

5.35	<u>Pest Control Assistant</u>		<u>5 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Pest Control Assistant II	17 - 24	14 - 25
5.36	<u>Printing Officer</u>		<u>31 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Printing Officer	16 - 23	14 - 25
	Senior Printing Officer	24 - 31	26 - 32
	Chief Printing Officer	32 - 37	33 - 37
	Printing Superintendent	38 - 47	38 - 47
	Senior Printing Superintendent	48 - 51	48 - 51
5.37	<u>Scientific Assistant</u>		<u>114 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Scientific Assistant	17 - 24	15 - 26
	Senior Scientific Assistant	25 - 32	27 - 33
	Chief Scientific Assistant	33 - 37	34 - 37
5.38	<u>Social Work Assistant</u>		<u>528 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Social Work Assistant	17 - 24	14 - 25
	Senior Social Work Assistant	25 - 31	26 - 32
5.39	<u>Statistical Officer</u>		<u>323 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Statistical Officer II	16 - 23	14 - 25
	Statistical Officer I	24 - 31	26 - 32
	Senior Statistical Officer	32 - 37	33 - 37

5.40	<u>Survey Officer</u>		<u>962 posts</u>
	<u>Technical Officer</u>		<u>2,089 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Survey Officer	17 - 24	14 - 25
	Senior Survey Officer	25 - 33	26 - 33
	Principal Survey Officer	34 - 41	34 - 41
	Technical Officer	17 - 24	14 - 25
	Senior Technical Officer	25 - 33	26 - 33
	Principal Technical Officer	34 - 41	34 - 41
	Chief Technical Officer	42 - 44	42 - 44

In the course of our review of grades with student ranks, we were asked to consider two reports which concerned the Technical and Survey Officer grades.

First, the Association of Government Technical and Survey Officers drew our attention to a report by a senior officer in the Public Works Department on the Efficiency and Productivity of the Construction Industry in Hong Kong. Included in this report are two paragraphs containing comments to the effect that staff in the Technical and Survey Officer grades are underpaid in comparison with the private sector and are leaving government service as a result. These paragraphs were quoted by the Association in support of a claim for improved pay scales.

On receipt of this report, we asked to see the information on private sector rates of pay on which these comments regarding Technical and Survey Officers were based. However, we were advised that no written evidence was available. Indeed the only information provided to us in this connection consisted of copies of three letters from retired Senior Survey Officers (Quantity) seeking permission to take up private sector employment and quoting the salaries offered. Since these letters referred to staff who had retired from the civil service and not to staff who had resigned to take up private sector employment, and since the jobs offered were not directly comparable to those of Senior Survey Officers (Quantity), we found it difficult to accept that they provided evidence in support of higher pay for Technical and Survey Officers. In any event the salaries quoted in the letters were, in each case, below the maximum of the pay scale for Senior Survey Officers in Government in that year.

Moreover, no information was provided to us to support the comment that staff were leaving the civil service in significant numbers to join the private sector. We did receive a statement of the vacancy position within the Technical and Survey Officer grades, which revealed an unsatisfactory situation in certain workstreams (although not overall), but we were advised that this was largely due to expansion in the streams affected and that there was no lack of suitable applicants for appointment to the training ranks.

In the absence of firm evidence to support the comments in the report and having examined other evidence on private sector pay contained in the Graduate Employment Survey conducted by the Hong Kong Polytechnic Student Affairs Unit, we consider that the pay scales we have proposed for the Technical and Survey Officers are appropriate.

Secondly, we received the report of a Working Party composed of management and staff representatives concerning a claim by the Association of Government Technical and Survey Officers for the grant of a post allowance to all Technical and Survey Officers. Post allowance was introduced following the 1977 Technical Grades Review for Survey Officers in the Land and Engineering disciplines on the grounds that the duties they carry out are essentially unsupervised.

Our examination of the Working Party Report revealed that the claims for extending the payment of post allowance to other workstreams were either based on essential elements of the work of the Technical and Survey Officers which are already reflected in their pay scales or are compensated for by other allowances. Indeed the Working Party Report only served to confirm the doubts which we expressed in Report No. 2 about the payment of post allowance to any staff in the Technical and Survey Officer grades and we recommend that the payment of the allowance should be discontinued for new appointees.

5.41 <u>Valuation Officer</u>	<u>Existing</u>	<u>30 posts</u> <u>Proposed</u>
Valuation Officer	17 - 24	14 - 25
Senior Valuation Officer	25 - 31	26 - 32

5.42	<u>Veterinary Laboratory Technician</u>		<u>6 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Veterinary Laboratory Technician II	17 - 24	14 - 25
	Veterinary Laboratory Technician I	25 - 31	26 - 32
	Veterinary Technologist	32 - 37	33 - 37

Group III Grades

5.43	<u>Computer Operator</u>		<u>148 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Computer Operator II	12 - 19	12 - 19
	Computer Operator I	20 - 24	20 - 24
	Senior Computer Operator	25 - 32	25 - 32
	Computer Supervisor	33 - 37	33 - 37

We consider that the level of responsibility exercised by the first two ranks of this grade, taken together, is comparable with that exercised by the first rank of other grades in this group. The existing pay scales already reflect this position and we therefore recommend no change.

5.44	<u>Dental Hygienist</u>		<u>12 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Dental Hygienist	11 - 21	11 - 23

5.45	<u>Enrolled Nurse</u>		<u>1,268 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Enrolled Nurse	12 - 22	12 - 24

5.46	<u>Enrolled Nurse (Psychiatric)</u>		<u>307 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Enrolled Nurse (Psychiatric)	14 - 24	14 - 26

5.47	<u>Midwife</u>		<u>363 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Midwife	12 - 22	12 - 24

Structurally Related Grades

5.48 The following grades are not in the grades with student ranks category but there is a pay relationship at certain rank levels. We therefore consider that their pay scales should be adjusted in line with our recommendations for grades with student ranks.

5.49	<u>Certificated Master/Mistress</u>		<u>2,097 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Certificated Master/Mistress	17 - 23 (26)	17 - 27
	Assistant Master/Mistress	24 - 31	28 - 32
	Senior Assistant Master/Mistress	32 - 37	33 - 37
	Principal Assistant Master/ Mistress	38 - 40	38 - 40

The point in brackets in the existing scale refers to the arrangement for the grant of additional increments after three, two and two years respectively. Our proposed pay scales provide for this arrangement to be discontinued.

5.50	<u>Master (Correctional Services)</u>		<u>48 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Master (Correctional Services)	22 - 31	22 - 32
	Senior Master (Correctional Services)	32 - 37	33 - 37

5.51	<u>Music Officer</u>		<u>82 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Assistant Music Officer II	17 - 24	17 - 27
	Assistant Music Officer I	25 - 31	28 - 32
	Music Officer	32 - 37	33 - 37
	Senior Music Officer	38 - 47	38 - 47
	Chief Music Officer	48 - 51	48 - 51
5.52	<u>Recreation and Sport Officer</u>		<u>171 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Assistant Recreation and Sport Officer II	17 - 24	17 - 27
	Assistant Recreation and Sport Officer I	25 - 34	28 - 34
	Recreation and Sport Officer	35 - 40	35 - 40
	Senior Recreation and Sport Officer	41 - 47	41 - 47
	Chief Recreation and Sport Officer	48 - 51	48 - 51
5.53	<u>Technical Instructor (Correctional Services)</u>		<u>64 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Technical Instructor (Correctional Services)	20 - 25	20 - 28

5.54	<u>Workshop Instructor</u>		<u>246 posts</u>
		<u>Existing</u>	<u>Proposed</u>
	Workshop Instructor III	9 - 17	9 - 17
	Workshop Instructor II	18 - 23 (26)	18 - 27
	Workshop Instructor I	24 - 31	28 - 32

The point in brackets in the existing scale refers to the arrangement for the grant of additional increments after three, two and two years respectively. Our proposed pay scales provide for this arrangement to be discontinued.

Grades proposed for Transfer to
Other Qualification Groups

5.55 We propose that the following grades at present in the grades with student ranks category should be transferred to other qualification groups.

5.56 Air Traffic Control Officer 98 posts

Both the training and the nature of the job of Air Traffic Control Officers are such that to relate the pay scales to any specific educational qualification is inappropriate. We therefore propose that the grade should be transferred to the "Other Grades" group with the following pay scales :

	<u>Existing</u>	<u>Proposed</u>
Air Traffic Control Officer III	28 - 37	29 - 37
Air Traffic Control Officer II	38 - 47	38 - 47
Air Traffic Control Officer I	48 - 51	48 - 51

5.57 Dietitian 20 posts

Posts in the Dietitian grade were mainly filled by the appointment of serving Registered Nurses, who had successfully completed a Diploma course in Dietetics. The minimum of the existing first rank pay scale was therefore set by having regard to the minimum of the second rank pay scale of the Registered Nurse grade. We have been advised

that this type of Diploma course has been discontinued and that candidates for appointment to the Dietitian grade are now required to possess either a relevant degree or post-graduate Diploma in Dietetics and thus the grade can no longer be regarded as a "promotion" outlet for Registered Nurses. In the circumstances, we recommend that the grade be transferred to the Degree group with the following pay scales :

	<u>Existing</u>	<u>Proposed</u>
Dietitian	25 - 37	20 - 37
Senior Dietitian	38 - 43	38 - 43

5.58 Factory Inspector 203 posts

We have been advised that there is no requirement for a training rank in the Factory Inspector grade. Staff begin performing the functional duties of the grade almost immediately after appointment with training being given on the job in a similar manner to that given to functional grades generally. The minimum qualification for appointment to the grade is matriculation and we therefore recommend that the Factory Inspector grade should be transferred to the Matriculation group of functional grades. Our proposed pay scales for the grade which are in line with those of other comparable grades within the Matriculation group are as follows :

<u>Existing</u>	<u>Proposed</u>
Assistant Factory Inspector 16 - 18)	Factory Inspector II 15 - 31
Factory Inspector 21 - 37)	Factory Inspector I 32 - 37
Divisional Factory Inspector 38 - 43	Divisional Factory Inspector 38 - 43
Superintendent of Factory Inspectors 44 - 47	Superintendent of Factory Inspectors 44 - 47
Deputy Chief Factory Inspector 48 - 51	Deputy Chief Factory Inspector 48 - 51

This recommendation, if accepted, will of course require a detailed examination of the duties to be assigned to Factory Inspectors II and Factory Inspectors I in order to determine the number of posts in each rank. Pending completion

of this examination serving Assistant Factory Inspectors and Factory Inspectors should retain their existing pay scales but new appointees to the grade should enter as Factory Inspectors II.

5.59 Smoke Inspector

22 posts

With the establishment of the Environmental Protection Agency, we consider that the duties of this grade should be transferred to the Environmental Protection grades. We therefore recommend that posts in the Smoke Inspector grade be replaced by posts in either the Environmental Protection Assistant or Environmental Protection Officer grades as considered appropriate, and that no more appointments should be made to the Smoke Inspector grade.

5.60 Speech Therapist

3 posts

The position with regard to the Speech Therapist grade is similar to that of the Dietitian grade. The qualifications now required for appointment as a Speech Therapist are either a relevant degree or post-graduate Diploma of the College of Speech Therapy. As in the case of the Dietitians, we therefore recommend that the Speech Therapist grade should be transferred to the Degree group with its pay scale adjusted as follows :

	<u>Existing</u>	<u>Proposed</u>
Speech Therapist	25 - 37	20 - 37