

	<u>Existing</u>	<u>Proposed</u>
Court Interpreter II	18 - 30	20 - 31
Court Interpreter I	31 - 37	32 - 37
Senior Court Interpreter	38 - 45	38 - 45

13.84 Examinations Officer

Examinations Officers plan, control and supervise examinations conducted by the Civil Service Examinations Unit and provide advice on the standing of educational qualifications. The scales of the first two ranks of this grade are out of line with those of other grades in this group and require further examination. In the meantime we propose no change.

	<u>Existing</u>
Assistant Examinations Officer	22 - 36
Examinations Officer	37 - 45
Senior Examinations Officer	46 - 48

13.85 Examiner

The entry requirement for the basic rank of this grade in the Audit Department is a degree or an intermediate qualification in accountancy. Despite the alternative qualification we consider it appropriate to include the grade in this group and we have adjusted the scales of the first two ranks of this grade to bring them into line with other degree grades.

	<u>Existing</u>	<u>Proposed</u>
Examiner	20 - 30	20 - 31
Senior Examiner	31 - 37	32 - 37
Chief Examiner	38 - 45	38 - 45

13.86 Executive Officer

Executive Officers propose that they should be afforded professional status and request the amalgamation of the ranks of Executive Officer II and I. They also suggest that Executive Officers should be required to obtain an acceptable management qualification prior to confirmation, and that this additional requirement be recognised by an enhanced pay scale.

While we do not disagree with the suggestion that an additional management qualification would be desirable, we do not consider it should be made a prerequisite for confirmation. This in our view would be unnecessarily restrictive. Versatility is essential for this grade, and it should remain of a "generalist" nature. We also do not agree with the suggestion that the ranks of Executive Officer II and I be merged. We prefer the proposal by Management to functionalise these two ranks as this accords with the recommendations regarding non-functional promotion ranks contained in our First Report on Principles and Practices.

Having regard to the work now required of Executive Officers, we consider that the entry qualifications should be revised from matriculation to degree. Suitable matriculants should exceptionally continue to be appointed to the grade but at two points below the degree entry point. Our proposed scales are therefore in line with other degree grades.

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

13.87 Executive Secretary, Antiquities Advisory Board

We consider the responsibilities of this post comparable with the those of a Senior Executive Officer. We therefore recommend that the minimum of the scale be raised by two points.

	<u>Existing</u>	<u>Proposed</u>
Executive Secretary, Antiquities Advisory Board	36 - 45	38 - 45

13.88 Experimental Officer

Experimental Officers in the Royal Observatory maintain that their existing scale inadequately reflects the differentiation in responsibility between themselves and Scientific Assistants, a grade from which some Experimental Officers are filled. They also compare themselves with ranks in the Air Traffic Control Officer and Analyst/Programmer grades and state that all other degree grades have opportunities for advancement beyond Point 45. We consider the relationship between the Experimental Officer and the Scientific Assistant grade to be in no way unusual. Overlaps

between the scales of promotion ranks in one grade with grades requiring higher qualification occur frequently.

We are also unable to accept the comparison drawn with the Air Traffic Control Officer and Analyst/Programmer grades because the range of duties and responsibilities are different. Also while it is correct that the great majority of degree grades have opportunities for advancement beyond Point 45, we have already expressed our view that senior ranks should only be created where there is a functional need and there is no evidence to suggest that the existing ranks are undergraded.

We recognise, however, that the existing scales for this grade are out of line with others in this group and require more detailed examination. Meanwhile we recommend no change.

	<u>Existing</u>
Experimental Officer	21 - 34
Senior Experimental Officer	35 - 41
Chief Experimental Officer	42 - 45

13.89 Government Security Officer

The holder of this post is responsible for protective security in Government departments. Having regard to the duties and responsibilities of the post, we consider the present scale appropriate and recommend no change.

	<u>Existing</u>
Government Security Officer	46 - 48

13.90 Government Transport Officer

This grade was created in July 1976 with the main task of reviewing the utilisation, deployment and procurement of government vehicles. Having examined the duties and responsibilities of the grade, we consider the existing scale appropriate.

	<u>Existing</u>
Government Transport Officer	46 - 48

13.91 Housing Manager

Assistant Housing Managers contend that they should be paid as assistant professionals and compare themselves with Land Executives of the New Territories Administration. Housing Managers request that their entry point be raised, and that more senior posts be created for their advancement.

We consider that the entire structure and pay scales of this grade require a detailed review, together with those of Housing Assistants who provide the majority of recruits to the Assistant Housing Manager rank.

Pending the outcome of this review, we recommend no change to the existing pay scales.

	<u>Existing</u>
Assistant Housing Manager	25 - 32
Housing Manager	33 - 45
Senior Housing Manager	46 - 48

13.92 Industrial Promotion Project Officer

Industrial Promotion Project Officers deal with the promotion of overseas investment in Hong Kong industry. We consider the existing pay scale appropriate and recommend no change.

	<u>Existing</u>
Industrial Promotion Project Officer	46 - 48

13.93 Interpreter (Simultaneous Interpretation)

Interpreters in this grade contend that their pay is low in comparison with simultaneous interpreters in the European Economic Community and the United Nations, and that the pay of part-time interpreters should also be improved and brought up to international standards. We find it difficult to accept this comparison with international organisations. The system of setting pay scales, the scope of duties and the cost of living are so different that such comparisons are in our view untenable.

We consider the existing pay scales appropriate in relation to the qualifications and duties of the grade and we recommend no change.

/ Existing

	<u>Existing</u>
Interpreter (Simultaneous Interpretation)	38 - 45
Chief Interpreter (Simultaneous Interpretation)	46 - 48

13.94 Labour Officer

Our proposals for the Labour Officer grade are similar to those for the Trade Officer grade with which Labour Officers compare themselves.

We consider that the basic rank of this grade could be "generalised". That is to say, at the Assistant Labour Officer level, the duties could be taken over by Executive Officers. The existing Labour Officer rank would then become the basic recruitment rank and be filled primarily by in-service appointments. The pay for Labour Officers can then be equated with that of Administrative Officers. We recognise however that our proposals will require detailed examination and pending this examination we recommend no change to the existing pay scales.

	<u>Existing</u>
Assistant Labour Officer	20 - 34
Labour Officer	35 - 45
Senior Labour Officer	46 - 48

13.95 Planetarium Adviser

The holder of this post undertakes planning work in connection with the construction, staffing and management of the planetarium. We consider the existing pay scale appropriate.

	<u>Existing</u>
Planetarium Adviser	46 - 48

13.96 Recruitment Officer (Australasia)

The holder of this post is based in Auckland, and is responsible for recruitment of staff from Australia, New Zealand and adjacent areas. We consider that the

existing pay scale is commensurate with the responsibilities of the post, and recommend no change.

	<u>Existing</u>
Recruitment Officer (Australasia)	46 - 48

13.97 Social Work Officer

This grade was created in April 1979 following a restructuring of the former Social Welfare Officer grade. Social Work Officers maintain that their grade should be recognised as a fully professional grade and that they should have a three-rank structure instead of the existing four-rank structure.

We consider the existing rank structure is based on functional requirements and that the grade appropriately falls within this group. The existing pay scales are already more generous than those of most other degree grades but in view of the recent review we recommend no change.

	<u>Existing</u>
Assistant Social Work Officer	20 - 34
Social Work Officer	35 - 40
Senior Social Work Officer	41 - 45
Chief Social Work Officer	46 - 48

13.98 Medical Social Worker

Medical Social Workers claim parity with the former Social Welfare Officer grade which has now been restructured as Social Work Officer and Social Security Officer grades. We agree that the duties and qualifications of Medical Social Workers are basically the same as those of the Social Work Officer grade, and believe that the two grades should be merged. Accordingly, we recommend that Medical Social Workers I and II be merged with Social Work Officer and Assistant Social Work Officer respectively, and that the ranking of the Principal Medical Social Worker and Senior Medical Social Worker be determined in the light of their new duties under the combined structure. We suggest that early steps be taken to effect the amalgamation.

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The only change we recommend to the pay scales, which in our opinion are already quite generous, is to raise the minimum of Senior Medical Social Worker by one point to remove the overlap with the maximum of Medical Social Worker I.

	<u>Existing</u>	<u>Proposed</u>
Medical Social Worker II	20 - 34	20 - 34
Medical Social Worker I	35 - 40	35 - 40
Senior Medical Social Worker	40 - 43	41 - 43
Chief Medical Social Worker	44 - 45	44 - 45

13.99 Trade Officer

Staff of this grade contend that they are specialist Administrative Officers and that their pay scale should be on a par with them.

At the basic rank, we consider that Assistant Trade Officers should be "generalists" rather than "specialists", and it is our initial view that they could be replaced by Executive Officers. The existing Trade Officer rank would then become the first recruitment rank and be filled primarily by in-service appointments. The scale could then be equated with that of Administrative Officer.

Pending further examination of the above proposal, we recommend no change to the existing pay scales.

	<u>Existing</u>
Assistant Trade Officer	20 - 37
Trade Officer	38 - 45
Principal Trade Officer	46 - 48

13.100 Training Officer

Training Officers employed in the Government Secretariat are responsible for the training of other civil servants many of whom are university graduates. In order to maintain a high standard of training, we consider the entry qualification for this grade should be raised from matriculation to degree. Nevertheless, matriculants may exceptionally be appointed at two points below the minimum.

The pay scales for the first two ranks are adjusted to bring them into line with those of other degree grades. The scales of the senior ranks remain unchanged.

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

13.101 Transport Officer

Transport Officers contend that the existing pay scale for the first rank is too long, and propose that they should proceed directly to Point 31 upon obtaining corporate membership of the Chartered Institute of Transport.

There is a wide range of entry qualifications for this grade and although we have included it in this group, we consider the situation requires further examination. In the meantime, we recommend no change to the existing pay scales.

	<u>Existing</u>
Transport Officer	20 - 37
Senior Transport Officer	38 - 45
Chief Transport Officer	46 - 48