

## CHAPTER 5

### CLASSIFICATION OF GRADES WITH STUDENT RANKS

5.1 One of the principal objectives of our review of grades with student ranks has been to determine a more appropriate classification of these grades. The present position whereby grades with student ranks form a qualification category for no other reason than that the students are trained by Government is, in our view, no longer appropriate. Whether students are trained by Government or by other educational institutions is immaterial and should not determine the classification of grades within qualification groups. We therefore propose that grades with student ranks should cease to form a separate qualification category and that the grades should be regrouped within a new qualification category entitled "Polytechnic Higher Diploma, Diploma and Related Grades". The general approach which we have adopted to determining the appropriate classification of grades with student ranks within the new qualification category is described in Chapter 4. In this Chapter, we set out our proposals for the individual grades.

5.2 As explained in Chapter 4, we propose that the great majority of grades with student ranks, i.e. those requiring two or three years' training after school certificate, should be divided into two groups :

Group I : Grades with pay scales related to the Polytechnic Higher Diploma benchmark

Group II : Grades with pay scales related to the Polytechnic Diploma benchmark

We also include within these groups a number of grades without a training rank but which, because of a structural relationship, are classified as grades with student ranks for pay purposes.

5.3 We consider that those grades which require Form IV plus two years' training or school certificate plus one year's training should form a third group (Group III). The pay scales which we propose for this group, whose post-training qualifications are regarded as below Diploma level, are not set in relation to any specific qualification benchmark but by providing an appropriate differential between them and the pay scales proposed for grades in the Polytechnic Diploma related group in order to take account of the lower qualifications required. Our recommendations for the classification of grades in Groups I, II and III, together with proposed pay scales, are contained in paragraphs 5.6 to 5.47.

5.4 In addition to the grades referred to above, two further groups of grades have been dealt with in our review of grades with student ranks. First, there are a number of grades at present included in the grades with student ranks category which we consider should be transferred to other qualification groups. Secondly, there are several grades not in the grades with student ranks category but with related pay scales which we consider should be adjusted in line with our proposals for grades with student ranks. Our recommendations in respect of these grades are contained in paragraphs 5.48 to 5.60.

5.5 Since our review of grades with student ranks has been concerned with issues of general rather than specific application, we comment on our proposals for individual grades only where there are special features. In a few cases, our review has brought to light issues relating to individual grades which warrant further examination and we shall consider these in the course of our continuing programme of individual grade reviews.

Group I : Polytechnic Higher Diploma  
Related Grades

5.6 We recommend that the pay scales of the following grades should have regard to the Polytechnic Higher Diploma benchmark. The revised pay scales continue to take account of job factors where appropriate.

5.7 <u>Chiropodist</u>	<u>Existing</u>		<u>Proposed</u>
Chiropodist	25 - 37	Chiropodist II	17 - 27
		Chiropodist I	28 - 37

The qualification required for appointment to this grade is comparable to a Polytechnic Higher Diploma. We therefore propose that the first rank pay scale should be brought into line with those of other grades within this group. At the same time we recognise the need to cater for the experienced candidate and recommend a second rank of Chiropodist I to which Chiropodists with appropriate qualifications and experience could be appointed or promoted.

5.8	<u>Dental Therapist</u>	<u>148 posts</u>		
		<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><u>Existing</u></td> <td style="text-align: center;"><u>Proposed</u></td> </tr> </table>	<u>Existing</u>	<u>Proposed</u>
<u>Existing</u>	<u>Proposed</u>			
	Dental Therapist	17 - 24      17 - 27		
	Tutor Dental Therapist	32 - 37      33 - 37		

5.9	<u>Health Inspector</u>	<u>940 posts</u>		
		<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><u>Existing</u></td> <td style="text-align: center;"><u>Proposed</u></td> </tr> </table>	<u>Existing</u>	<u>Proposed</u>
<u>Existing</u>	<u>Proposed</u>			
	Health Inspector II	18 - 25      18 - 28		
	Health Inspector I	26 - 32      29 - 33		
	Senior Health Inspector	33 - 37      34 - 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		

5.10	<u>Occupational Therapist</u>	<u>85 posts</u>		
		<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><u>Existing</u></td> <td style="text-align: center;"><u>Proposed</u></td> </tr> </table>	<u>Existing</u>	<u>Proposed</u>
<u>Existing</u>	<u>Proposed</u>			
	Occupational Therapist II	17 - 24      17 - 27		
	Occupational Therapist I	25 - 37      28 - 37		
	Senior Occupational Therapist	38 - 43      38 - 43		
	Superintendent Occupational Therapist	44 - 47      44 - 47		

5.11 Orthoptist Initially 2 posts

Orthoptist is a proposed new grade, the staff of which will be employed on the remedial treatment of eye muscles. Appointment to the grade will require possession of a Diploma of the British Orthoptic Council. This Diploma is considered to be comparable to a Polytechnic Higher Diploma and we therefore propose that the pay scales of the grade should be aligned with those of grades the pay scales of which are related to the Polytechnic Higher Diploma benchmark. As in the case of the Chiropodist grade, we propose a two-rank

structure with the senior rank reserved for the appointment or promotion of Orthoptists with appropriate qualifications and experience. Our recommended pay scales are as follows :

		<u>Proposed</u>
	Orthoptist II	17 - 27
	Orthoptist I	28 - 37
5.12	<u>Physiotherapist</u>	<u>156 posts</u>
		<u>Existing</u> <u>Proposed</u>
	Physiotherapist II	17 - 24      17 - 27
	Physiotherapist I	25 - 37      28 - 37
	Senior Physiotherapist	38 - 43      38 - 43
	Superintendent Physiotherapist	44 - 47      44 - 47
5.13	<u>Prosthetist</u>	<u>39 posts</u>
		<u>Existing</u> <u>Proposed</u>
	Prosthetist II	17 - 24      17 - 27
	Prosthetist I	25 - 37      28 - 37
	Senior Prosthetist	38 - 43      38 - 43
5.14	<u>Radiographer</u>	<u>216 posts</u>
		<u>Existing</u> <u>Proposed</u>
	Radiographer II	17 - 24      17 - 27
	Radiographer I	25 - 37      28 - 37
	Senior Radiographer	38 - 43      38 - 43
	Superintendent Radiographer	44 - 47      44 - 47

5.15	<u>Registered Nurse</u>	<u>5,145 posts</u>	
		<u>Existing</u>	<u>Proposed</u>
	Registered Nurse	18 - 25	18 - 28
	Nursing Officer II	26 - 32	29 - 33
	Nursing Officer I	33 - 37	34 - 37
	Senior Nursing Officer	38 - 43	38 - 43
	Chief Nursing Officer	44 - 47	44 - 47
	Regional Nursing Officer	48 - 51	48 - 51

5.16	<u>Registered Nurse (Psychiatric)</u>	<u>654 posts</u>	
		<u>Existing</u>	<u>Proposed</u>
	Registered Nurse (Psychiatric)	20 - 27	20 - 29
	Nursing Officer II (Psychiatric)	28 - 33	30 - 34
	Nursing Officer I (Psychiatric)	34 - 37	35 - 37
	Senior Nursing Officer (Psychiatric)	38 - 43	38 - 43
	Chief Nursing Officer (Psychiatric)	44 - 47	44 - 47
	Regional Nursing Officer	48 - 51	48 - 51

With the introduction of improved pay scales we consider that the two-point lead over Registered Nurses at present enjoyed by Registered Nurses (Psychiatric) should be reduced to one point at the first rank maximum.

Group II : Polytechnic Diploma Related Grades

5.17 We recommend that the pay scales of the following grades should have regard to the Polytechnic Diploma benchmark.

5.18	<u>Aeronautical Communications Officer</u>		<u>79 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Aeronautical Communications Officer II	17 - 25	15 - 26
	Aeronautical Communications Officer I	26 - 32	27 - 33
	Aeronautical Communications Supervisor	33 - 37	34 - 37
	Senior Aeronautical Communications Supervisor	38 - 43	38 - 43
	Chief Aeronautical Communications Supervisor	44 - 47	44 - 47
5.19	<u>Agricultural Laboratory Technician</u>		<u>4 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Agricultural Laboratory Technician II	17 - 24	14 - 25
	Agricultural Laboratory Technician I	25 - 31	26 - 32
5.20	<u>Air Traffic Control Assistant</u>		<u>51 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Air Traffic Control Assistant II	17 - 25	15 - 26
	Air Traffic Control Assistant I	26 - 32	27 - 33
	Senior Air Traffic Control Assistant	33 - 37	34 - 37
5.21	<u>Audiology Technician</u>		<u>4 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Audiology Technician	25 - 37	Audiology Technician II 14 - 25
			Audiology Technician I 26 - 37

The qualification required for appointment as an Audiology Technician is comparable to the qualifications required for appointment to other grades within this group. We therefore propose that the first rank pay scale should be aligned with those of grades the pay scales of which are related to the Polytechnic Diploma benchmark. However, as in the case of the Chiropodist and Orthoptist grades we consider there is a need for a senior rank to cater for experienced candidates and have accordingly recommended a two-rank structure.

5.22	<u>Co-operative Supervisor</u>		<u>23 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Co-operative Supervisor II	16 - 23	14 - 25
	Co-operative Supervisor I	24 - 31	26 - 32
	Senior Co-operative Supervisor	32 - 37	33 - 37
	Senior Co-operative Officer II	38 - 43	38 - 43
	Senior Co-operative Officer I	44 - 47	44 - 47
5.23	<u>Dental Technician</u>		<u>59 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Dental Technician II	17 - 24	14 - 25
	Dental Technician I	25 - 31	26 - 32
	Dental Technologist	32 - 37	33 - 37
	Senior Dental Technologist	38 - 43	38 - 43
5.24	<u>Dispenser</u>		<u>386 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Dispenser	17 - 24	14 - 25
	Senior Dispenser	25 - 31	26 - 32
	Chief Dispenser	32 - 37	33 - 37

5.25	<u>Environmental Protection Assistant</u>		<u>21 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Environmental Protection Assistant I	17 - 24	14 - 25
5.26	<u>Explosives Officer</u>		<u>29 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Explosives Officer II	17 - 24	15 - 26
	Explosives Officer I	25 - 37	27 - 37
	Senior Explosives Officer	38 - 43	38 - 43
	Chief Explosives Officer	44 - 47	44 - 47
5.27	<u>Field Officer</u>		<u>251 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Field Officer II	16 - 23	14 - 25
	Field Officer I	24 - 31	26 - 32
	Senior Field Officer	32 - 37	33 - 37
5.28	<u>Fisheries Laboratory Technician</u>		<u>15 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Fisheries Laboratory Technician II	17 - 24	14 - 25
	Fisheries Laboratory Technician I	25 - 31	26 - 32
5.29	<u>Fisheries Supervisor</u>		<u>36 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Fisheries Supervisor II	16 - 23	14 - 25
	Fisheries Supervisor I	24 - 31	26 - 32
	Senior Fisheries Supervisor	32 - 37	33 - 37



5.30	<u>Laboratory Assistant</u>		<u>100 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Laboratory Assistant	17 - 24	14 - 25
	Senior Laboratory Assistant	25 - 31	26 - 32
	Laboratory Technologist	32 - 37	33 - 37
5.31	<u>Laboratory Assistant (PWD)</u>		<u>45 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Laboratory Assistant (PWD)	17 - 24	14 - 25
	Senior Laboratory Assistant (PWD)	25 - 31	26 - 32
5.32	<u>Laboratory Technician</u>		<u>114 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Laboratory Technician II	17 - 24	14 - 25
	Laboratory Technician I	25 - 31	26 - 32
5.33	<u>Medical Laboratory Technician</u>		<u>346 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Medical Laboratory Technician II	17 - 24	14 - 25
	Medical Laboratory Technician I	25 - 31	26 - 32
	Medical Technologist	32 - 37	33 - 37
	Senior Medical Technologist	38 - 43	38 - 43
	Chief Medical Technologist	44 - 47	44 - 47
5.34	<u>Mould Laboratory Technician</u>		<u>15 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Mould Laboratory Technician	17 - 24	14 - 25
	Senior Mould Laboratory Technician	25 - 31	26 - 32