

6.33 Cook

350 posts

We have received staff representations proposing a combination of the two ranks of the grade at Artisan level. We accept that there is no functional difference between these two ranks, and recommend that they be combined, and paid on a scale comparable to that of the Artisan grade.

<u>Existing</u>		<u>Proposed</u>	
Cook II	WI 1 - 9)	Cook	MOD 11 - 17
Cook I	A 1 - 7)		

6.34 Cultural Services Attendant

195 posts

Cultural Services Attendants are responsible to Cultural Services Senior Attendants, rendering a supporting service in the City Hall, public libraries, museums and art galleries, and assisting the public in the use of these facilities. The staff have compared themselves with Clerical Assistants and proposed that their grade should be transferred to the Master Pay Scale. We recommend a full review of the duties and responsibilities of the grade and, pending this review, propose that the pay scales should be left on the corresponding points on the new Model Scale 1.

	<u>Existing</u>	<u>Proposed</u>
Cultural Services Attendant	A 1 - 7	MOD 11 - 15
Cultural Services Senior Attendant	A 4 - 10	MOD 13 - 17

6.35 Darkroom Technician

63 posts

Darkroom Technicians in the Medical and Health Department and the Information Services Department undertake the duties of developing and processing transparencies and prints, and assist Photographers in outdoor work. It has been represented to us that the duties of this grade are comparable to those of Photographers. Since appointment to the Photographer grade (which is paid from the Master Pay Scale) requires formal educational qualification and experience in photography, we do not consider this comparison justified. In accordance with our broadbanding principle, we consider that the pay scale of Darkroom Technician should be as follows :

	<u>Existing</u>	<u>Proposed</u>
Darkroom Technician	A 4 - 10	MOD 11 - 17

6.36 Deep Sea Fisherman 9 posts
Fisherman 10 posts

Deep Sea Fishermen and Fishermen both carry out seaman and fishing duties, including the care and maintenance of fishing equipment and vessels. There is no functional difference between Fisherman I and Deep Sea Fisherman, and we recommend the merging of these two ranks, with the title of "Fisherman I" and a pay scale comparable to that of the Artisan grade. We consider the existing grouping for the Fisherman II rank appropriate.

<u>Existing</u>		<u>Proposed</u>	
Fisherman II	WI 1 - 9	Fisherman II	MOD 5 - 10
Fisherman I	A 1 - 7)	Fisherman I	MOD 11 - 17
Deep Sea)		
Fisherman	A 1 - 10)		

6.37 Depot Attendant 34 posts

Depot Attendants are mainly engaged in delivering dangerous goods, and other general duties at government explosives depots. As their duties are generally comparable to those of Semi-skilled Labourers (Workman I), we recommend that they be paid accordingly. We also recommend that consideration be given as to whether a case exists for the payment of a Dangerous Duties Allowance to these staff.

	<u>Existing</u>	<u>Proposed</u>
Depot Attendant	A 1 - 7	MOD 5 - 10

6.38 Domestic Assistant 10 posts

Domestic Assistants perform household duties in Government House. We consider the existing grouping appropriate. However, as the grade title might cause confusion with the Domestic Servant grade, we suggest that consideration should be given to retitling. We recommend the following scale :

	<u>Existing</u>	<u>Proposed</u>
Domestic Assistant	WI 1 - 9	MOD 5 - 10

6.39 Domestic Servant 9 posts

Domestic Servants are employed in Government House and a number of official residences. We consider the existing grouping appropriate and have broadbanded the pay

scale of the Domestic Servant rank at Artisan level. The pay scale of Senior Domestic Servant also remains in the appropriate grouping on the new scale.

	<u>Existing</u>	<u>Proposed</u>
Domestic Servant	A 4 - 10	MOD 11 - 17
Senior Domestic Servant	SA 1 - 3	MOD 18 - 20

6.40 Drain Chargeman 28 posts

Drain Chargemen are employed in the Public Works Department and are responsible for the supervision of sewer gangs. In view of the responsibilities and the nature of work of the grade, we consider that the pay scale should be improved to correspond with that of the Senior Artisan grade.

	<u>Existing</u>	<u>Proposed</u>
Drain Chargeman	A 4 - 10	MOD 18 - 20

6.41 Dredger Crane Driver II 6 posts

Dredger Crane Drivers II in the Public Works Department are responsible for the operation of dredgers and grab-cranes. Staff have represented that their existing pay is unsatisfactory and have requested an improvement.

Rank II of the Dredger Crane Driver grade is at present paid from the Model Scale 1, whereas rank I is paid from the Master Pay Scale. We feel that the transfer of Dredger Crane Driver II to the Master Pay Scale would assist the consolidation of the grade. In accordance with the principle set out in paragraph 5.13(c) of our Report No. 2, we recommend the transfer of the junior rank to the Master Pay Scale. A consequential adjustment to the pay scale for Dredger Crane Driver I is also recommended.

	<u>Existing</u>	<u>Proposed</u>
Dredger Crane Driver II	A 4 - 10	MPS 9 - 12
Dredger Crane Driver I	MPS 11 - 13	MPS 13 - 14

6.42 Electrician 7 posts

Electricians are employed in the Marine Department and are responsible for the repair of electrical equipment on board government vessels. As their duties are similar to those of Artisans in the electrical stream, we

recommend that the grade be merged with the Artisan grade, with the same pay scale. (See also paragraph 6.21)

	<u>Existing</u>		<u>Proposed</u>
Electrician	A 4 - 10	Artisan	MOD 11 - 17

6.43 Fitter 38 posts

Fitters are engaged in repair and construction work on government vessels or metal repair/radio installation work in the Police Communications Workshops. As their duties are similar to those of Artisans in the Fitter stream in other departments, we recommend that the grade be merged with the Artisan grade, and be given the same pay scale. (See paragraph 6.21)

	<u>Existing</u>		<u>Proposed</u>
Fitter	A 4 - 10	Artisan	MOD 11 - 17

6.44 Forest Guard 261 posts

Forest Guards are employed in the Agriculture and Fisheries Department on general enforcement duties in connection with the maintenance of country parks and the countryside. Fire prevention also forms part of their duties. We consider that their pay scale should correspond to that of the Artisan grade and recommend accordingly.

	<u>Existing</u>	<u>Proposed</u>
Forest Guard	A 1 - 7	MOD 11 - 17

6.45 Ganger 699 posts

This grade can be found in several departments and staff are generally engaged in the supervision of groups of Labourers. We have received representations from various groups of staff, which contain proposals ranging from requests for better pay scales and upgrading, to amalgamation with Chargeman and transfer to pensionable terms.

As stated in paragraph 6.28, we intend to carry out a further review of minor supervisory ranks in Model Scale 1 and the Master Pay Scale, in order to establish whether the need for these various ranks exists. We therefore recommend that the scale of the Ganger grade remains on the corresponding points on the new pay scale,

pending the outcome of this review.

	<u>Existing</u>	<u>Proposed</u>
Ganger	WI 1 - 9	MOD 5 - 10

6.46 Gardener 9 posts

Gardeners II are employed in the Medical and Health Department, Fire Services Department and the Royal Hong Kong Police Force while Gardeners I are employed only in the Medical and Health Department. We agree with the staff view that there is no functional difference between the two ranks and propose that they should be replaced by a single rank of Gardener. Having regard to the level of skill required of the grade which we consider is comparable with that of Workman I, we recommend the following scale :

<u>Existing</u>		<u>Proposed</u>	
Gardener II	WII 1 - 16)	Gardener	MOD 5 - 10
Gardener I	WI 1 - 9)		

6.47 Groundsman 14 posts

Groundsmen are employed in the Civil Aviation Department to carry out manual and cleansing work. As their duties closely resemble those of Labourers, we consider it appropriate to merge this grade with the Labourer grade (to be retitled Workman II), with the following scale :

<u>Existing</u>		<u>Proposed</u>	
Groundsman	WII 1 - 16	Workman II	MOD 1 - 4

6.48 Hospital Orderly 1,079 posts

Hospital Orderlies employed in the Medical and Health Department render general supporting services to nursing staff in caring for patients. As no functional difference exists between the three ranks of the grade and as their duties and those of Amahs in the same department are similar in nature, we propose that these two grades be replaced by a new grade (see paragraph 6.19), with the following scale :

<u>Existing</u>		<u>Proposed</u>	
Hospital Orderly III	WII 5 - 16)	New grade	MOD 5 - 10
Hospital Orderly II	WI 1 - 3)		
Hospital Orderly I	WI 4 - 9)		

6.49 Laboratory Attendant

156 posts

Laboratory Attendants are employed in a number of departments. Their main duties include the operation and maintenance of laboratory apparatus and equipment, and providing assistance with minor experiments. We consider the existing grouping appropriate and recommend that it should remain comparable to that of the Artisan grade, in accordance with our broadbanding principle.

	<u>Existing</u>	<u>Proposed</u>
Laboratory Attendant	A 4 - 10	MOD 11 - 17

6.50 Labourer

21,164 posts

Labourer is a grade common to almost all departments. We have received representations from various groups of staff, proposing higher pay, retitling, amalgamation with the current Semi-skilled Labourer grade, annual increments and transfer to pensionable terms.

We have examined the different Labourer posts in various departments and are satisfied that in general their present ranking is in order. However, we recommend upgrading to Workman I of Labourer posts in the demolition teams of the Housing Department and the General Duties Teams of the Urban Services Department, in view of their duties and the nature of work.

We consider the existing grouping of the Labourer grade appropriate and as stated in paragraph 6.18, recommend retitling of the grade to "Workman II". We also recommend the following pay scales :

<u>Existing</u>		<u>Proposed</u>	
Labourers working) in the demolition) teams of the) Housing Department) and in the General) Duties Teams of) the Urban Services) Department)	WII 1 - 16	Workman I	MOD 5 - 10
All other Labourers	WII 1 - 16	Workman II	MOD 1 - 4

6.51 Laundry Worker

189 posts

Laundry Workers work in Government House, the Medical and Health Department and the Royal Hong Kong Police Force. As there is no functional difference between Laundry Worker II and I, we propose that the two ranks be merged, with the following pay scale :

<u>Existing</u>		<u>Proposed</u>
Laundry Worker II	A 1 - 7)	Laundry Worker MOD 11 - 17
)	
Laundry Worker I	A 4 - 10)	
)	

6.52 Leading Sewerman

55 posts

Leading Sewermen work in the sewer gangs under the supervision of the Drain Chargeman. They are responsible for gauging, sampling and cleaning work in sewers and drains. We consider the existing grouping appropriate. In accordance with our broadbanding principle, the pay scale is adjusted as follows :

	<u>Existing</u>	<u>Proposed</u>
Leading Sewerman	A 1 - 7	MOD 11 - 17

6.53 Lift Operator

14 posts

Lift Operators come under the control of the Public Works Department. We consider the existing grouping appropriate and therefore recommend that the pay scale should remain on the corresponding points on the new pay scale.

	<u>Existing</u>	<u>Proposed</u>
Lift Operator	WI 1 - 9	MOD 5 - 10

6.54 Lighthouse Mechanic

7 posts

Posts in this grade are normally filled by Navigational Aids Attendants who have passed a departmental examination. The staff are employed by the Marine Department and are responsible for servicing lighthouse machinery and equipment. We consider that this grade and the Navigational Aids Attendant grade require further

review. In the meantime, we recommend that the pay scale should remain on the corresponding points on the proposed scale.

	<u>Existing</u>	<u>Proposed</u>
Lighthouse Mechanic	A 4 - 10	MOD 13 - 17

6.55 Meat Porter 66 posts

Meat Porters are employed in the Urban Services Department and are responsible for meat delivery duties. The Senior Meat Porters perform certain supervisory duties. We consider the present groupings of the grade appropriate and propose the following scales :

	<u>Existing</u>	<u>Proposed</u>
Meat Porter	WI 1 - 9	MOD 5 - 10
Senior Meat Porter	A 1 - 7	MOD 11 - 17

6.56 Mortuary Attendant 29 posts

Mortuary Attendants are mainly responsible for the general cleanliness of the mortuary, receiving and storing of corpses and assisting in preparatory work for autopsies. Staff have requested a higher pay scale in view of their conditions of work and the skills required.

Although the staff receive an Obnoxious Duty Allowance for their work, we still consider that the existing scale fails to reflect adequately the nature of the job and the training and skills required. We therefore recommend that the scale be improved as follows :

	<u>Existing</u>	<u>Proposed</u>
Mortuary Attendant	A 4 - 10	MOD 18 - 20

6.57 Motor Driver 1,304 posts

The staff have sought parity with Personal Chauffeurs and Postmen who are assigned to driving duties. Some have also proposed the merging of the grade with the Special Driver grade. As stated in paragraph 6.30 we propose to conduct a review of the Chauffeur and Driver grades. Pending the completion of that review, we recommend that the scale should remain on the corresponding points on the new scale.

	<u>Existing</u>	<u>Proposed</u>
Motor Driver	A 4 - 10	MOD 13 - 17

6.58 Navigational Aids Attendant

28 posts

Navigational Aids Attendants I and II are employed in the Marine Department and are mainly engaged in the operation, installation, fuelling, servicing and maintenance of navigational aids. Staff have represented to us that the two ranks should be amalgamated, with prospects of promotion to the present Lighthouse Mechanic grade.

As indicated in paragraph 6.54, pending a further review of these two grades, we recommend that the scales of the two ranks should remain on the corresponding points on the new Model Scale 1.

	<u>Existing</u>	<u>Proposed</u>
Navigational Aids Attendant II	WI 1 - 9	MOD 5 - 10
Navigational Aids Attendant I	A 1 - 7	MOD 11 - 15

6.59 Operating Theatre Attendant

75 posts

Staff of this grade provide a supporting service to medical staff in operating theatres. Having regard to the level of responsibility and the degree of skill required, we recommend the following improved pay scale :

	<u>Existing</u>	<u>Proposed</u>
Operating Theatre Attendant	A 4 - 10	MOD 18 - 20

6.60 Painter

20 posts

Painters I are employed in several departments; Painters II are employed only in the Medical and Health Department. They are generally responsible for hand-painting and spray-painting. Since painting work is also undertaken by Artisans in other departments, and no functional difference exists between the Painter I and II ranks, we consider it appropriate to merge the Painter grade with the Artisan grade. (See paragraph 6.21)

	<u>Existing</u>	<u>Proposed</u>
Painter II	WI 4 - 9)	Artisan MOD 11 - 17
Painter I	A 1 - 7)	

6.61 Pest Control Labourer 496 posts

Pest Control Labourers are employed in the Urban Services Department on disinfection work, and assist in surveys of pests. We consider that since their duties are comparable to those of Labourers, the Pest Control Labourer grade should be merged with the Workman II grade, with the same pay scale. (See also paragraph 6.50)

	<u>Existing</u>		<u>Proposed</u>
Pest Control Labourer	WII 5 - 16	Workman II	MOD 1 - 4

6.62 Plantman 57 posts

We note that the Plantman I and Plantman II ranks are responsible for the operation of cranes, road rollers and other related mechanical equipment. We consider that no significant functional difference exists between these ranks and that their duties are similar to those of the Artisan grade. We therefore recommend that the two ranks of this grade be combined and merged with the Artisan grade. (See also paragraph 6.21)

	<u>Existing</u>		<u>Proposed</u>
Plantman II	A 1 - 7)		
)	Artisan	
Plantman I	A 4 - 10)		MOD 11 - 17

6.63 Rock Driller 22 posts

Rock Drillers are employed in the Public Works Department and are responsible for preparing drill-holes for blasting and for the maintenance of drilling equipment. We consider the existing grouping appropriate and recommend that the scale should remain on the corresponding points on the new pay scale.

	<u>Existing</u>	<u>Proposed</u>
Rock Driller	SA 1 - 3	MOD 18 - 20

6.64 Sailmaker Rigger 15 posts

Sailmaker Riggers are employed in the Marine Department and are responsible for making awnings and fenders, and for general rigging work. We consider that