

CHAPTER 11

TECHNICAL INSPECTORATE AND RELATED GRADES

Scope

11.1 This chapter contains our proposals for grades the staff of which are largely engaged on technical inspectorate duties or duties of a supervisory nature.

11.2 We have divided these grades into two groups according to the entry requirement and having regard to their respective grade structures. These are :

Group I : Grades for which the entry requirement is normally a Higher Certificate from the Hong Kong Polytechnic plus several years' relevant experience. The majority of the staff in this group are engaged in inspectorate duties.

Group II : Grades normally filled by the appointment of experienced Model Scale 1 staff or persons who have completed a recognised apprenticeship. The group also includes a number of grades where the first rank has been transferred from Model Scale 1 to the Master Pay Scale and thus the pay scale for the second rank equates to the pay scales for the first rank of grades filled from Model Scale 1 staff.

Benchmarks and pay scales

11.3 We have adopted Point 17 as the benchmark for grades in Group I. This is the same as the benchmark in Chapter 10 for first functional ranks in Group II entry to which requires school certificate followed by three years' formal training as we consider the requirements for entry to be of similar value.

11.4 While within Group I, the pay scales on the whole are appropriate, there are a number of grades where there is a one-point gap between the pay scales of the second and third ranks. The reasons for this are obscure and we propose to examine this in a future review.

11.5 For Group II we have set the benchmark for the first rank at Point 6 to accommodate the transfer of ranks from Model Scale 1 to the Master Pay Scale. The benchmark for the second rank is set at Point 9 to recognise the fact that entrants are normally drawn from Model Scale 1 employees.

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11.6 The overall scales then have regard to the existing pay scales for the grades in the group adjusted in accordance with the system explained in Chapter 4. In Group I all ranks above the basic rank are broadbanded except where shift work is involved. In Group II the variations in grade structure are such that broadbanding is impracticable.

Individual grades

11.7 Our comments on the individual grades follow and a table setting out the pay scales is in Appendix XV.

Group I

(Grades for which the entry requirement is normally a Higher Certificate from the Hong Kong Polytechnic plus several years' relevant experience)

11.8 Air-Conditioning Inspector
Electrical Inspector
Mechanical Inspector

Staff of these grades claim that their pay is lower than that for comparable jobs in the private sector, but we have seen no independent evidence to support this. We consider the existing pay scales appropriate and recommend no change.

	<u>Existing</u>
Assistant Air-Conditioning Inspector	17 - 27
Air-Conditioning Inspector II	28 - 36
Air-Conditioning Inspector I	38 - 41
Assistant Electrical Inspector	17 - 27
Electrical Inspector II	28 - 36
Electrical Inspector I	38 - 41

/ Existing

	<u>Existing</u>
Assistant Mechanical Inspector	17 - 27
Mechanical Inspector II	28 - 36
Mechanical Inspector I	38 - 41

11.9 Assistant Clerk of Works (Grounds)

The work of an Assistant Clerk of Works (Grounds) has an affinity with that of an Amenities Assistant. We therefore recommend this one-post grade be merged with the Amenities Assistant grade. In the meantime we recommend no change to the existing pay scale.

	<u>Existing</u>
Assistant Clerk of Works (Grounds)	17 - 27

11.10 Assistant Inspector of Mines

This is a one-post grade. The duties and entry requirements appear to be comparable to those of Survey Officer (Land) and we recommend that consideration be given to regrading it as Survey Officer (Land). For the time being we propose no change to the pay scale.

	<u>Existing</u>
Assistant Inspector of Mines	16 - 29

11.11 Building Services Inspector

Staff are responsible for the supervision of work carried out under contract for the installation or maintenance of engineering services in buildings. We consider their pay scales appropriate and leave them unchanged.

	<u>Existing</u>
Assistant Building Services Inspector	17 - 27
Building Services Inspector II	28 - 36
Building Services Inspector I	38 - 41

/ 11.12 Building

11.12 Building Supervisor

Representations from the staff suggest that Assistant Building Supervisors and Building Supervisors II should be merged into one rank. We do not support this as there are clear functional differences between the two ranks. We consider the existing pay scales appropriate.

	<u>Existing</u>
Assistant Building Supervisor	17 - 27
Building Supervisor II	28 - 36
Building Supervisor I	38 - 41

11.13 Clerk of Works
Inspector of Works

Representations from both the Clerk of Works and Inspector of Works grades suggest that Assistant Clerks/Assistant Inspectors of Works should be promoted automatically to Clerk/Inspector of Works II on completion of the two-year probation period. Clerks of Works also propose that promotion to Clerk of Works I should be on a ratio basis.

As we have indicated in our First Report on Principles and Practices we do not agree with these proposals because the assistant ranks are not training ranks and therefore automatic promotion to the second rank is not warranted. We are also generally opposed to the creation of promotion posts on a ratio basis. We recommend no change to the pay scales which are considered appropriate.

	<u>Existing</u>
Assistant Clerk of Works	17 - 27
Clerk of Works II	28 - 36
Clerk of Works I	38 - 41
Assistant Inspector of Works	17 - 27
Inspector of Works II	28 - 36
Inspector of Works I	38 - 41

11.14 Craft Technician

Staff are employed exclusively in the Agriculture and Fisheries Department. They provide technical assistance to fishermen in connection with their fishing vessels. We consider the existing pay scales satisfactory.

	<u>Existing</u>
Craft Technician II	17 - 27
Craft Technician I	28 - 36

11.15 Electrical Technician

In the absence of functional justification, we are unable to agree with the staff's proposal to create a third rank in this grade. To align the pay scales of this grade with those for the other inspectorate grades, we have raised the maximum point for Electrical Technician and the minimum point for the senior rank.

	<u>Existing</u>	<u>Proposed</u>
Electrical Technician	17 - 25	17 - 27
Senior Electrical Technician	26 - 36	28 - 36

11.16 Fire Services Ventilation Officer

The present entry qualification for the grade is a Hong Kong Polytechnic Diploma or Certificate in Electrical and Mechanical Engineering. We consider that the duties and responsibilities of the grade are now such that a higher entry qualification may be desirable.

We propose to examine this aspect at a later date. Meanwhile we recommend no change to the pay scales.

	<u>Existing</u>
Assistant Fire Services Ventilation Officer	40 - 42
Fire Services Ventilation Officer	43 - 45

11.17 Inspector (Land Boilers)

There is only one rank in this grade. Although staff are on the establishment of the Marine Department, they are seconded to the Pressure Equipment Unit of the Labour Department. Our attention has been drawn to the lack

of promotion prospects. We understand that the staff concerned has been given the opportunity to practise their technical knowledge in the mechanical stream of the Ship Inspector grade which can lead to promotion to the Ship Inspector I rank. We have also been informed that a staffing review of the Pressure Equipment Unit is being undertaken jointly by the Labour and Marine Departments. In these circumstances, we recommend no change to the existing pay scale.

	<u>Existing</u>
Inspector (Land Boilers)	28 - 36

11.18 Inspector of Apprentices

This is a one-rank grade created in 1976 to enforce the Apprenticeship Ordinance. We understand that a review is being conducted to examine the need for a senior rank. The existing scale for the rank is high. We have lowered the minimum point to align it with other comparable inspectorate grades but have left the maximum point undisturbed pending the result of the review.

	<u>Existing</u>	<u>Proposed</u>
Inspector of Apprentices	19 - 31	17 - 31

11.19 Inspector (Telecommunications)
Controller (Telecommunications)

The staff have suggested to us that the pay scale for Inspector (Telecommunications) should be equated with that of Telecommunications Assistant I. We accept this proposal which will bring their scales into line with other comparable ranks within this group and have also adjusted the pay scales for Assistant Inspector and Assistant Controller. The pay scales for Controller and Senior Controller require detailed examination and this will be carried out in a future review.

	<u>Existing</u>	<u>Proposed</u>
Assistant Inspector (Telecommunications)	17 - 25	17 - 27
Inspector (Telecommunications)	26 - 30	28 - 36

/ Existing

	<u>Existing</u>	<u>Proposed</u>
Assistant Controller (Telecommunications)	31 - 41	38 - 41
Controller (Telecommunications)	42 - 45	42 - 45
Senior Controller (Telecommunications)	46 - 48	46 - 48

11.20 Instructor (Machinery)

We have raised the minimum of the scale for the Instructor (Machinery) rank to bring it into line with that of other ranks within this group.

	<u>Existing</u>	<u>Proposed</u>
Instructor (Machinery)	27 - 36	28 - 36
Training Officer (Marine)	38 - 41	38 - 41

11.21 Laundry Manager

We have improved the pay scale for Assistant Laundry Manager to recognise the liability for shift duty. The minimum point for Laundry Manager has also been improved.

	<u>Existing</u>	<u>Proposed</u>
Assistant Laundry Manager	17 - 26	18 - 27
Laundry Manager	27 - 36	28 - 36

11.22 Linen Production Unit Manager
Linen Production Unit Supervisor

Linen Production Unit Supervisors compare their work with that of Principal Industrial Officers in the Prisons Department. We consider this comparison invalid because of the different levels of responsibility and working conditions of the two grades. We have however raised the maximum of the scale to equate it with that of other comparable ranks.

Since a significant part of the job content is concerned with textile and clothing, we recommend a change of the existing entry qualification from school certificate to a Hong Kong Polytechnic Higher Certificate in the relevant trade.

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Because of recruitment difficulties, the existing pay scale for the rank of Linen Production Unit Manager was approved on a personal basis. When the present incumbent retires we recommend that consideration be given to either absorbing this post into the Hospital Secretary grade, or making the rank a promotion post for Linen Production Unit Supervisor. Pending a detailed examination, we propose no change.

	<u>Existing</u>	<u>Proposed</u>
Linen Production Unit Supervisor	17 - 26	17 - 27
Linen Production Unit Manager	34 - 42	34 - 42

11.23 Motor Vehicle Examiner

This grade was formed in 1976 and the posts are filled by Mechanical Inspectors working in the Transport Department. The rank of Senior Motor Vehicle Examiner was created in August 1978.

We are unable to agree with the staff's view that the pay scale for Senior Motor Vehicle Examiner should be pitched at a higher level. Neither can we agree with the department's suggestion that a higher technician rank of Chief Motor Vehicle Examiner be created with a pay scale higher than all other technical inspectorate ranks. If there is a case for a higher rank, it would be more appropriate for the duties to be undertaken by a professionally qualified mechanical engineer.

We recommend no change to the pay scales for this grade.

	<u>Existing</u>
Assistant Motor Vehicle Examiner	17 - 19
Motor Vehicle Examiner II	28 - 36
Motor Vehicle Examiner I	38 - 41
Senior Motor Vehicle Examiner	42 - 43

11.24 Naval Architectural Design Draughtsman

Staff have asked for regrading to the Ship Inspector grade because both grades are involved in ship inspection duties and their entry qualifications are similar.

We note that the pay for the draughtsman grade was improved in 1975. At the same time, their duties were expanded to include the supervision of vessels under construction and some inspection duties to provide the necessary experience for entry to the Ship Inspector grade. Since then, several draughtsmen have been appointed as Ship Inspectors.

We recommend that a review be undertaken to examine if it is possible to make Draughtsman one of the work streams in the Ship Inspector grade. In the meantime we have adjusted the pay scales to bring them more into line with other grades in this group while continuing to recognise the additional experience required for appointment.

	<u>Existing</u>	<u>Proposed</u>
Naval Architectural Design Draughtsman	21 - 27	20 - 27
Senior Naval Architectural Design Draughtsman	28 - 31	28 - 36

11.25 Police Telecommunications Assistant

We are unable to accept the case made by staff in their representations that their pay scales should be linked with those of the disciplined services.

We have also been asked by staff to merge the scales of Police Telecommunications Assistant I and II to bring them into line with the structure of the Telecommunications Assistant grade in the Post Office. However, we are satisfied that there are operational requirements for the existing structure and recommend no change. We have, however, generally improved the pay scales to reflect more accurately the duties and responsibilities of the grade. The proposed pay scales for Police Telecommunications Assistant II and III take account of the liability to work shifts.

	<u>Existing</u>	<u>Proposed</u>
Police Telecommunications Assistant III	17 - 25	18 - 28
Police Telecommunications Assistant II	26 - 32	29 - 32
Police Telecommunications Assistant I	32 - 36	33 - 36
Assistant Controller (Police Telecommunications)	37 - 41	38 - 41
Controller (Police Telecommunications)	42 - 45	42 - 45

11.26 Quarry Manager

Staff of this grade are employed by the Public Works Department although some of them are required to work in private quarries. We consider their pay scales appropriate.

	<u>Existing</u>
Assistant Quarry Manager	28 - 36
Quarry Manager	38 - 41

11.27 Radar Specialist Mechanic

We consider the existing pay scales appropriate except that we have raised the minimum for both ranks to bring the scales into line with those of other comparable technical inspectorate grades.

	<u>Existing</u>	<u>Proposed</u>
Assistant Radar Specialist Mechanic	26 - 36	28 - 36
Radar Specialist Mechanic	37 - 41	38 - 41

11.28 Railway Workshop Inspector
Way and Works Inspector

Staff of both grades are employed on the Kowloon-Canton Railway. Railway Workshop Inspectors are responsible for supervising the inspection, repair and maintenance of rolling stock, locomotives and various items of telecommunications, electrical and electronic equipment. Way and Works Inspectors are responsible for inspecting the permanent way

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