

	<u>Existing</u>	<u>Proposed</u>
Occupational Therapy Assistant	8 - 17	9 - 17

11.54 Optical Technician

Staff claim parity of pay with Dental Technicians. In our view, the present duties and entry qualifications of the two grades are different. However, future entrants to the Optical Technician grade will possess a qualification from the Hong Kong Polytechnic which should permit the duties of the grade to be enriched. When this occurs, the pay and structure of the grade should be reviewed. In the meantime, we recommend no change to the existing scales.

	<u>Existing</u>
Optical Technician	10 - 19
Senior Optical Technician	20 - 24

11.55 Printing Technician

We agree with the department's view that there is no functional difference between the Assistant Printing Technician II, Assistant Printing Technician I and Printing Technician II ranks and we recommend that these ranks be amalgamated to form one rank of Printing Technician II. The proposed starting pay for Printing Technician II recognises the entry requirement of having to complete an approved apprenticeship. The pay scales for the two senior ranks are adjusted accordingly.

<u>Existing</u>		<u>Proposed</u>	
Assistant Printing Technician II	7 - 8)		
Assistant Printing Technician I	9 )	Printing Technician II	9 - 13
Printing Technician II	10 - 12)		
Printing Technician I	13 - 16	Printing Technician I	14 - 17
Senior Printing Technician	17 - 23	Senior Printing Technician	18 - 24

11.56 Projection Mechanic  
Projectionist

The duties and responsibilities of the grade of Projection Mechanic which is at present paid from Model Scale 1 are similar to those of Projectionist. We consider that Projection Mechanic should be regraded as Projectionist. We have also aligned the pay scales for Projectionist and Senior Projectionist with those of other ranks in this group.

<u>Existing</u>		<u>Proposed</u>	
Projection Mechanic	Model Scale 1	)	)
Projectionist	7 - 12	)	)
Senior Projectionist	13 - 16	)	)
		Projectionist	9 - 13
		Senior Projectionist	14 - 17

11.57 Radio Mechanic

Staff of this grade represent that their pay should be linked with that of the Police. We have however already expressed the view that the pay of civilian ranks should not normally be related to that of disciplined services' personnel. The proposed minimum pay for Radio Mechanic recognises the entry requirement of having completed an approved apprenticeship. The existing pay scales are improved to bring them into line with those of other grades in this group.

	<u>Existing</u>	<u>Proposed</u>
Radio Mechanic	7 - 12	9 - 13
Senior Radio Mechanic	10 - 16	14 - 17

11.58 Railwayman

This grade was recently created to replace ten grades of railway staff. Staff contend that the pay conversion arrangements for the regrading were unsatisfactory but we consider the arrangements reasonable and in some cases more generous than those proposed in our First Report on Principles and Practices. The existing pay scales are appropriate and we recommend no change.

	<u>Existing</u>
Railwayman	6 - 8
Senior Railwayman	9 - 12
Head Railwayman	13 - 14

11.59 Sailor

There are four ranks in this grade : Sailor, Coxswain, Senior Coxswain and Boatswain. The former Seaman II, Seaman I and Leading Seaman ranks were combined to form the existing rank of Sailor because there was very little functional difference between them, although the Leading Seaman assisted in the supervision of other Seamen.

Staff represent that the existing three-point scale for Sailor should be extended at the maximum by one point so as to recognise that Sailors also perform the duties of the former Leading Seaman. They also maintain that the existing pay scale is not commensurate with their duties and responsibilities, and that recognition should be given to staff holding a Radio-telephony Certificate.

We understand that deck crew supervision is now undertaken solely by Coxswains since there are usually not more than four Sailors serving on board each launch. We consider that the existing pay scale for Coxswain is in line with that of grades engaged in similar supervisory duties. The pay scale also incorporates the liability to operate radio-telephones which is part of a Coxswain's duties. It is also part of the training provided.

We therefore consider that the existing scales are appropriate except that the pay scale for Boatswain, which is a promotion rank for Senior Coxswain, should be improved to recognise that a Boatswain in the Marine Department is in charge of deck crews and is also required to assist in the operation of slipways in the Government Dockyard.

	<u>Existing</u>	<u>Proposed</u>
Sailor	6 - 8	6 - 8
Coxswain	9 - 13	9 - 13
Senior Coxswain	14 - 17	14 - 17
Boatswain	17 - 20	18 - 21

11.60 Shipping Safety Assistant

Shipping Safety Assistants are employed in the Marine Department and are responsible for ensuring safe practice in marine workshops, dockyards and on board vessels. The existing pay scale takes account of the entry qualifications and length of experience required for appointment and we propose no change.

	<u>Existing</u>
Shipping Safety Assistant	14 - 17

11.61 Steward

Staff in this grade are employed exclusively in the Medical and Health Department and appointment is usually by the promotion of Model Scale 1 staff who have demonstrated their ability as supervisors.

Staff represent that the three ranks should be merged but we are advised that there is an operational need for three ranks of Steward. They also contend that their pay scales should be equivalent to those of Foremen, but entry to the latter grade requires either a higher educational qualification or considerably more experience as an Artisan than is required for Stewards. However, we have aligned the pay scales for Stewards with those of other grades in this group.

	<u>Existing</u>	<u>Proposed</u>
Steward III	5 - 12	9 - 13
Steward II	13 - 16	14 - 17
Steward I	17 - 23	18 - 24

11.62 Technician, By-products Plant

We consider it should be possible to merge this one-post grade with either the Overseer or the Health Inspector grade. Pending implementation of our proposal, we leave the existing pay scale unchanged.

	<u>Existing</u>
Technician, By-products Plant	18 - 30

11.63 Trade Instructor

Trade Instructors are employed in the Social Welfare Department. They are mainly engaged in the training of young or handicapped persons in handicrafts. The minimum point of the pay scale is increased to bring it into line with other grades in this group.

	<u>Existing</u>	<u>Proposed</u>
Trade Instructor	8 - 15	9 - 15

11.64 Vehicle Tester

This one-rank grade was created in March 1979 to undertake basic testing work in the vehicle testing centres. Staff must have two years' post-apprenticeship experience in order to be appointed to the grade. The existing pay scale is improved to take account of this requirement and to reflect more accurately the job content.

	<u>Existing</u>	<u>Proposed</u>
Vehicle Tester	11 - 13	12 - 14

11.65 Works Supervisor

Staff of this grade represent that they should be merged with the Clerk of Works or Inspector of Works grades.

At present the Works Supervisor grade consists of three ranks : Works Supervisor Trainee, Works Supervisor II and Works Supervisor I. Works Supervisor I who have obtained the appropriate technical qualifications and have demonstrated supervisory ability may be considered for appointment as Assistant Clerk of Works or Assistant Inspector of Works. Those who do not possess the technical qualifications may also be so appointed provided that their head of department certifies that they are capable of carrying out the duties of Assistant Clerk of Works or Assistant Inspector of Works. We consider that these arrangements for the advancement of Works Supervisor are adequate and that the merging of the two grades is not necessary.

The entry qualifications and training required for appointment as Works Supervisor are similar to those required for appointment as Survey Officer or Technical Officer but the pay scales are different. We have recommended in Chapter 10 that Survey Officer or Technical Officer grades should be further examined. We propose that this examination should be extended to include Works Supervisor. In the meantime we propose no change to the existing scales.

	<u>Existing</u>
Works Supervisor Trainee	5 - 7
Works Supervisor II	11 - 13
Works Supervisor I	14 - 17

11.66 X-Ray Mechanic

The existing pay scale has been improved to bring it into line with other grades in this group.

	<u>Existing</u>	<u>Proposed</u>
X-Ray Mechanic	7 - 12	9 - 13