

	<u>Existing</u>	<u>Proposed</u>
Field Assistant	MPS 9 - 13	MPS 9 - 14
Senior Field Assistant	MPS 14 - 17	MPS 15 - 18

Kitchen Supervisor 9 posts

20. Kitchen Supervisors are employed in the Medical and Health Department and the Royal Hong Kong Police Force where they are engaged in supervising kitchen staff, mainly Cooks and Workmen II, and in undertaking other duties relating to kitchen management. In Report No. 2, we noted that their duties were similar to those of Senior Foremen and our recent examination of this grade has confirmed this view. We therefore propose that Kitchen Supervisor be merged with the Senior Foreman rank of the Foreman grade.

	<u>Existing</u>	<u>Proposed</u>
Kitchen Supervisor	MPS 14 - 17	Senior Foreman MPS 15 - 18

Steward 47 posts

21. Stewards are employed in the Medical and Health Department. They are mainly engaged in assisting Hospital Administrators in supervising minor staff, including Gangers, Hospital Orderlies and Workmen II. Their duties and the levels of supervision exercised are comparable to those of the Foreman grade, and we therefore propose that their pay scale be aligned with those of corresponding ranks in that grade.

	<u>Existing</u>	<u>Proposed</u>
Steward III	MPS 9 - 13	MPS 9 - 14
Steward II	MPS 14 - 17	MPS 15 - 18
Steward I	MPS 18 - 24	MPS 19 - 24

Amenities Assistant

177 posts

22. Staff of the Amenities Assistant grade are employed in the Urban Services Department. Their duties mainly involve looking after beaches, swimming pools, parks and gardens. The grade evolved from the Foreman grade but has a different structure, partly because when the former Foreman III rank was moved from Model Scale 1 to the Master Pay Scale, the equivalent rank in the Amenities Assistant workstream, that of Senior Chargeman, was left on Model Scale 1.

23. Like their counterparts in the Foreman grade, Senior Chargemen are primarily engaged in the organisation and assignment of work to teams of minor staff, although they are almost exclusively employed in the field of recreation and amenities. Having regard to the duties and responsibilities of the Senior Chargeman rank and the Amenities Assistant grade and their working relationship, we conclude that the Amenities Assistant grade should now be restructured to bring it into line with the Foreman grade with the present Model Scale 1 rank of Senior Chargeman forming the bottom rank of the MPS grade. The existing arrangement for the direct entry of a number of school certificate holders to the grade at MPS 7 should continue.

24. The revised pay scales and structure of the grade should be as follows :

<u>Existing</u>		<u>Proposed</u>	
Senior Chargeman	MOD 18 - 20	Amenities Assistant III	MPS 9 - 14
Amenities Assistant III	MPS 9 - 15	Amenities Assistant II	MPS 15 - 18
Amenities Assistant II	MPS 16 - 23	Amenities Assistant I	MPS 19 - 24
Amenities Assistant I	MPS 24 - 29	Senior Amenities Assistant	MPS 25 - 29

25. If our proposal for the Amenities Assistant grade is accepted, we do not envisage that all Amenities Assistant III, II and I posts would automatically be regraded as Amenities Assistants II, I or Senior Amenities Assistants. Moreover it may not be appropriate for all Senior Chargemen to be regraded as Amenities Assistants III. The grading of posts within the revised structure should therefore be determined on an individual basis having regard to the duties and responsibilities of each post.

Supervisory Ranks on Model Scale 1

26. In our First Report on Civil Service Pay (Report No. 2), we noted that the number of supervisory ranks on Model Scale 1 appeared to be excessive. In our Second Report on Civil Service Pay (Report No. 5), we reviewed certain of these ranks but left others for consideration alongside ranks on the Master Pay Scale by which they are supervised. In this review, we have examined the ranks of Senior Chargeman, Chargeman and Ganger. A summary of our proposals for these ranks is included in paragraph 32.

27. Gangers are employed in a number of government departments but again the majority are in the Urban Services Department. A Ganger normally supervises a small gang of Workmen II engaged in duties such as rubbish removal, street washing, market cleansing etc. We consider that there is a need for a supervisory rank at this level and that the present pay scale of MOD 5 - 10 is appropriate.

Chargeman

128 posts

28. Chargemen are employed in the Housing Department and Urban Services Department with the great majority in the latter department. Chargeman is a rank between the Foreman and Ganger ranks, and has a pay scale of MOD 11 - 15.

29. Our examination of this rank has revealed that there are at least two, possibly three, levels of responsibility. For example, the duties of Chargemen engaged in night cleansing work appear comparable with those of Foremen on day cleansing work and the reasons for the provision of Chargeman posts, rather than Foreman posts, are obscure. The supervisory responsibility of other Chargemen varies from a few staff to over 30 and this compares with that of Gangers and Artisans in supervisory positions.

30. We therefore propose that the Chargeman rank should be abolished and existing posts regraded as Foreman, Artisan or Ganger as appropriate having regard to their job content and level of responsibility.

31. Our recommendation for the Senior Chargeman rank is in paragraphs 22 to 24. We propose that Senior Chargeman should be absorbed into a restructured Amenities Assistant grade.

Summary of Recommendations

32. A summary of our recommendations is set out below :

Technical Inspectorate and Related Grades (Group II)

(a) Amenities Assistant (paras 22 - 24)

We recommend that the Model Scale 1 rank of Senior Chargeman be merged with the Amenities Assistant grade and that the pay scales and structure of the Amenities Assistant grade be revised as follows :

	<u>Existing</u>		<u>Proposed</u>
Senior Chargeman	MOD 18 - 20	Amenities Assistant III	MPS 9 - 14
Amenities Assistant III	MPS 9 - 15	Amenities Assistant II	MPS 15 - 18
Amenities Assistant II	MPS 16 - 23	Amenities Assistant I	MPS 19 - 24
Amenities Assistant I	MPS 24 - 29	Senior Amenities Assistant	MPS 25 - 29

(b) Diver's Linesman (para 6)

We recommend that the Diver's Linesman grade be merged with the Works Supervisor I rank of the Works Supervisor grade :

<u>Existing</u>		<u>Proposed</u>	
Diver's Linesman	MPS 14 - 17	Works Supervisor I	MPS 16 - 19

(c) Field Assistant (para 19)

We recommend that the pay scales of the Field Assistant grade be revised in line with those of the Foreman grade as follows :

	<u>Existing</u>	<u>Proposed</u>
Field Assistant	MPS 9 - 13	MPS 9 - 14
Senior Field Assistant	MPS 14 - 17	MPS 15 - 18

(d) Foreman (paras 13 - 17)

We recommend that the pay scales of the Foreman grade be revised as follows :

	<u>Existing</u>	<u>Proposed</u>
Foreman	MPS 11 - 13	MPS 9 - 14
Senior Foreman	MPS 14 - 17	MPS 15 - 18
Overseer	MPS 18 - 24	MPS 19 - 24
Senior Overseer	MPS 25 - 29	MPS 25 - 29

(e) House Service Inspector (paras 11 - 12)

We recommend that a further detailed study of the duties and responsibilities of the grade should be carried out which should include an examination of the possibility of merging the grade with appropriate ranks of the Works Supervisor grade.

(f) Kitchen Supervisor (para 20)

We recommend that the Kitchen Supervisor grade be merged with the Senior Foreman rank of the Foreman grade as follows :

<u>Existing</u>		<u>Proposed</u>	
Kitchen Supervisor	MPS 14 - 17	Senior Foreman	MPS 15 - 18

(g) Shipping Safety Assistant (paras 7 - 8)

We recommend that the pay scale of the Shipping Safety Assistant grade be revised in line with that of the Works Supervisor I rank as follows :

	<u>Existing</u>	<u>Proposed</u>
Shipping Safety Assistant	MPS 14 - 17	MPS 16 - 19

(h) Steward (para 21)

We recommend that the pay scales of the Steward grade be revised in line with those of the Foreman grade as follows :

	<u>Existing</u>	<u>Proposed</u>
Steward III	MPS 9 - 13	MPS 9 - 14
Steward II	MPS 14 - 17	MPS 15 - 18
Steward I	MPS 18 - 24	MPS 19 - 24

(i) Vehicle Tester (paras 9 - 10)

We recommend that the pay scale of the Vehicle Tester grade be revised as follows :

	<u>Existing</u>	<u>Proposed</u>
Vehicle Tester	MPS 12 - 14	MPS 12 - 15

Supervisory Ranks on Model Scale 1

(j) Chargeman (paras 28 - 30)

We recommend that Chargeman posts be replaced by Foreman, Artisan or Ganger posts as appropriate.

(k) Ganger (para 27)

We recommend no change to the pay scale of the Ganger rank.

	<u>Existing</u>
Ganger	MOD 5 - 10

(l) Senior Chargeman (para 31)

We recommend that Senior Chargeman should be merged with the Amenities Assistant grade to form the lower rank of that grade.

Date of Implementation

33. If our proposals are accepted, we recommend that straight-forward adjustments to rank scales should be implemented from a current date, that is to say the first day of the month in which the proposals are approved by Finance Committee. In the case of mergers or restructuring of grades, we recommend that the date of implementation

should be the date on which the merger or restructuring is effected.

Note : The Steward grade referred to in paragraph 21 was subsequently retitled Hospital Foreman.