

CHAPTER 3

MATRICULATION GRADES

3.1 In Chapter 2 we recommend that the benchmark entry point for matriculation should be revised from MPS 16 to MPS 14. Our proposals for adjustments to the pay scales of individual matriculation grades consequent upon this recommendation are contained in this Chapter.

3.2 In this review we have been primarily concerned with starting pay rather than the overall pay structure of grades. With one exception, therefore, our proposed adjustments provide for a straightforward reduction of two points in the minimum of the first rank pay scale. The exception is a case where we have taken the opportunity to bring the first rank pay scale into line with other comparable grades.

3.3 Although our main objective has been to determine an appropriate matriculation benchmark entry point, and to propose adjustments to pay scales in the light of that benchmark entry point, in the course of our review we have examined staff and management representations relating to the matriculation grades. In general these representations do not contain sufficient new evidence to justify our conducting a review of the grade concerned on an individual basis at this stage. However in a few cases information has been provided which we feel warrants further study and we propose to advise on these cases separately.

3.4 The effect of our proposals on the pay scales of the individual matriculation grades is set out below. The revised pay scales continue to take account of job factors where appropriate. Two grades in the matriculation group, those of Registrar of Trade Unions and Tribunal Officer, are not mentioned in this Chapter. The duties and responsibilities of the first ranks of these grades are at a level corresponding to those performed by the second ranks of other matriculation grades. Their pay scales are therefore not affected by our review of benchmark entry points.

3.5	<u>Amenities Officer</u>		<u>67 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Amenities Officer II	16 - 30	14 - 30
	Amenities Officer I	31 - 37	31 - 37
	Senior Amenities Officer	38 - 43	38 - 43
3.6	<u>Assistant Registrar</u>		<u>138 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Assistant Registrar II	18 - 31	16 - 31
	Assistant Registrar I	32 - 37	32 - 37
	Senior Assistant Registrar II	38 - 43	38 - 43
	Senior Assistant Registrar I	44 - 47	44 - 47
	Chief Assistant Registrar	48 - 51	48 - 51
3.7	<u>Assistant Shipping Master</u>		<u>22 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Assistant Shipping Master	17 - 31	15 - 31
	Senior Assistant Shipping Master	32 - 37	32 - 37
3.8	<u>Controller of Posts</u>		<u>40 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Assistant Controller of Posts II	18 - 31	16 - 31
	Assistant Controller of Posts I	32 - 37	32 - 37
	Controller of Posts	38 - 47	38 - 47
	Senior Controller of Posts	48 - 51	48 - 51

3.9 Court Prosecutor 40 posts

We have taken the opportunity to bring the maximum of the pay scale of this grade into line with other comparable grades in the matriculation group.

	<u>Existing</u>	<u>Proposed</u>
Court Prosecutor	21 - 30	19 - 31

3.10 Hospital Administrator 44 posts

	<u>Existing</u>	<u>Proposed</u>
Hospital Administrator II	17 - 31	15 - 31
Hospital Administrator I	32 - 37	32 - 37
Senior Hospital Administrator	38 - 47	38 - 47
Chief Hospital Administrator	48 - 51	48 - 51

3.11 Housing Manager 2,202 posts

	<u>Existing</u>	<u>Proposed</u>
Housing Assistant	16 - 30	14 - 30
Assistant Housing Manager	31 - 37	31 - 37
Housing Manager	38 - 47	38 - 47
Senior Housing Manager	48 - 51	48 - 51

3.12 Judicial Clerk 95 posts

	<u>Existing</u>	<u>Proposed</u>
Judicial Clerk	16 - 30	14 - 30
Senior Judicial Clerk	31 - 43	31 - 43
Chief Judicial Clerk	44 - 47	44 - 47

3.13	<u>Land Executive</u>		<u>319 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Land Executive	21 - 37	19 - 37
	Senior Land Executive	38 - 43	38 - 43
	Chief Land Executive	44 - 47	44 - 47
	Principal Land Executive	48 - 51	48 - 51
3.14	<u>Law Clerk</u>		<u>74 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Law Clerk	16 - 30	14 - 30
	Senior Law Clerk	31 - 37	31 - 37
3.15	<u>Liaison Officer</u>		<u>140 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Liaison Officer II	18 - 31	16 - 31
	Liaison Officer I	32 - 37	32 - 37
	Senior Liaison Officer	38 - 43	38 - 43
3.16	<u>Librarian</u>		<u>90 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Assistant Librarian II	17 - 31	15 - 31
	Assistant Librarian I	32 - 37	32 - 37
	Librarian	38 - 47	38 - 47
	Chief Librarian	48 - 51	48 - 51
3.17	<u>Manager, Cultural Services</u>		<u>96 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Assistant Manager, Cultural Services	17 - 31	15 - 31
	Senior Assistant Manager, Cultural Services	32 - 37	32 - 37
	Manager, Cultural Services	38 - 47	38 - 47

3.18	<u>Social Security Officer</u>		<u>101 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Social Security Officer II	17 - 31	15 - 31
	Social Security Officer I	32 - 37	32 - 37
	Senior Social Security Officer	38 - 47	38 - 47
	Chief Social Security Officer	48 - 51	48 - 51
3.19	<u>Statistics Supervisor</u>		<u>13 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Statistics Supervisor	17 - 31	15 - 31
	Senior Statistics Supervisor	32 - 37	32 - 37
3.20	<u>Supplies Officer</u>		<u>112 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Assistant Supplies Officer	16 - 30	14 - 30
	Supplies Officer	31 - 37	31 - 37
	Senior Supplies Officer	38 - 43	38 - 43
	Chief Supplies Officer	44 - 47	44 - 47
	Principal Supplies Officer	48 - 51	48 - 51