officer	43 - 45
-		Proposed additional rank	46 - 48

/ Existing .....

<u>Existing</u>		<u>Proposed</u>	
Nurse Tutor	32 - 36	-	
Senior Nurse Tutor	40 - 42	-	
Student Nurse (Psychiatric)	6 - 8	Student Nurse (Psychiatric)	8 - 10
Registered Nurse (Psychiatric)	18 - 25	Registered Nurse (Psychiatric)	20 - 27
Nursing Officer II (Psychiatric)	26 - 31	Nursing Officer II (Psychiatric)	28 - 33
Nursing Officer I (Psychiatric)	32 - 36	Nursing Officer I (Psychiatric)	34 - 37
Senior Nursing Officer II (Psychiatric)	37 - 39)		
Senior Nursing Officer I (Psychiatric)	40 - 42)	Senior Nursing Officer (Psychiatric)	38 - 42
Chief Nursing Officer (Psychiatric)	43 - 45	Chief Nursing Officer (Psychiatric)	43 - 45
Nurse Tutor (Psychiatric)	32 - 36	-	
Health Visitor	25 - 30	-	
Senior Health Visitor	31 - 35	-	
Supervisor and Training Officer for Health Nurses	37 - 39	-	

10.35 Social Work Assistant

This grade was created in April 1979 as a result of the reorganisation of the Welfare grades. Recruits who receive formal training at the Hong Kong Polytechnic or at post-secondary colleges and acquire a recognised diploma enter at the first functional rank. We believe the student rank should be abolished once sufficient candidates for direct recruitment become available.

The pay scales are adjusted in line with other similar grades.

	<u>Existing</u>	<u>Proposed</u>
Student Social Work Assistant	5 - 7	5 - 7
Social Work Assistant	16 - 25	17 - 24
Senior Social Work Assistant	26 - 30	25 - 31

10.36 Survey Officer  
Technical Officer

We examined these two grades together not only because of their close relationship, but also in view of the many joint representations that came from the staff. We have noted the results of the 1977 P.W.D. Technical Grades Review and the report of the subsequent Commission of Inquiry by Professor Willoughby. We recognise that the factors which led to the differences in pay between the Survey/Technical Officer grades and grades in the technical inspectorate (to which these grades compare themselves) still apply today and we can therefore find no grounds for disturbing the existing differentials. We have also been unable to find any justification for changes in the existing rank structure which appears to reflect the functional needs of the two grades.

It has also been represented to us that the post allowance payable to Survey Officers (Land) and (Engineering) should be extended to all Survey and Technical Officers. We have noted that this allowance was granted to certain Survey Officers because ".....the duties they carry out in the field are essentially unsupervised and the entire field survey process can only be checked as to its accuracy if it is completely re-done from the beginning....." (paragraph 153 of the Willoughby Report). An allowance for this reason is a novel concept and we do not consider its use should be extended.

The existing pay scales of these grades are out of line with comparable grades in this group. However, as the pay of these grades has recently been reviewed, we recommend no change for the time being. We propose if necessary to examine them further taking into account the findings of a Departmental Working Party currently studying the implementation of the 1977 Technical Grades Review.

/ Existing.....

	<u>Existing</u>
Survey Officer Trainee	5 - 10
Survey Officer	17 - 24
Senior Survey Officer	25 - 33
Principal Survey Officer	34 - 41
Technical Officer Trainee	5 - 10
Technical Officer	17 - 24
Senior Technical Officer	25 - 33
Principal Technical Officer	34 - 41
Chief Technical Officer	42 - 43

10.37 Valuation Officer

In paragraph 12.27, we propose that a new grade should be created to undertake the technical duties currently performed by the Valuation Assistant grade. The new grade of Valuation Officer should initially consist of three ranks with pay scales as follows :

	<u>Proposed</u>
Valuation Officer Trainee	5 - 7
Valuation Officer	17 - 24
Senior Valuation Officer	25 - 31

Group III

(Grades for which the minimum educational qualification required is matriculation)

10.38 Air Traffic Control Officer

Staff of this grade have to undergo four to six years' training. They request that their pay should be related to that of civil airline pilots. We appreciate the strain under which Air Traffic Control Officers work but we find it difficult to accept such a comparison.

/ Having .....

Having regard to job complexity and comparison with other grades, we consider that the existing pay scales present a fair reward for the duties involved except that we have raised the minimum pay of the student rank by one increment to take account of the shift work element.

	<u>Existing</u>	<u>Proposed</u>
Student Air Traffic Control Officer	16 - 25	17 - 25
Air Traffic Control Officer III	28 - 37	28 - 37
Air Traffic Control Officer II	38 - 45	38 - 45
Air Traffic Control Officer I	46 - 48	46 - 48

10.39 Controller of Posts

Staff of the grade request a shorter scale for the first rank and suggest that upon promotion to Assistant Controller of Posts I, they should be accorded a similar scale to professional ranks. They also request the amalgamation of Senior Controller of Posts and Chief Controller of Posts.

The basic entry qualification to the recruitment rank of this grade is matriculation which we consider the appropriate level for the type of training required. We recommend that the pay scale for the training rank be shortened to reflect more accurately the period of training required.

We do not accept the staff's suggestion that Assistant Controller of Posts I rank can be regarded as equivalent to the professional ranks in Chapter 13. We understand there is a functional difference between the ranks of Senior Controller of Posts and Chief Controller of Posts and consider amalgamation to be undesirable.

We propose that the pay scales should be brought into line with those of other grades in this group whose basic ranks require three years' training.

	<u>Existing</u>	<u>Proposed</u>
Assistant Controller of Posts II	16 - 30	16 - 18
Assistant Controller of Posts I	31 - 40	21 - 37
Controller of Posts	41 - 45	38 - 45
Senior Controller of Posts	46 - 48	46 - 48

/ 10.40 Factory .....

10.40 Factory Inspector

Staff propose that either recruitment to the grade should be limited to those candidates with industrial experience, or the entry qualification be raised to university graduate level. We are of the opinion that the existing matriculation entry qualification is adequate to enable recruits to complete the required training satisfactorily.

At present there is only one pay scale for the ranks of Assistant Factory Inspector and Factory Inspector. We consider this unacceptable and recommend that there should be two separate scales. The proposed scales of the grade are in line with our general approach to pay for grades requiring three years' training.

<u>Existing</u>		<u>Proposed</u>	
Factory Inspector and Assistant Factory Inspector	16 - 36	(Assistant Factory Inspector ( (Factory Inspector	16 - 18  21 - 37
Divisional Factory Inspector	38 - 41	Divisional Factory Inspector	38 - 42
Superintendent of Factory Inspector	42 - 45	Superintendent of Factory Inspector	43 - 45
Deputy Chief Factory Inspector	46 - 48	Deputy Chief Factory Inspector	46 - 48

10.41 Smoke Inspector

The entry qualifications and the length of training for Smoke Inspectors are the same as those of Factory Inspectors. We propose that as in the case of Factory Inspector there should be two separate scales. We have adjusted the pay scales accordingly.

<u>Existing</u>		<u>Proposed</u>	
Smoke Inspector and Assistant Smoke Inspector	16 - 36	(Assistant Smoke Inspector ( (Smoke Inspector	16 - 18  21 - 37
Senior Smoke Inspector	38 - 41	Senior Smoke Inspector	38 - 42

Group IV

(Structurally related grades which are usually filled either by the appointment of serving civil servants or by direct entrants who have undergone specialist training courses outside Hong Kong)

10.42 Audiology Technician  
Chiropodist  
Speech Therapist

We consider that the qualifications and experience required for appointment to these grades are comparable to those required for Occupational Therapist. We have therefore aligned their pay scales with that of the first functional rank of the Occupational Therapist grade.

	<u>Existing</u>	<u>Proposed</u>
Audiology Technician	22 - 36	25 - 37
Chiropodist	25 - 35	25 - 37
Speech Therapist	25 - 35	25 - 37

10.43 Dietitian

This is an advancement grade for Registered Nurses who have obtained a diploma in dietetics recognised by the British Dietetic Association, plus two years' post-qualification experience.

The proposed pay scales are in line with other pay scales within the group.

	<u>Existing</u>	<u>Proposed</u>
Dietitian	25 - 35	25 - 37
Senior Dietitian	37 - 39	38 - 42

10.44 Occupational Therapist

Staff request that the entry qualification for training as an Occupational Therapist be raised to matriculation. However, since the essential qualification is the possession of a Diploma of the British Association of Occupational Therapists, and this is obtainable by trainees with a school certificate, we see no need to raise the qualification for entry.

The scales have been improved in line with the general pattern for this group.

	<u>Existing</u>	<u>Proposed</u>
Occupational Therapist	25 - 35	25 - 37
Senior Occupational Therapist	37 - 40	38 - 42
Superintendent Occupational Therapist	41 - 42	43 - 45

10.45 Technical Assistant (Social Hygiene)

We recommend that the duties and responsibilities of the grade be examined with a view to merging it with the Registered Nurse or Medical Laboratory Technician/Technologist grades. Meanwhile, the proposed scale has been brought into line with other grades requiring similar qualifications for appointment.

	<u>Existing</u>	<u>Proposed</u>
Technical Assistant (Social Hygiene)	26 - 36	25 - 37