

CHAPTER 10

FURTHER RECOMMENDATIONS ON CERTAIN GRADES

10.1 Of the staff representations we have received most were concerned with the pay and structure of individual grades. Some contained new or additional evidence to justify reconsideration of our previous advice. Our proposals and comments on those grades on which we have reached conclusions are contained in this Chapter.

10.2 The grades are listed in alphabetical order, and the numbers following the grade title in brackets indicate the chapter and paragraph in which reference to the grade was made in Report No. 2. The group in which we consider a particular grade should be placed, for example, school certificate or matriculation, is shown in Table I. Pay scales are shown by reference to points on the Master Pay Scale unless otherwise specified.

10.3 Assessor (13.16) 450 posts

In paragraph 13.16 of Report No. 2 we recommended that Assistant Assessors who obtained the full professional qualification but did not possess the one-year post-qualification experience required of direct entrants should enter at one point below the minimum of the scale, i.e. Point 33. Both the staff and their department have expressed concern over this recommendation.

Subsequently, we were made aware of the fact that there were a number of other professional grades where a similar situation could exist. The options available to us are therefore to recommend extending the arrangement we have proposed for Assessor to the other professional grades or to change our recommendation for the Assessor grade. On balance, we consider we should restore the position whereby Assistant Assessors on promotion proceed to the point appropriate to direct entrants on the grounds that the experience gained while serving in the lower rank in Government is of equal value to the one year post-qualification experience obtained outside Government by direct entrants and that they have demonstrated suitability for promotion in all respects. In other words, all Assistant Assessors on promotion should enter at the minimum of the Assessor pay scale, i.e. Point 34.

There should be no change to the existing pay scales.

	<u>Existing</u>
Assistant Assessor	20 - 31
Senior Assistant Assessor	32 - 37
Assessor	34 - 47
Senior Assessor	48 - 51

10.4 Controller of Posts (10.39)

28 posts

Representations from staff and the departmental management claimed that a degree should be the entry qualification for this grade. We therefore arranged for a detailed study of the functions of this grade to ascertain the validity of this claim. The review established that the successful performance of the Controller of Posts' duties depends not so much on high academic qualifications, as on a sound understanding of the work systems of the postal services, as well as personal qualities such as leadership, maturity and managerial skills. There is no evidence to justify raising the existing entry qualification (matriculation), which is considered adequate.

The review has, however, highlighted a number of weaknesses in the structure of the grade, e.g. its requirement for an unduly lengthy training period and the variation in the levels of responsibilities among different Assistant Controllers of Posts I. We believe that these problems can be overcome by functionalising the Assistant Controller of Posts II rank, at present a training rank, and redefining the role of the Assistant Controller of Posts I rank. We recommend that outstanding staff in the Postal Officer grade at Senior Postal Officer level and above should be eligible for consideration for appointment as Assistant Controller of Posts II. We also recommend that the pay scales should be revised as follows :

	<u>Existing</u>	<u>Proposed</u>
Assistant Controller of Posts II	16 - 18	18 - 31
Assistant Controller of Posts I	21 - 37	32 - 37
Controller of Posts	38 - 47	38 - 47
Senior Controller of Posts	48 - 51	48 - 51

10.5 Dredger Crane Driver (11.40) 6 posts

In paragraph 6.40 we recommend the transfer of the rank of Dredger Crane Driver II from Model Scale 1 to the Master Pay Scale. The recommendation involves an adjustment to the pay scale for Dredger Crane Driver I and we propose the following :

	<u>Existing</u>	<u>Proposed</u>
Dredger Crane Driver II	Model Scale 1	9 - 12
Dredger Crane Driver I	11 - 13	13 - 14

10.6 Entertainment Standards Control Officer (16.9) 14 posts

This grade was created in October 1979 by merging the former Film Censor and Television Standards Control Officer grades for which we recommended revised pay scales in paragraph 16.9 of our Report No. 2.

Both the staff and the Commissioner for Television and Entertainment Licensing have made representations regarding the recommended scales. They draw a comparison with the scale of the Information Officer rank, and state that the job of the Entertainment Standards Control Officer requires a university degree, a high level of intelligence, maturity, judgement, knowledge of Government policies, and experience.

As regards the first point, we consider that the comparison with the Information Officer rank is not valid since this is the third tier - normally a promotion rank - of the Information Officer grade, whereas Entertainment Standards Control Officer is a basic recruitment rank. As regards the second point, we feel that our earlier recommendations for the recruitment of staff on gratuity-bearing agreement terms, together with the granting of increments for age or experience for mature recruits, should be sufficient to attract candidates of the right calibre.

We recommend no change to the existing scales :

	<u>Existing</u>
Entertainment Standards Control Officer	20 - 37
Chief Entertainment Standards Control Officer	38 - 43

10.7 Health Inspector (10.15)

847 posts

Staff of the grade, through the Hong Kong Public Health Inspectors' Association, submitted a case to us requesting that the minimum entry qualification of the grade should be raised from school certificate to matriculation so that they may be better academically prepared to study for the various diploma course examinations taken by Health Inspectors, and in order that they may be better equipped to discharge managerial responsibilities at senior levels. It was also argued that since the Diploma in Public Health Inspection for General Overseas Appointments is awarded only to persons of 21 years of age and above, the age of recruits to the student rank should also be about 19, the average age at which students complete their matriculation education. We were also informed of the educational requirement for appointment as Environmental Health Officer in the United Kingdom for comparative purposes.

In response to these submissions, we conducted a review of the grade which encompassed the training needs, the salaries and rank structure, the managerial role, as well as the relativity of the grade with other comparable grades in the civil service.

The result of our review indicates that none of the standard examinations taken by the Health Inspectors specifies matriculation as the minimum requirement. Statistics in the past five years also show that 90% of the school certificate Student Health Inspectors passed the first diploma examination to qualify for appointment as Health Inspectors. This diploma also qualifies them to take examinations in a second diploma, i.e. either the Royal Society of Health Diploma for Inspectors of Meat and Other Foods, (of which the passing-rate for school certificate holders is over 80% for the same period) or the Diploma in Solid Wastes Management. Possession of either one of the second diplomas qualifies them for progression to higher ranks.

There is no evidence to show that school certificate holders in the Health Inspectorate are not capable of performing the managerial duties assigned to them. Furthermore, in our opinion, the basic educational qualification held by Student Health Inspectors becomes less important on completion of training when they all become diplomates of the Royal Society of Health. In other words, they have all undergone a further period of study, which, in addition to providing specialist training, also better prepares them generally to perform their duties and carry higher responsibilities.

It has also been established that although the Diploma for Public Health Inspection for General Overseas Appointments is not issued to persons under 21 years of age, Student Health Inspectors who upon completion of training have passed all the necessary examinations are paid as Health

Inspectors even if they have not attained that age.

As for the comparison with Environmental Health Officers in the United Kingdom, we have already stated in paragraph 6.22 of our Report No. 2 that the pay and structure of the Hong Kong civil service should be related to Hong Kong circumstances and not to those of other countries.

Our conclusion therefore is that while it is reasonable for the Urban Services Department to accept, as it does at present, a proportion of matriculants as Student Health Inspectors, a case has not been made for denying school certificate holders entry to the grade.

We have also received a proposal to change the period of training of Student Health Inspectors from two years to three years to enable them to obtain practical on-the-job experience. We support this proposal, which should make the training more effective and alleviate, if not eliminate, the age problem. We also believe that if the revised training arrangements are introduced, the quality of the trained Health Inspectors should further improve, thus better preparing them for managerial responsibilities at senior levels, including Directorate posts.

In view of the "sit-in" undertaken by the Health Inspectors in June/July this year, we thought it appropriate to keep the Administration informed of the progress we had then made in the review of this grade. We therefore submitted a letter to His Excellency the Governor on 24th June 1980. A full text of the letter is in Appendix XII.

On the assumption that a three-year training programme will be introduced, we propose the pay scales of the student rank and the first two functional ranks of the grade should be adjusted as follows, to align them with those of comparable grades :

	<u>Existing</u>	<u>Proposed</u>
Student Health Inspector	5 - 6	5 - 7
Health Inspector II	17 - 24	18 - 25
Health Inspector I	25 - 32	26 - 32
Senior Health Inspector	33 - 37	33 - 37
Chief Health Inspector	38 - 43	38 - 43
Superintendent of Urban Services	44 - 47	44 - 47
Senior Superintendent of Urban Services	48 - 51	48 - 51

10.8 Inoculator (8.6)

125 posts

Inoculators expressed dissatisfaction with the classification of their grade as one which "does not require more than three years' secondary education". The minimum entry requirement to the grade is possession of an acceptable nursing or midwifery qualification not normally recognised by the Hong Kong Nursing Board or the Midwives Board. On reconsideration, we accept that the grade should be reclassified as one of those grades to which the application of the academic qualification method is not entirely suitable because the entry requirement is based on special training rather than general academic attainment. We therefore recommend that this grade be transferred to the group of "Other Grades" (i.e. grades in Chapter 16 of our Report No. 2). We have at the same time reviewed the pay scales of the grade in the context of its new classification and confirm that they are appropriate.

	<u>Existing</u>
Inoculator	5 - 14
Senior Inoculator	15 - 17

10.9 Taxation Officer (9.39)

161 posts

In paragraph 9.39 of Report No. 2, we stated that the Taxation Officer grade was in effect a specialist Clerical Officer I grade, and that therefore it should be merged with the latter grade.

Both staff and departmental management have expressed reservations over our proposal because of possible appointment and retention difficulties. However, we have been advised that these difficulties can be resolved administratively.

The merging will not only enhance promotion prospects but also provide departmental management with greater flexibility in the deployment of staff. Having reviewed the situation, we see no need to alter the recommendations we have made concerning Taxation Officer in Report No. 2.

10.10 Traffic Warden (16.27)

143 posts

After the publication of our Report No. 2, we had the opportunity to meet representatives of the Traffic Warden grade, and were provided with additional information relevant to the review of this grade. The Commissioner of Police also gave us his comments from the management's point of view.

The Traffic Warden grade was established in 1974 to discharge law enforcement duties relating to parking and traffic control. They are under the direction of police officers, and are subject to certain disciplinary regulations. One suggestion therefore was to include the grade in the Disciplined Services group. On balance, we consider it inappropriate to include the Traffic Warden grade among the Disciplined Services and recommend that it should continue to be paid from the Master Pay Scale.

In the light of the new evidence given to us concerning the nature of their duties, we consider that some improvement to the pay scales of the grade is justified. We therefore recommend the following scales :

	<u>Existing</u>	<u>Proposed</u>
Traffic Warden	7 - 12	7 - 13
Senior Traffic Warden	13 - 16	14 - 17

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TABLE I

GROUPING OF GRADES IN CHAPTER 10

Grade	Rank	Pay Scale	Existing Grouping	Proposed Grouping
Assessor	Assistant Assessor	20 - 31	Group I, Professional, Degree and Related Grades	No change
	Senior Assistant Assessor	32 - 37		
	Assessor	34 - 47		
	Senior Assessor	48 - 51		
Controller of Posts	Assistant Controller of Posts II	18 - 31	Group III, Grades with Student Ranks	Group I, Matriculation Grades
	Assistant Controller of Posts I	32 - 37		
	Controller of Posts	38 - 47		
	Senior Controller of Posts	48 - 51		
Dredger Crane Driver	Dredger Crane Driver II	9 - 12	Model Scale I Group II, Technical Inspectorate and Related Grades	Group II, Technical Inspectorate and Related Grades
	Dredger Crane Driver I	13 - 14		

Grade	Rank	Pay Scale	Existing Grouping	Proposed Grouping
Entertainment Standards Control Officer	Entertainment Standards Control Officer Chief Entertainment Standards Control Officer	20 - 37 38 - 43	Other Grades	No change
Health Inspector	Student Health Inspector Health Inspector II Health Inspector I Senior Health Inspector Chief Health Inspector Superintendent of Urban Services Senior Superintendent of Urban Services	5 - 7 18 - 25 26 - 32 33 - 37 38 - 43 44 - 47 48 - 51	Group II, Grades with Student Ranks	No change

Grade	Rank	Pay Scale	Existing Grouping	Proposed Grouping
Inoculator	Inoculator Senior Inoculator	5 - 14 15 - 17	Group I, Grades not requiring a full School Certificate	Other Grades
Taxation Officer	Taxation Officer	19 - 24	Group II, School Certificate Grades	To be merged with the Clerical Officer Grade. Group I, School Certificate Grades
Traffic Warden	Traffic Warden Senior Traffic Warden	7 - 13 14 - 17	Other Grades	No change