

there is no functional difference between the two ranks and recommend that they be merged with the following pay scale :

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

6.65 Semi-skilled Labourer 3,356 posts

The Semi-skilled Labourer grade exists in a number of departments. Their duties in general call for some skill and knowledge of the use of equipment and materials.

We have received representations from different groups of staff mainly requesting better pay, retitling, upgrading of posts, and transfer to the Master Pay Scale. After consideration, we are of the opinion that the existing grouping of the Semi-skilled Labourer grade is appropriate, although we understand that the ranking of those posts in the Housing Department is to be reviewed by the Administration. We recommend that the scale of Semi-skilled Labourer should remain on the corresponding points on the new scale and retitling this grade to "Workman I", in accordance with paragraph 6.18.

<u>Existing</u>		<u>Proposed</u>	
Semi-skilled Labourer	WI 1 - 9	Workman I	MOD 5 - 10

6.66 Senior Artisan 83 posts

Senior Artisan posts are found in a few departments with large Artisan establishments. We consider the present grouping appropriate and recommend that the pay scale should remain on the corresponding points on the new scale.

Senior Artisans in the Kowloon-Canton Railway engaged in carriage and waggon examination claim that they should be regraded to the Vehicle Tester grade of the Transport Department. We do not consider this proposal justified in view of the differences in entry qualifications and the nature of work. However, we recommend that the department review the ranking of its Senior Artisan posts.

	<u>Existing</u>	<u>Proposed</u>
Senior Artisan	SA 1 - 3	MOD 18 - 20

6.67 Shot Firer 6 posts

Shot Firers are employed in the Public Works Department for the safe handling and priming of explosives, and assisting in the design of drilling patterns. We consider the existing grouping appropriate and recommend the following scale :

	<u>Existing</u>	<u>Proposed</u>
Shot Firer	SA 1 - 3	MOD 18 - 20

6.68 Special Driver 588 posts

The majority of Special Driver posts are in the Urban Services Department, with the rest in five other departments. Their duties are to drive various types of specialised vehicles, including refuse collection vehicles, road repair plant, and mobile construction and quarry plant. As stated in paragraph 6.30 we propose to conduct a further review of this and the other Driver grades and meanwhile consider that the scale should remain on the corresponding points on the new scale.

	<u>Existing</u>	<u>Proposed</u>
Special Driver	SA 1 - 3	MOD 18 - 20

6.69 Steward 1 post

The Steward works in Government House. The grade title may cause confusion with that of the Steward grade in the Medical and Health Department, whose duties are dissimilar. To reflect the duties of this post properly, we recommend that the retitling of one of the grades be considered.

We consider the existing grouping appropriate and recommend the following scale :

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

6.70 Supplies Attendant 109 posts

Supplies Attendant posts exist in various departments and the grade is engaged in general store duties and assisting Supplies Supervisors as required. The staff have requested a transfer to the Master Pay Scale. However

we consider the present grouping appropriate and recommend the following scale :

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

6.71 Survey Labourer 1 post

Survey Labourer is a one-post grade in the Labour Department. Having examined the duties of this post, we consider the existing grading inappropriate, and recommend that the grade should be abolished and merged with the Office Assistant grade.

6.72 Watchman 884 posts

Watchman is a grade that exists in various departments. We note that there is a similarity in the duties of Watchman and Caretaker, and therefore recommend an overall review of the two grades. We also question the functional need for two ranks in the Watchman grade and consider this should form part of the review.

Meanwhile, we consider that the scales should remain on the corresponding points on the new Model Scale 1.

	<u>Existing</u>	<u>Proposed</u>
Watchman	WI 1 - 9	MOD 5 - 10
Head Watchman	A 1 - 7	MOD 11 - 15

6.73 Workshop Assistant 40 posts

The duties of Workshop Assistants employed in the Education Department include the maintenance of tools and stores, stock-taking, and the preparation of simple equipment and teaching aids for demonstrations. We recommend that this grade should be merged with the Artisan grade. (See paragraph 6.21)

	<u>Existing</u>		<u>Proposed</u>
Workshop Assistant	A 1 - 7	Artisan	MOD 11 - 17

6.74 Workshop Attendant 190 posts

Workshop Attendants are employed in the Education Department and are mainly responsible for the cleaning of workshops and the maintenance of tools and equipment.

The staff have requested that they should receive the same pay as that of Laboratory Attendants in view of the similarity of their duties. However, we consider that there is a discernible difference in the duties and responsibilities of the two grades. We consider the existing grouping for Workshop Attendants is appropriate and recommend the following scale :

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

CORRIGENDUM

to Report No. 5 - Second Report on Civil Service Pay

At page 65, Table E, Model Scale 1 :

Artisan, opposite proposed scale Point 14, under Increment Column, insert '55'

Workman I, opposite proposed scale Point 7, under Increment Column, delete '40' and insert '30'

		MODEL SCALE 1				
		Existing Scale		Proposed Scale		Increment
		Point	\$	Point	\$	\$
				(MOD)		
Senior Artisan	3	2100		20	2205*	-
				19	2145	60
	2	2060		18	2085	60
	1	2025				
Artisan	10	1990		17	2030	55
	9	1955		16	1975	55
	8	1920				
	7	1885		15	1920	55
	6	1850		14	1865	55
	5	1815				
	4	1780		13	1810	55
	3	1745		12	1765	45
	2	1710		11	1725	40
	1	1675				
Workman I				10	1685	40
				9	1645**	40
	9	1595		8	1605	40
	8	1575		7	1575	30
	7	1555		6	1545	30
	6	1535				
	5	1515		5	1515	30
	4	1500				
	3	1485				
	2	1470				
1	1455					
Workman II	16	1465		4	1485	30
	11-15	1435		3	1455	30
	6-10	1405		2	1430	25
				1	1405	25
	1- 5	1375				

* Staff on old maximum for one year or more will convert to point MOD 20.

** Staff on old maximum for one year or more will convert to point MOD 9.