

CHAPTER 5

SPECIALIST CIVILIAN GRADES IN THE ROYAL HONG KONG POLICE FORCE

Introduction

5.1 There are a number of civilian posts in the Royal Hong Kong Police Force, the pay scales of which have historically been linked to those of Police Officer ranks. Until the introduction of the Disciplined Services Pay Scale the occupants of these civilian posts were paid from the Master Pay Scale on points corresponding to those of Chief Inspectors, Superintendents and Senior Superintendents. With the introduction of the Disciplined Services Pay Scale it became necessary to establish which of these posts should be accorded "disciplined" status and paid accordingly and which should remain civilian and continue to be paid on the Master Pay Scale. A review has therefore been conducted to determine the appropriate category of these specialist grades in the Police Force.

Consultation

5.2 In the course of our review, we have taken into account the views of the Administration, including those of the Commissioner of Police. Representations from the Bomb Disposal Officer and the Interviewer grades were also received by us and given due consideration.

General Approach

5.3 In conducting this review we decided that the grades concerned could be divided into three categories :

- Group I - grades which should be classified as disciplined, the occupants of which should be ranked as Police Officers and paid accordingly. The grades concerned would thus need to conform to criteria consistent with those generally established for Police Officers;
- Group II - grades which for one reason or another must remain civilian, but where the duties concerned are so closely related to the work of Police Officers that comparable pay on the Master Pay Scale is justified;

Group III - grades which have only a limited involvement in Police operations, and whose pay scales should be assessed on the Master Pay Scale using the standard educational/factors system.

5.4 The grades examined are those listed as 'Specialist Civilian' in Chapter 15 of Report No. 2, together with the grade of Physical Training Instructor which we were asked to include in this review. With two exceptions we have been able to reach a decision on the appropriate category for each grade. The two exceptions are the grades of Force Armourer and Force Welfare Officer which are at present being reviewed by the Administration. We have deferred making recommendations on these two grades for the time being and we have therefore placed them in a separate group, group IV. The results of our examination are set out in the following paragraphs.

Group I

Grades to be converted to disciplined status and pay scale

5.5 We recommend that the following grades be accorded disciplined status and be paid from the Disciplined Services Pay Scale.

5.6 Ballistics Officer

2 posts

As a civilian grade it is categorised as being equivalent to Police Superintendent. Previous experience in the Armed Services or other Police Forces is normally accorded some weight when candidates are considered for appointment. Their work is closely integrated with the operations of the C.I.D. and other branches of the Force. We therefore consider that the grade should be converted to the rank of Superintendent of Police and paid accordingly.

	<u>Existing</u>		<u>Proposed</u>	
Ballistics Officer	MPS 40 - 47	Superintendent	DPS(O) 30 - 33	

5.7 Bomb Disposal Officer

2 posts

In the absence of emergency situations, much of these officers' time is spent in training, keeping in touch with new techniques and the maintenance of equipment. In emergency situations they are engaged in duties involving examination, defusing and disposal of explosive devices. They work in close relationship with most branches of the Police Force. Officers appointed to these grades are normally drawn from those with experience in the Armed

Services or other Police Forces. The grade is at present civilian, categorised as being equivalent to Superintendent. It is in many respects similar in status to the Ballistics Officer and for the same reasons we recommend it should be converted to the rank of Superintendent of Police and paid accordingly.

	<u>Existing</u>		<u>Proposed</u>
Bomb Disposal Officer	MPS 40 - 47	Superintendent	DPS(O) 30 - 33

5.8 Commandant, Police Cadet School

1 post

This officer is at present of civilian status, considered as being equivalent to a Senior Superintendent of Police. The Police Cadet School has a staff of 170 and a capacity for 750 Cadets. The Commandant is responsible for establishing a balanced environment in the School where police standards of command, discipline and training are combined with the characteristics of a conventional school.

The Commandant is accountable to Police Headquarters and controls an important section of the Police training and recruitment effort.

We recommend that the post be converted to disciplined status and be paid as a Senior Superintendent.

	<u>Existing</u>		<u>Proposed</u>
Commandant, Police Cadet School	MPS 48 - 51	Senior Superintendent	DPS(O) 34 - 37

5.9 Director of Music

1 post

This officer is at present equated with Superintendent of Police. He is responsible for the running, performance and discipline of the Force Bands comprising 85 Non-Commissioned Officers and bandmen. The training and performance of the Police bands are on a par with conventional Services bands and the command and control exercised by the Director as well as the training he supervises befits disciplined status. We recommend that the Director be converted to the rank of Superintendent of Police and be paid accordingly.

	<u>Existing</u>		<u>Proposed</u>
Director of Music	MPS 40 - 47	Superintendent	DPS(O) 30 - 33

5.10 Force Training Officer

9 posts

Staff of this grade are responsible for the organisation, evaluation and development of training for all disciplined ranks in the Police Force. They are thus closely integrated into the Force training and command systems. At present the Senior Force Training Officers are ranked equivalent to Senior Superintendents and the Force Training Officers to Superintendents. We consider this equivalent status is correct and recommend that the ranks should be converted to the appropriate disciplined levels.

	<u>Existing</u>		<u>Proposed</u>	
Force Training Officer	MPS 40 - 47	Superintendent	DPS(O)	30 - 33
Senior Force Training Officer	MPS 48 - 51	Senior Superintendent	DPS(O)	34 - 37

GROUP II

Grades to remain as civilian but with pay scales associated with equivalent police ranks

5.11 We consider that the following grades should remain on the Master Pay Scale and retain their civilian status, but that the pay should remain broadly comparable with that of Police ranks.

5.12 Interviewer

7 posts

Staff of this grade are engaged on specialised investigatory duties. To be appointed they are required to have considerable experience in police or allied investigation work, including the ability to exercise mature judgement and discretion.

We recommend that the two ranks should be paid at rates comparable to Superintendent and Chief Inspector respectively.

	<u>Existing</u>	<u>Proposed</u>
Interviewer	MPS 31 - 37	MPS 39 - 43
Head Interviewer	MPS 38 - 43	MPS 44 - 47

5.13 Police Research Officer

23 posts

Staff of this grade work in Special Branch where they prepare reports and research papers. Unlike their 'disciplined' officer colleagues in Special Branch these research officers

are not called upon to carry out constabulary duties nor are they liable to transfer to other branches in the force.

We consider the two ranks should be paid at rates comparable to Superintendent and Chief Inspector respectively.

	<u>Existing</u>	<u>Proposed</u>
Assistant Police Research Officer	MPS 37 - 39	MPS 39 - 43
Police Research Officer	MPS 40 - 47	MPS 44 - 47

Group III

Grades to remain as civilian with no Police rank equivalent

5.14 Physical Training Instructor

4 posts

Staff of this grade are responsible for the organisation, planning and direction of physical and outdoor training in the Force. They are also involved in the organisation of recreational activities. Although these Instructors exercise training control over classes allocated to them, they have no liabilities for police work after their classes are complete or in times of emergency. In these circumstances we recommend that their status and pay remain unchanged, except that the minimum pay for the Physical Training Instructor rank be raised by one point to allow for the customary one point gap between the maximum pay point of a rank and the minimum pay point of the next promotion rank within the grade.

	<u>Existing</u>	<u>Proposed</u>
Assistant Physical Training Instructor	MPS 24 - 32	MPS 24 - 32
Physical Training Instructor	MPS 32 - 40	MPS 33 - 40

Group IV

Grades requiring further review

5.15 In paragraph 5.4 we drew attention to two grades which are the subject of review by the Administration. These are the grades of Force Armourer and Force Welfare Officer. We have therefore deferred our examination of these grades until the results of these reviews have been received. In the meantime, the grades concerned should retain their existing

salary scales which are set out below:

<u>Force Armourer</u>	<u>Existing</u>
Force Armourer	MPS 37 - 39
Senior Force Armourer	MPS 40 - 47
<u>Force Welfare Officer</u>	<u>Existing</u>
Assistant Force Welfare Officer	MPS 31 - 39
Force Welfare Officer	MPS 40 - 47
Senior Force Welfare Officer	MPS 48 - 51

Implementation

5.16 We recommend that the revised scales proposed in this Chapter be implemented with effect from 1st October 1979.