

13.56 Agricultural Officer

Agricultural Officers claim parity with Scientific Officers and request a similar starting salary. The starting pay for this group has been set at Point 31 and we have revised the starting pay of Scientific Officer accordingly. Agricultural Officers and Scientific Officers now have the same scale.

We consider the existing salary scales appropriate and recommend no change.

	<u>Existing</u>
Assistant Agricultural Officer	20 - 25
Agricultural Officer	31 - 45
Senior Agricultural Officer	46 - 48

13.57 Assistant Biochemist

We consider that the duties of this grade should be examined to determine whether they can be taken over by another grade. In the meantime we recommend no change to the pay scale.

	<u>Existing</u>
Assistant Biochemist	20 - 25

13.58 Cartographer

The qualification for direct entry to the Cartographer rank is formal training in cartography plus at least fourteen years' experience and preferably membership of a recognised institution. We consider the existing pay scales appropriate and recommend no change.

	<u>Existing</u>
Cartographer	34 - 45
Senior Cartographer	46 - 48

13.59 Chemist

The existing pay scales are in line with our proposals for this group and no change is recommended.

	<u>Existing</u>
Chemist	31 - 45
Senior Chemist	46 - 48

13.60 Clinical Psychologist

The entry point for this grade has been adjusted to Point 31 in accordance with our general recommendations for this group.

	<u>Existing</u>	<u>Proposed</u>
Clinical Psychologist	33 - 45	31 - 45

13.61 Economist

We consider the existing pay scales appropriate and recommend no change.

	<u>Existing</u>
Economist	31 - 45
Senior Economist	46 - 48

13.62 Fisheries Officer

The existing pay scales are already broadbanded with other grades in this group and no change is recommended.

	<u>Existing</u>
Assistant Fisheries Officer	20 - 25
Fisheries Officer	31 - 45
Senior Fisheries Officer	46 - 48

/ 13.63 Forestry .....

13.63 Forestry Officer

The existing structure and scales for this grade are in line with those of other grades in this group and we recommend no change.

	<u>Existing</u>
Assistant Forestry Officer	20 - 25
Forestry Officer	31 - 45
Senior Forestry Officer	46 - 48

13.64 Hydrologist

This grade requires a degree and experience in hydrological work. The starting point should be revised to bring it into line with that of other grades in this group and we recommend accordingly.

	<u>Existing</u>	<u>Proposed</u>
Hydrologist	32 - 45	31 - 45

13.65 Industrial Hygienist

This is a comparatively new grade with only one rank. We support the proposal by management to create a training rank of Assistant Industrial Hygienist. We have brought the pay scale of Industrial Hygienist into line with other similar ranks in this group, and have recommended a pay scale for the new rank

<u>Existing</u>	<u>Proposed</u>
---	Assistant Industrial Hygienist 20 - 25
Industrial Hygienist 32 - 45	Industrial Hygienist 31 - 45

13.66 Industrial Training Officer

The minimum point of the Assistant Industrial Training Officer's scale takes account of the additional working experience required. We propose that this entry point should be retained but the maximum of the scale should be reduced because we understand Assistant Industrial Training Officers can be promoted to Industrial Training Officer after completion of four years' satisfactory service.

The minimum point of Industrial Training Officer is also lowered from Point 35 to Point 31 in line with similar ranks in this group.

We note that an additional post of Senior Industrial Training Officer and a new rank of Chief Industrial Training Officer in the Directorate have been created. This will improve the overall promotion prospects for the grade.

	<u>Existing</u>	<u>Proposed</u>
Assistant Industrial Training Officer	22 - 38	22 - 26
Industrial Training Officer	35 - 45	31 - 45
Senior Industrial Training Officer	46 - 48	46 - 48

### 13.67 Metriation Officer

The existing pay scale of Metriation Officer was set when the occupant was an Engineer. As the present requirement for appointment is an honours degree we recommend that the minimum point should be adjusted to Point 31. If in future it should again prove necessary to fill the post with a civil servant seconded from another professional grade, the pay scales can be adjusted administratively.

	<u>Existing</u>	<u>Proposed</u>
Metriation Officer	34 - 45	31 - 45
Senior Metriation Officer	46 - 48	46 - 48

### 13.68 Mining Engineer

The qualifications for appointment to the Mining Engineer rank is an honours degree in mining engineering or a diploma from a recognised School of Mines plus at least four years' post-graduate experience. In line with our proposals for similar ranks in this group we recommend the minimum of the scale be lowered to Point 31.

	<u>Existing</u>	<u>Proposed</u>
Mining Engineer	35 - 45	31 - 45

13.69 Operations Officer

Operations Officers undertake airport and general civil aviation administration. Assistant Operations Officers represent that their pay scale is inadequate, but we consider it appropriate and no change is recommended. The minimum pay for the Operations Officer rank is lowered to Point 31 to bring it into line with our general proposals for this group.

	<u>Existing</u>	<u>Proposed</u>
Assistant Operations Officer	20 - 25	20 - 25
Operations Officer	33 - 45	31 - 45
Senior Operations Officer	46 - 48	46 - 48

13.70 Pest Control Officer

We consider that the pay scale for Assistant Pest Control Officer is appropriate and is in line with that of other similar ranks. However, we propose that the minimum pay point for Pest Control Officer be lowered to Point 31 to bring it into line with other comparable grades.

	<u>Existing</u>	<u>Proposed</u>
Assistant Pest Control Officer	20 - 25	20 - 25
Pest Control Officer	32 - 45	31 - 45

13.71 Pharmacist

Pharmacists claim parity with Physicists, Scientific Officers, Chemists and Clinical Psychologists and request that the scales for Pharmacist and Senior Pharmacist ranks be raised to Points 34 - 45 and Points 46 - 48 respectively.

We consider that the Pharmacist and Senior Pharmacist ranks together have a comparable level of responsibility with the basic ranks of the Physicist, Scientific Officer, Chemist and Clinical Psychologist grades. Similarly the responsibilities of the Chief Pharmacist rank are comparable with the responsibilities of the senior ranks of these grades. We therefore propose that the pay scales of the first two ranks of the Pharmacist grade be revised so that together they span the pay scale of the majority of basic ranks in this group. The pay scale of Chief Pharmacist is considered appropriate and we recommend no change.

	<u>Existing</u>	<u>Proposed</u>
Pharmacist	31 - 41	31 - 42
Senior Pharmacist	42 - 43	43 - 45
Chief Pharmacist	46 - 48	46 - 48

13.72 Physicist

Physicists propose the creation of a new rank of Chief Physicist. This would be a Directorate post and is thus outside our Terms of Reference. We consider the existing pay scales appropriate and recommend no change.

	<u>Existing</u>
Physicist	31 - 45
Senior Physicist	46 - 48

13.73 Research Officer

Research Officers are engaged in fisheries research. We consider the existing pay scales appropriate and recommend no change.

	<u>Existing</u>
Assistant Research Officer	20 - 25
Research Officer	31 - 45
Senior Research Officer	46 - 48

13.74 Scientific Officer

Scientific Officers working in the Royal Observatory undertake weather forecasting duties, research work and perform other duties of a geophysical or environmental science nature. Staff propose that the Senior Scientific Officer rank be upgraded to Directorate level and that the maximum point of the Scientific Officer rank be raised to Point 48.

We consider the existing scales generally satisfactory having regard to the duties and responsibilities of the grade. However, in accordance with our general proposals for this group, we recommend that the entry point of the basic rank be lowered to Point 31.

	<u>Existing</u>	<u>Proposed</u>
Scientific Officer	33 - 45	31 - 45
Senior Scientific Officer	46 - 48	46 - 48

13.75 Scientific Officer (Medical)

Scientific Officers (Medical) undertake laboratory tests and research work in the Institute of Pathology or carry out experimental investigations and teach radiobiology in the Institute of Radiology. The existing pay scale is in line with those we propose for other similar grades in this group and no change is recommended.

	<u>Existing</u>
Scientific Officer (Medical)	31 - 45

13.76 Securities Officer

Securities Officers compare themselves with Auditors and Assessors who have a higher entry point. They contend that since the qualifications for appointment to all three grades are similar their pay scale should be improved.

The pay scales for Auditors and Assessors are based on the possession of professional accountancy qualifications while that for Securities Officer is based on a degree together with some relevant experience. In the case of Auditors and Assessors we have already recommended that candidates without a full professional accountancy qualification should enter the scale at Point 31, i.e. at the same point as Securities Officer. Furthermore, we note that Securities Officers with professional accountancy or law qualifications enter the scale at Point 33 and we consider this practice should continue. We therefore recommend no change to the existing pay scales.

	<u>Existing</u>
Securities Officer	31 - 45
Senior Securities Officer	46 - 48

13.77 Statistician

Statisticians claim parity with professional grades such as Treasury Accountant and Rating and Valuation Surveyor. However, the grades with which they compare themselves require full professional qualifications for appointment while Statisticians may be appointed with an honours degree.

We consider the existing pay scales appropriate and recommend no change.

	<u>Existing</u>
Statistician	31 - 45
Senior Statistician	46 - 48

13.78 Waterworks Chemist

The pay scales for this grade are in line with those of other grades in this group and we recommend no change.

	<u>Existing</u>
Assistant Waterworks Chemist	20 - 25
Waterworks Chemist	31 - 45

Group III

(Other degree and related grades including those grades whose entry qualifications we consider should be revised from matriculation to degree)

13.79 Accounting Officer

The requirement for entry to the basic rank is at least two years' experience in accounting, costing or auditing and an intermediate qualification in accountancy. Although this grade does not require a degree qualification, it has traditionally been related to other degree grades and we have included it in this group in this Report. The classification of this grade as a degree related grade requires further examination. In the meantime we recommend revision of the pay scales of the first two ranks in line with other grades within this group but propose no change to that of the senior rank.



	<u>Existing</u>	<u>Proposed</u>
Accounting Officer II	20 - 30	20 - 31
Accounting Officer I	31 - 37	32 - 37
Senior Accounting Officer	38 - 45	38 - 45

13.80 Airport Manager

The structure of this grade is out of line with the general pattern of grades in this group in that the pay scale of the first rank spans those of the first two ranks of other grades in this group. This requires further examination and in the meantime we recommend no change.

	<u>Existing</u>
Assistant Airport Manager	20 - 37
Airport Manager	38 - 45
Assistant Airport General Manager	46 - 48

13.81 Archivist

It has been suggested to us that the Assistant Archivist should receive the same pay as Assistant Librarian I, since the entry qualifications and levels of responsibility are comparable. It has also been pointed out that the existing rank structure leaves a large gap between the Assistant Archivist and the Archivist, which could be filled by the creation of an intermediate rank. We do not accept the comparison between Assistant Archivist, which is a recruitment rank, and Assistant Librarian I, which is a promotion rank for Assistant Librarian II. The proposal to create an intermediate rank would have to be justified on functional grounds.

We recommend that the minimum of the Assistant Archivist scale be lowered by two points and the maximum raised by one point. The revised minimum still takes account of the requirement for post-graduate qualifications and experience. No change is proposed to the Archivist's scale.

	<u>Existing</u>	<u>Proposed</u>
Assistant Archivist	24 - 30	22 - 31
Archivist	46 - 48	46 - 48

13.82 Chinese Language Officer

Both staff and management have drawn our attention to the need for a high standard of competence in translation and interpretation work, particularly in view of the Government's bilingual policy, and an increasing need for skilled interpreters in negotiations involving the use of both English and Chinese.

We acknowledge the importance of the work of Chinese Language Officers, and agree that a good command of both languages is necessary for the competent discharge of their duties. Accordingly, we recommend that the entry qualification for entry to this grade should be raised from matriculation to a degree, although suitable candidates with matriculation should, exceptionally, be considered for appointment, entering at two points below the minimum of our proposed scale. We have therefore revised the scales in line with other degree grades.

	<u>Existing</u>	<u>Proposed</u>
Chinese Language Officer II	18 - 30	20 - 31
Chinese Language Officer I	31 - 37	32 - 37
Senior Chinese Language Officer	38 - 45	38 - 45
Chief Chinese Language Officer	46 - 48	46 - 48

13.83 Court Interpreter

Staff have drawn attention to their heavy responsibilities and the difficult conditions under which they have to work. We acknowledge that their job is a demanding one, necessitating a good command of languages and requiring accurate and fast interpretation.

As in the case of Chinese Language Officers we consider that the duties of this grade warrant the raising of the entry qualifications from matriculation to degree. Matriculants with a flair for languages should, exceptionally, continue to be eligible for appointment, entering at two points below the minimum of the scale.

We recommend the following pay scales :

/ Existing .....