

Staff representations variously proposed combining the ranks of Principal I and Principal II, and giving a maximum MPS Point 39 to the Assistant Education Officer scale, with a four-point overlap of the Education Officer scale, but we are unable to agree to these representations, since we consider that there are functional differences between the two Principal ranks, and because we consider MPS Point 37 an appropriate maximum for the Assistant Education Officer rank. We accordingly propose the following :

<u>Existing</u>		<u>Proposed</u>	
Assistant Education Officer	20 - 36	Assistant Education Officer	20 - 37
Education Officer	36 - 40)	Education Officer	38 - 43
Senior Master	41 - 43)		
Principal II	44 - 47	Principal II	44 - 47
Principal I	48 - 51	Principal I	48 - 51

4.16 Lecturer (Graduate)

261 posts

Lecturer and Senior Lecturer posts in the Colleges of Education are provided on a ratio basis i.e. for every four posts created, one post is provided at the Senior Lecturer level, whereas in the Technical Institutes, they are provided on a functional basis. We are not in favour of ratio based establishments and recommend that, as in the non-graduate ranks, Senior Lecturers should be allocated suitable administrative duties such as assisting Principal Lecturers with the organisation of courses. We propose to bring the pay scales of the four ranks in this grade, as far as possible, into line with the ranks in the Education Officer grade.

Staff have represented that MPS Point 36 is appropriate as the entry point for the Lecturer grade. Having considered the experience requirement and the necessity for a Diploma in Education, we consider that the entry point should be maintained at the existing point of MPS 29. The proposed scales for this grade are :

	<u>Existing</u>	<u>Proposed</u>
Lecturer (Graduate)	29 - 36	29 - 37
Senior Lecturer	35 - 40	38 - 43
Principal Lecturer	41 - 47	44 - 47

	<u>Existing</u>	<u>Proposed</u>
Vice Principal,) College of Education)		
Vice-Principal,) Technical Institute)	48 - 51	48 - 51

Direct entrants without teaching experience but with professional qualifications and/or requisite working experience should be eligible for appointment not only to the rank of Senior Lecturer but also to the rank of Lecturer and should enter at points in the rank scale appropriate to their qualifications.

4.17 Inspector (Graduate) 189 posts

The scale of the second rank of this grade has a large overlap with the scale of the first rank, and we propose to abolish this. Representations were received from staff that the entry rank proceed from MPS Point 36 to Point 45 (now Point 47) and that the grade be restructured from four ranks to two. However, we consider that the existing entry point for Assistant Inspector (Graduate) adequately reflects the entry qualifications of Diploma in Education and four years' teaching experience. We also consider that the existing four ranks should be retained on functional grounds. The grade scales are brought into line with the equivalent ranks in the graduate lecturing and teaching streams :

	<u>Existing</u>	<u>Proposed</u>
Assistant Inspector (Graduate)	29 - 40	29 - 37
Inspector (Graduate)	35 - 44	38 - 43
Senior Inspector	44 - 47	44 - 47
Principal Inspector	48 - 51	48 - 51

Serving officers who have their rank scale maximum reduced by these proposals should retain a personal right to remain on their existing scale.

4.18 Education Officer (Administration) 141 posts

The present three-rank structure of this grade is necessary for functional reasons and we consider it should be retained. Apart from the variation necessary to maintain this structure we have aligned the rank scales with those of other graduate education grades. The starting pay for the Assistant Education Officer (Administration) rank takes account of the fact that only three years' teaching experience

is required for appointment.

	<u>Existing</u>	<u>Proposed</u>
Assistant Education Officer (Administration)	26 - 36	26 - 37
Education Officer (Administration)	36 - 47	38 - 47
Senior Education Officer (Administration)	48 - 51	48 - 51

Transfer from Non-Graduate to Graduate Grades

4.19 We have considered the need to give due recognition to those non-graduates who, by virtue of their experience and ability, have demonstrated fitness for transfer to the graduate grades. The present situation whereby the very best of the non-graduates are confined to the non-graduate grades despite long experience and proven ability because they have not acquired a degree fails, in our opinion, to make the best use of the staff resources available. We therefore propose that the Education Department adopt a system whereby members of both the Certificated Master grade of the rank of Assistant Master and above together with members of the other non-graduate grades can apply to transfer to vacancies in the entry ranks of the non-teaching graduate grades. Applicants should have a minimum of ten years' relevant experience. Successful appointees would be on trial for two years.

Simplification of Grade Structure

4.20 The adoption of the measures proposed in this Report will reduce the number of ranks paid on different scales from 19 to 12, and we hope that this will help to reduce the inter-grade frictions which now exist, as well as providing management with a grade structure which will facilitate inter-grade transfers and promotions. While we do not believe that a return to a monolithic structure is feasible, we consider that the grade structure proposed will go some way towards meeting the demands for improved career opportunities that lie behind the wish to see a monolithic structure re-introduced. Tables C and D attached to this Chapter illustrate the proposed structure in comparison with the existing structure.

Related Non-Graduate Grades

4.21 Workshop Instructor

147 posts

Members of this grade, which has two ranks, work in the Education Department, Public Works Department and Social Welfare Department. The Workshop Instructor II and Workshop Instructor I pay scales are the same as those for Certificated Master and Assistant Master respectively except that Workshop Instructor II has a two-point lead at the minimum over Certificated Master. As there is no planned change in the training period for this grade we propose that the existing entry point should be retained. We recommend however that the maximum of the Workshop Instructor II rank and the minimum of the Workshop Instructor I rank should be adjusted in line with corresponding ranks of the Certificated Master grade. We therefore, propose the following adjustments to the pay for this grade :

	<u>Existing</u>	<u>Proposed</u>
Workshop Instructor II	18 - 22(25)*	18 - 23(26)*
Workshop Instructor I	23 - 31	24 - 31

* Note : The points in brackets refer, under the existing and proposed scales, to the three additional increments at the top of the scale awarded after three, two and two years respectively.

4.22 Master (Prisons)
Technical Instructor (Prisons)

We have also reviewed the related grades of Master (Prisons) and Technical Instructor (Prisons) and our recommendations on these grades are in Chapter 9 of this Report.

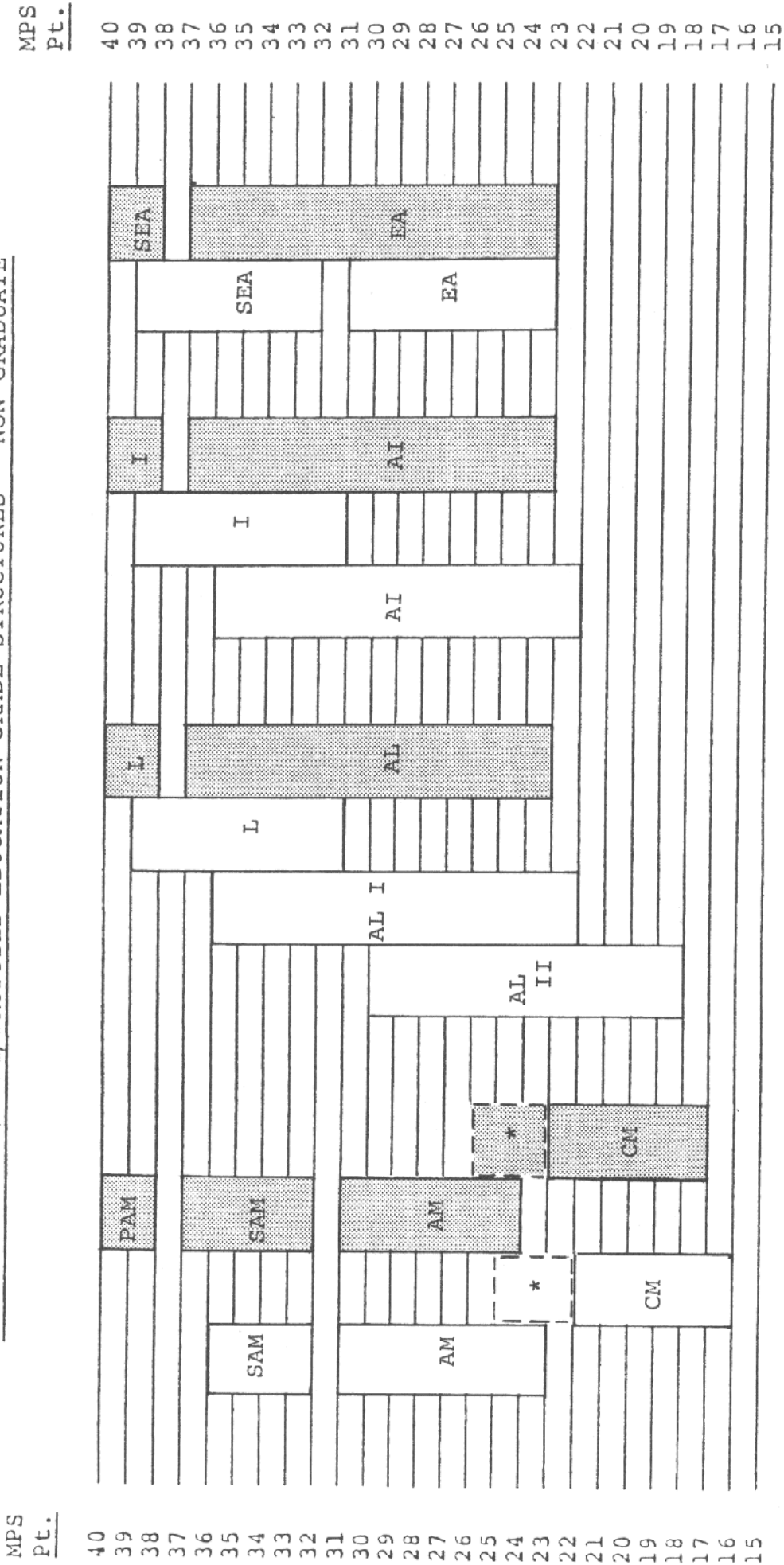
REVIEW OF EDUCATION GRADESLIST OF RANKS REVIEWED

<u>GRADUATE RANKS</u>	<u>EXISTING</u>		<u>PROPOSED</u>
Assistant Education Officer	20 - 36		20 - 37
Education Officer	36 - 40)	Education Officer	38 - 43
Senior Master/Mistress	41 - 43)		44 - 47
Principal II	44 - 47		48 - 51
Principal I	48 - 51		
Lecturer (Graduate)	29 - 36		29 - 37*
Senior Lecturer	35 - 40*	38 - 43*	
Principal Lecturer	41 - 47	44 - 47	
Vice-Principal, College of Education)	48 - 51	48 - 51	
Vice-Principal, Technical Institute)			
Assistant Inspector (Graduate)	29 - 40		29 - 37
Inspector (Graduate)	35 - 44		38 - 43
Senior Inspector	44 - 47		44 - 47
Principal Inspector	48 - 51		48 - 51
Assistant Education Officer (Administration)	26 - 36		26 - 37
Education Officer (Administration)	36 - 47		38 - 47
Senior Education Officer (Administration)	48 - 51		48 - 51
<u>NON-GRADUATE RANKS</u>			
Certificated Master/Mistress	16 - 22(25)**		17 - 23(26)**
Assistant Master/Mistress	23 - 31		24 - 31
Senior Assistant Master/Mistress	32 - 36		32 - 37
Principal Assistant Master/Mistress (proposed new rank)	-		38 - 40
Assistant Lecturer II	18 - 30)	Assistant Lecturer	23 - 37
Assistant Lecturer I	22 - 36)		38 - 40
Lecturer (Non-Graduate)	31 - 39		
Assistant Inspector (Non-Graduate)	22 - 36		23 - 37
Inspector (Non-Graduate)	31 - 39		38 - 40
Education Assistant	23 - 31		23 - 37
Senior Education Assistant	32 - 39		38 - 40
<u>RELATED NON-GRADUATE GRADES</u>			
Workshop Instructor II	18 - 22(25)**		18 - 23(26)**
Workshop Instructor I	23 - 31		24 - 31
Master (Prisons)	21 - 31		22 - 31
Senior Master (Prisons)	32 - 36		32 - 37
Technical Instructor (Prisons)	20 - 24		20 - 25

* Provision for direct entrants without teaching experience.
See para 4.16.

** Additional increments after three, two and two years of service respectively.

DIAGRAM OF EXISTING/PROPOSED EDUCATION GRADE STRUCTURES - NON-GRADUATE

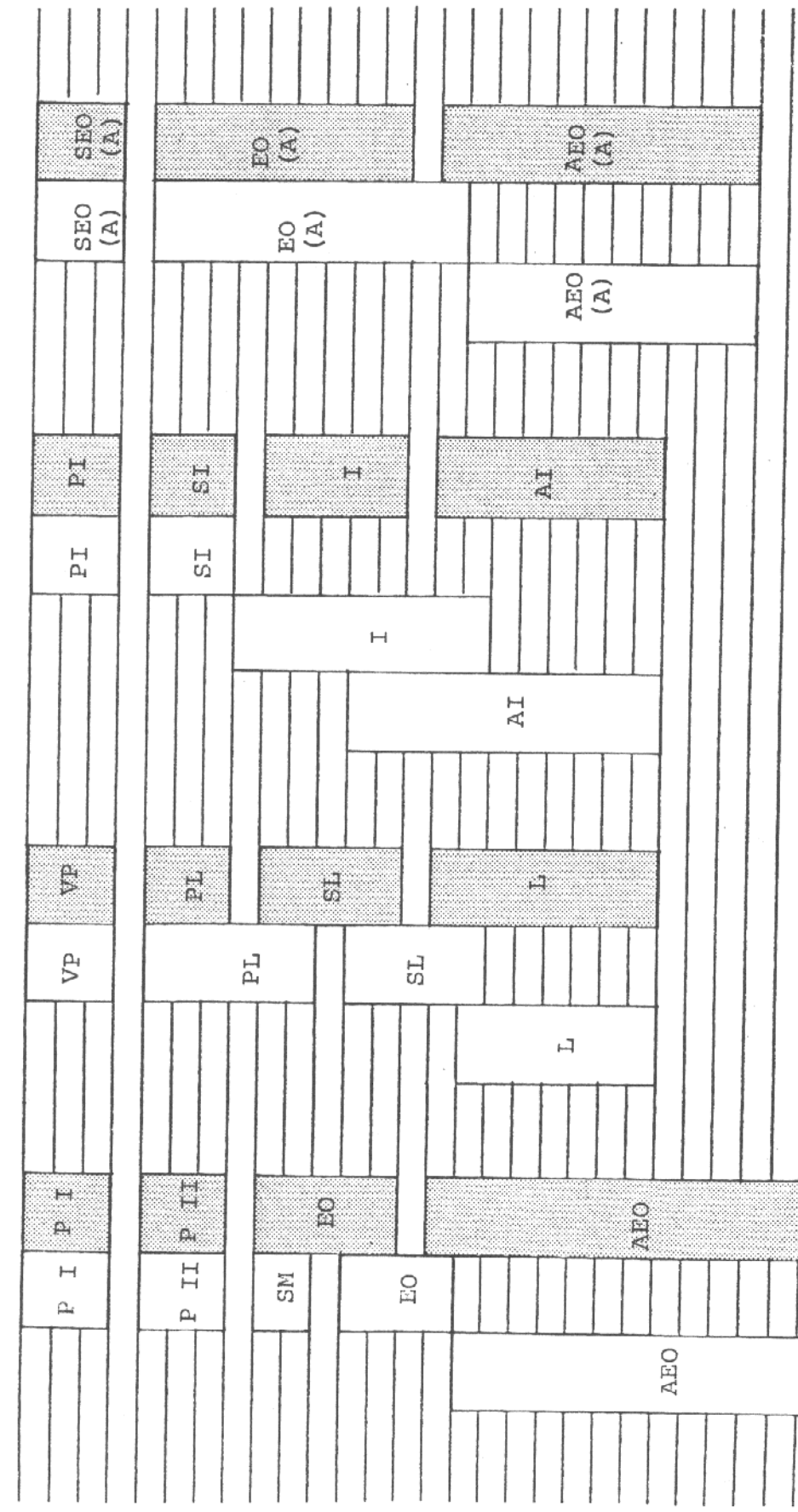


Note :
 [White Box] Existing Structure
 [Shaded Box] Proposed Structure
 * See para. 4.11

Key :
 CM - Certificated Master/Mistress
 AM - Assistant Master/Mistress
 SAM - Senior Assistant Master/Mistress
 PAM - Principal Assistant Master/Mistress
 AL - Assistant Lecturer
 L - Lecturer
 AI - Assistant Inspector
 I - Inspector
 EA - Education Assistant
 SEA - Senior Education Assistant

DIAGRAM OF EXISTING/PROPOSED EDUCATION GRADE STRUCTURES - GRADUATE

MPS
Pt.



Key :

- AEO - Asst. Education Officer
- EO - Education Officer
- SM - Senior Master/Mistress
- P - Principal
- L - Lecturer
- PL - Principal Lecturer
- VP - Vice-Principal
- AI - Asst. Inspector
- I - Inspector
- SI - Senior Inspector
- PI - Principal Inspector
- AEO(A) - Asst. Education Officer (Adm.)
- EO(A) - Education Officer (Adm.)
- SEO(A) - Senior Education Officer (Adm.)

Note :

- Existing Structure
- Proposed Structure