

26 January 1981.

His Excellency Sir Murray MacLehose, G.B.E., K.C.M.G., K.C.V.O.,  
Governor of Hong Kong.

Your Excellency,

Review of Certain Marine Department Grades

In the course of our first review of individual grades, we noted a number of grades under the management of the Marine Department with similar entry qualifications, job content and levels of responsibility : these were the grades of Inspector (Land Boilers), Instructor (Machinery), Naval Architectural Design Draughtsman and Ship Inspector. Because of this similarity, we considered that it might be possible to merge all or some of the grades but decided that more information was required before we could make any firm recommendations in this respect. We therefore recorded the grades concerned as deserving of further study in our future programme of work, and subsequently arranged for a survey of their duties and responsibilities in order to obtain the additional information which we required.

We have recently received the results of the job survey which we had requested. These confirm our initial view that a merging of the grades to which we have referred is both practicable and desirable. We have therefore conducted a further review of the grades concerned and our recommendations are contained in the Annex to this letter. In summary, these recommendations are that the grades of Inspector (Land Boilers), Instructor (Machinery) and Naval Architectural Design Draughtsman should be merged with a restructured Ship Inspector grade.

In addition to the grades referred to above, all of which are in the Technical Inspectorate group, our attention has been drawn to the professional grade of Surveyor (Land Boilers) on which we have not previously reported. We have therefore included an examination of this grade in our review. Again our recommendation is

for a merger with another grade, in this case the Surveyor of Ships grade.

Finally, our examination of the Marine Department grades in the Technical Inspectorate group has once again brought to our notice the unusual situation whereby there is a one-point gap between the second and third ranks pay scales of these grades. We have referred to this apparent anomaly earlier in our Report No. 2. We now propose to include in our current work programme an examination of the reasons for this situation, to determine whether or not its continuance is justified.

We have the honour to be,  
Your Excellency's obedient servants,

(S. Y. Chung)  
Chairman

ANNEX

Recommendations on Certain Marine Department Grades

Introduction

We have recently completed a study of a number of grades under the management of the Marine Department. These grades are :

- (a) Technical Inspectorate group
  - Inspector (Land Boilers)
  - Instructor (Machinery)
  - Naval Architectural Design Draughtsman
  - Ship Inspector
- (b) Professional group
  - Surveyor (Land Boilers)

As a result of this study, we have concluded that the grade of Ship Inspector should be restructured; that the grades of Inspector (Land Boilers), Instructor (Machinery) and Naval Architectural Design Draughtsman should be merged with the restructured Ship Inspector grade; and that the grade of Surveyor (Land Boilers) should be merged with the Surveyor of Ships grade. Our proposals for the individual grades are contained in the following paragraphs.

Ship Inspector

2. The largest of the four grades in the Technical Inspectorate group is the Ship Inspector grade and it is with this grade that we propose that the other grades in

this group should be merged. As a first step, therefore, we have re-examined the pay and structure of this grade.

3. At present, Ship Inspector is a two-rank grade with the following pay scales and structure :

Ship Inspector II	MPS 28 - 36
Ship Inspector I	MPS 38 - 41

The basic qualifications required for appointment to the grade are completion of a recognised four years' apprenticeship following five years' secondary education plus possession of a Hong Kong Polytechnic Higher Certificate in an appropriate discipline and six years' relevant post-apprenticeship experience. Staff of the Ship Inspector grade are employed in four separate work streams, i.e. machinery, hull and deck, electrical or nautical. As the name implies, Ship Inspectors are mainly engaged in the inspection of vessels as required under the provisions of the Merchant Shipping Ordinance. In addition, staff in the nautical stream are responsible for examining candidates for certificates of competency as local masters and for certificates of Navigation.

4. Having examined the results of the job survey of the Ship Inspector grade, we consider that there are three clear functional levels of responsibility rather than two as indicated by the existing structure. Moreover, the duties at the lowest functional level are relatively routine and their performance does not require a very high degree of technical skill or lengthy period of previous

experience. At this level, therefore, the present pay scale of the first rank of the Ship Inspector grade, which is equivalent to the pay scale of the second rank of other Technical Inspectorate grades, is not justified. In the circumstances, we consider that a new rank of Assistant Ship Inspector should be introduced into the grade, with a pay scale of MPS 17 - 27, in line with other Technical Inspectorate ranks exercising a comparable level of responsibility. The basic qualifications for this recruitment rank should be the same as those required at present for appointment to Ship Inspector II, except that the post-apprenticeship experience for appointment to the grade should be reduced from the present six years to three years. The more routine duties of the grade should be assigned to the new rank. Our recommended pay scales and structure for the grade are as follows :

<u>Existing</u>		<u>Proposed</u>	
-		Assistant Ship Inspector	MPS 17 - 27
Ship Inspector II	MPS 28 - 36	Ship Inspector II	MPS 28 - 36
Ship Inspector I	MPS 38 - 41	Ship Inspector I	MPS 38 - 41

Inspector (Land Boilers)

5. In our First Report on Civil Service Pay (Report No. 2), we noted that the Inspector (Land Boilers) grade was the subject of a staffing review being undertaken jointly by the Marine and Labour Departments. We have

now been advised of the results of this review and have taken these into account in our examination of the grade.

6. Inspector (Land Boilers) is a one-rank grade with a pay scale of MPS 28 - 36. Staff are employed in the Labour Department on secondment from the Marine Department. This is because the Commissioner for Labour is the appointed "Registrar of Boilers and Pressure Receivers" but only the Marine Department can provide staff with the necessary technical knowledge.

7. Inspectors (Land Boilers) assist the Senior Surveyor (Land Boilers) in his statutory duties under the Boilers and Pressure Receivers Ordinance. The basic qualifications for appointment to the grade are similar to those of Ship Inspectors except that a second-class steam or motor certificate of competency is required instead of a Hong Kong Polytechnic Higher Certificate. Such a certificate of competency is also a desirable qualification for appointment to the machinery stream of the Ship Inspector grade.

8. We therefore propose that Inspector (Land Boilers) should be merged with the machinery stream of the Ship Inspector grade at Ship Inspector II level which has the same pay scale. In addition to the similarity in the qualifications for appointment to the grade, the level of responsibility of Inspectors (Land Boilers) equates with the more demanding of the present duties of Ship Inspector II. Moreover, the merging of the

grade with Ship Inspector will formalise the existing position whereby the avenue of advancement for Inspectors (Land Boilers) is to Ship Inspector I.

9. We would add that we see merit in retaining the name 'Inspector (Land Boilers)' as a working title even after the grade is merged with the Ship Inspector grade.

10. The joint Marine and Labour Departments review recommended that a rank of Senior Inspector (Land Boilers) be created to cope with the increasing demand and to improve the quality of the existing service. We accept the findings of the review in this regard, but if our recommendation for merging the grade with the Ship Inspector grade is accepted, the need for staff at this level can be dealt with by the provision of an additional post or posts in the Ship Inspector I rank.

#### Instructor (Machinery)

11. Instructor (Machinery) is a one-post grade with a pay scale of MPS 28 - 36. The occupant is responsible to the Training Officer (Marine) for the training of Oilers and Launch Mechanics. The qualifications for appointment to the grade are the same as those required for Ship Inspectors and the duties and level of responsibility exercised are appropriate for Ship Inspector II. We therefore propose that Instructor (Machinery) be regraded as a Ship Inspector II in the machinery stream. This would enable the present Instructor (Machinery) to be considered for promotion to Ship Inspector I and allow other suitably qualified Ship Inspectors to be employed on training duties without changing their grade.

Naval Architectural Design Draughtsman

12. Naval Architectural Design Draughtsman is a two-rank grade with the following pay scales and structure :

Naval Architectural Design Draughtsman	MPS 20 - 27
Senior Naval Architectural Design Draughtsman	MPS 28 - 36

In our First Report on Civil Service Pay (Report No.2), we commented specifically on the similarity in the duties and entry qualifications of Naval Architectural Design Draughtsman and Ship Inspector. Like Ship Inspectors, Naval Architectural Design Draughtsmen are engaged in inspecting vessels and the only difference in the qualifications for appointment to these two grades is the length of post-apprenticeship experience, i.e. four years in the case of Naval Architectural Design Draughtsman as against six years in the case of Ship Inspector.

13. We consider that the duties and levels of responsibilities of Naval Architectural Design Draughtsmen are comparable with those of Ship Inspectors and propose that the Naval Architectural Design Draughtsman ranks be merged with appropriate ranks in the hull and deck stream of the Ship Inspector grade, taking into account individual officers' qualifications and the levels of responsibility of the various posts.

14. If our proposals for the restructuring of the Ship Inspector grade and for the merging of the Naval Architectural Design Draughtsman grade are accepted, there



will cease to be a difference in the requirements for post-apprenticeship experience since future recruitment will be to the Assistant Ship Inspector rank of the Ship Inspector grade for which we are advised that three years' post-apprenticeship experience should be adequate.

Surveyor (Land Boilers)

15. The grades to which we have referred above are all in the Technical Inspectorate group and it was with these that our review has been primarily concerned. However, in the course of examining these grades, our attention was drawn to the professional grade of Surveyor (Land Boilers) on which we have not previously commented in our earlier reports. This grade consists of a one-post rank of Senior Surveyor (Land Boilers) with a pay scale of MPS 48 - 51. The occupant exercises the statutory functions of the Principal Surveyor of Boilers and Pressure Receivers as provided in the Boilers and Pressure Receivers Ordinance. Appointment to the post is from the Surveyor of Ships grade. We consider the existence of the Surveyor (Land Boilers) as a separate grade is unnecessary and that it can be merged with the Senior Surveyor of Ships rank of the Surveyor of Ships grade. We therefore recommend accordingly.

16. The grade of Surveyor (Land Boilers) was included in the staffing review conducted jointly by the Marine and Labour Departments to which we have referred earlier. The review recommended the creation of a junior rank in the grade. However, if our proposal to merge the grade with the Surveyor of Ships grade is accepted, the proposed new

rank can be filled by suitably qualified staff from the Surveyor of Ships grade.

Date of Implementation

17. If our proposals for the above grades are accepted, we recommend that they should be implemented on the date from which the restructuring or merging of the grades is effected.