

and railway structures and for supervising the construction, repair and maintenance of railway works. The pay scales are in line with those of other grades in this group and we recommend no change.

	<u>Existing</u>
Assistant Railway Workshop Inspector	17 - 27
Railway Workshop Inspector	28 - 36
Senior Railway Workshop Inspector	38 - 41
Assistant Way and Works Inspector	17 - 27
Way and Works Inspector	28 - 36
Senior Way and Works Inspector	38 - 41

#### 11.29 Ship Inspector

Staff of the grade are employed in the Marine Department. They are responsible for the inspection of vessels to ensure the safety of machinery, hull and deck, and electrical equipment. They also conduct examinations for local certificates of competency in navigation and seamanship. We consider the existing pay scales appropriate.

	<u>Existing</u>
Ship Inspector II	28 - 36
Ship Inspector I	38 - 41

#### 11.30 Superintendent of Lights

We have raised the minimum pay for Assistant Superintendent of Lights to align it with that of other technical inspectorate ranks. The pay scale for Superintendent of Lights requires detailed examination. This will be carried out in a future review and meanwhile we propose no further change to his pay scale.

	<u>Existing</u>	<u>Proposed</u>
Assistant Superintendent of Lights	27 - 36	28 - 36
Superintendent of Lights	38 - 45	38 - 45

11.31 Telecommunications Assistant

Staff contend that their pay scales should not be lower than those of other technical inspectorate grades. We agree and have therefore adjusted the pay scales accordingly.

We understand that Senior Telecommunications Assistants have prospects of advancement to the Controller (Telecommunications) rank which is dealt with in paragraph 11.19.

	<u>Existing</u>	<u>Proposed</u>
Telecommunications Assistant II	17 - 25	17 - 27
Telecommunications Assistant I	26 - 36	28 - 36
Senior Telecommunications Assistant	37 - 41	38 - 41

11.32 Transport Supervisor

We have extended the pay scale of Assistant Transport Supervisor and have raised the minimum of the Transport Supervisor scale to align them with those of other ranks in this group.

	<u>Existing</u>	<u>Proposed</u>
Assistant Transport Supervisor	17 - 26	17 - 27
Transport Supervisor	27 - 36	28 - 36
Senior Transport Supervisor	38 - 41	38 - 41

11.33 Waterworks Inspector

As there are clear functional differences between the ranks we are unable to accept the staff's request that they be merged. The existing pay scales are considered appropriate.

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

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)

11.34 Amenities Assistant

Recruits to this grade are normally experienced Model Scale 1 staff. The starting pay for Amenities Assistant III is raised to Point 9 in recognition of this fact. However, we understand that the present policy is to recruit additionally a number of direct entrants with school certificate. Such recruits should continue to enter at Point 7 pending an examination of the entry qualifications. The pay scales for the senior ranks are considered appropriate and no change is recommended.

	<u>Existing</u>	<u>Proposed</u>
Amenities Assistant III	7 - 15	9 - 15
Amenities Assistant II	16 - 23	16 - 23
Amenities Assistant I	24 - 29	24 - 29

11.35 Armourer

The staff of the Armourer ranks in the Police Force have asked that their pay be linked to that of the Police.

We are unable to agree that the pay of civilians in disciplined forces should necessarily be linked to that of their disciplined colleagues. Furthermore, following a recent review of the Armourer grade, the Force Armourer, which is included in Chapter 15, was made a promotion rank for Armourer I ranks in the Force instead of remaining as a direct entry rank.

The minimum of the Armourer III pay scale has been raised to take account of the entry requirement of completing an approved apprenticeship. Apart from this, we recommend no change to the pay scales of this grade.

	<u>Existing</u>	<u>Proposed</u>
Armourer III	8 - 14	9 - 14
Armourer II	15 - 24	15 - 24
Armourer I	25 - 33	25 - 33
Regimental Armourer	25 - 36	25 - 36

11.36 Assistant Diver  
Diver's Linesman

There are three grades of staff performing diving duties in the Public Works Department. They are Diver's Linesman, Assistant Diver and Inspector of Works. The situation is confusing and we consider that a further examination should be carried out to see if the existing grades involved in diving duties can be merged. Pending the result of this examination we recommend no change.

	<u>Existing</u>
Diver's Linesman	14 - 17
Assistant Diver	17 - 27

11.37 Butcher

The Government has recently carried out an in-depth review of this grade and we have examined the results carefully, together with the proposals made by the staff. We agree to the proposal of combining Butcher II and Butcher I into one rank.

We appreciate the unpleasant conditions under which Butchers work. We note that these are compensated for, to a certain extent, by allowances but consider some further improvement is necessary to their pay scales to take account of the working conditions of the grade. With the introduction of our proposed pay scales, we consider that the "overtime-training" allowance should be discontinued and that the "inducement allowance" for night shift duty (at present payable to staff of a number of grades in the Cheung Sha Wan Abattoir) should be frozen at its existing rates.

<u>Existing</u>		<u>Proposed</u>	
Assistant Butcher	Model Scale 1	Assistant Butcher	6 - 8
Butcher II	Model Scale 1 )	Butcher	9 - 13
Butcher I	8 - 10 )		
Foreman Butcher	11 - 14	Foreman Butcher	14 - 16
Master Butcher	15 - 19	Master Butcher	17 - 22

11.38 Chief Launch Engineer

We understand that the holder of this one-post grade has recently retired. We consider that the requirement for this grade should be examined to determine whether it can be merged with a larger grade such as Launch Mechanic.

	<u>Existing</u>
Chief Launch Engineer	13 - 16

11.39 Deck Crew and Officers (Fisheries Research Vessel)

The crew and officers of the fisheries research vessel in the Agriculture and Fisheries Department consist of the ranks of Fisherman II, Fisherman I, Deep-sea Fisherman, Leading Fisherman, Boatswain, Mate and Master. The first three ranks are paid from Model Scale 1, dealt with in Chapter 5. We treat the other four ranks as being one grade because there is a promotion relationship between them.

Since the duties and responsibilities of these staff are broadly comparable with the deck crew and officers of the Public Works Department self-propelled dredger, we have brought the pay scales for Leading Fisherman, Mate and Master into line with those proposed for Coxswain, Dredger Mate and Dredger Master respectively. There is no comparable rank for Boatswain on the Dredger nor do we consider the rank of Boatswain in the Marine Department truly comparable because of the difference in duties. The pay scale for Boatswain therefore has regard to the existing scale but is increased by one point at the minimum and maximum to take account of seagoing duties.

	<u>Existing</u>	<u>Proposed</u>
Leading Fisherman	5 - 12	9 - 13
Boatswain	16 - 23	17 - 24
Mate	24 - 30	25 - 30
Master	31 - 36	31 - 36

11.40 Dredger Crane Driver

This grade consists of two ranks. The entry rank of Dredger Crane Driver II is on Model Scale 1 while the senior rank of Dredger Crane Driver I is on the Master Pay Scale. Staff contend that the pay scales for Dredger Crane Driver I and Launch Mechanic I (now Senior Launch Mechanic) were the same 20 years ago whereas at present the pay for Dredger Crane Driver I is only comparable with that of a Coxswain. As mentioned in our First Report on Principles and Practices, we cannot accept that a situation which existed many years ago is necessarily relevant to the present day. We consider the existing pay scale for Dredger Crane Driver I appropriate and recommend no change. The pay of Dredger Crane Driver II is dealt with in Chapter 5.

	<u>Existing</u>
Dredger Crane Driver I	11 - 13

11.41 Dredger Master  
Dredger Mate

Dredger Mate and Dredger Master are the senior staff of the Public Works Department self-propelled dredger. We have raised the minimum of the scale of the Dredger Mate to recognise his supervisory responsibility.

	<u>Existing</u>	<u>Proposed</u>
Dredger Mate	24 - 30	25 - 30
Dredger Master	31 - 36	31 - 36

11.42 Dredger Mechanic

The duties and responsibilities of this grade are comparable with those of the Launch Mechanic grade although they work on different types of vessel. We consider the present pay scales for the grade appropriate in comparison with those of Launch Mechanic and recommend no change.

	<u>Existing</u>
Dredger Mechanic II	9 - 12
Dredger Mechanic I	13 - 16
Senior Dredger Mechanic	17 - 18

11.43 Driving Instructor  
Driving Supervisor

Driving Instructors have asked for amalgamation of their rank with that of Assistant Driving Supervisor.

We understand that a review is being undertaken of the staffing of the Driving Test Section of the Transport Department and pending its outcome, we propose no change to the pay or structure of the grade.

	<u>Existing</u>
Driving Instructor	13 - 21
Assistant Driving Supervisor	17 - 26
Driving Supervisor	27 - 36

11.44 Engineer (Fisheries Research Vessel)

There are three ranks in this grade. The entry qualifications for the basic rank are similar to those of the Launch Mechanic grade. Although Launch Mechanics and Engineers on the fisheries research vessel perform similar duties, the latter are seagoing while Marine Department launches only operate within the harbour limits. We thus consider that Engineers (Fisheries Research Vessel) should receive higher pay. We propose that the pay scales should be adjusted accordingly.

	<u>Existing</u>	<u>Proposed</u>
Assistant Engineer (Fisheries Research Vessel)	6 - 14	9 - 16
Second Engineer (Fisheries Research Vessel)	16 - 23	17 - 24
Chief Engineer (Fisheries Research Vessel)	24 - 30	25 - 30

11.45 Field Assistant

Our comments on the Amenities Assistant grade in paragraph 11.34 also apply to this grade. Field Assistants represent that their pay scale compares unfavourably with that of Fireman at the maximum and that of Forest Guard at the minimum. While we do not consider such comparisons to be relevant, we recommend the scale should be adjusted at the minimum.

	<u>Existing</u>	<u>Proposed</u>
Field Assistant	7 - 13	9 - 13
Senior Field Assistant	14 - 17	14 - 17

11.46 Flight Technician

The pay scales for the grade were revised in 1975. One of the reasons for the revision was to overcome the difficulty in staff recruitment and retention.

Members of the grade are concerned with the engineering maintenance of aircraft and related equipment to ensure their air worthiness and safety. We consider the pay scale for Senior Flight Technician should be equivalent to that of Overseer and that the pay scale of Chief Flight Technician should have the same maximum point as that of Inspector of Works II. We have adjusted the pay scales accordingly.

	<u>Existing</u>	<u>Proposed</u>
Flight Technician	9 - 17	9 - 17
Senior Flight Technician	18 - 22	18 - 24
Chief Flight Technician	23 - 33	25 - 36

11.47 Foreman  
Overseer  
Overseer (Metal Workshop)

Staff of the Foreman and Overseer grades in the Urban Services Department represent that their grades should be departmentalised. This should be more appropriately considered by the Government and the Urban Council. Foremen claim parity with Senior Estate Caretakers but we consider that since Senior Estate Caretaker is a promotion rank for Estate Caretaker, the comparison with the entry rank of the Foreman grade is inappropriate. Overseers also claim parity with Housing Assistants. We cannot accept this because the entry qualifications, duties and responsibilities of these two grades are quite different. We also cannot agree to the proposal from Foremen in the Government Supplies Department that promotion be based solely on length of service.

/ We .....

We consider the pay scales for the grades appropriate and recommend no change.

	<u>Existing</u>
Foreman	11 - 13
Senior Foreman	14 - 17
Overseer	18 - 24
Senior Overseer	25 - 29
Overseer (Metal Workshop)	18 - 24

11.48 House Service Inspector

Staff complain that the abolition of the Senior House Service Inspector rank in 1977 removed their only opportunity for promotion. However, we note that since the abolition of the senior rank, House Service Inspectors have had opportunities for advancement to the Assistant Waterworks Inspector rank which has a higher pay scale than the former Senior House Service Inspector rank.

The minimum pay of the grade is raised to reflect the experience required for appointment.

	<u>Existing</u>	<u>Proposed</u>
House Service Inspector	12 - 19	13 - 19

11.49 Kitchen Supervisor

We consider that the supervisory responsibilities of Kitchen Supervisors are of the same level as Senior Foremen and have adjusted the pay scale accordingly.

	<u>Existing</u>	<u>Proposed</u>
Kitchen Supervisor	13 - 16	14 - 17

11.50 Launch Mechanic

Marine Department engine-room crews are in one grade with four ranks. Staff contend that there should be a return to the situation which existed many years ago when they were on a par with Coxswains and Senior Coxswains. However, we consider that the present arrangement properly reflects the position whereby Coxswain and Senior Coxswain are officers-in-charge of their respective vessels and

/ engine .....

engine-room crews are under their command. We therefore recommend no change to the existing pay scales for Oiler, Launch Mechanic and Senior Launch Mechanic, but the pay scale of Supervisor (Engine Crews) is brought into line with that of Boatswain in the Marine Department because we consider their responsibilities are comparable.

	<u>Existing</u>	<u>Proposed</u>
Oiler	6 - 8	6 - 8
Launch Mechanic	9 - 12	9 - 12
Senior Launch Mechanic	13 - 16	13 - 16
Supervisor (Engine Crews)	17 - 20	18 - 21

11.51 Locomotive Driver

The requirement of two years' Artisan experience for appointment to the Assistant Locomotive Driver rank is not essential and should be discontinued. We propose to raise the minimum pay of Locomotive Driver to bring it into line with that of other ranks in this group.

	<u>Existing</u>	<u>Proposed</u>
Assistant Locomotive Driver	9 - 13	9 - 13
Locomotive Driver	13 - 17	14 - 17

11.52 Machinist/Tailor

The minimum pay for Machinist and the maximum pay for Tailor are raised by one point to bring the pay scales into line with those of other ranks in this group.

	<u>Existing</u>	<u>Proposed</u>
Machinist	5 - 8	6 - 8
Tailor	9 - 12	9 - 13

11.53 Occupational Therapy Assistant

Staff request a substantial improvement to their pay scale but we regard the existing scale appropriate in relation to the duties and responsibilities of the grade. We have, however, raised the minimum by one point to be in line with other grades in this group.

/ Existing .....