

14 February 1984

His Excellency Sir Edward Youde, G.C.M.G., M.B.E.,  
Governor of Hong Kong.

Your Excellency,

The Transport Officer Grade

We last considered the Transport Officer grade in the course of a general review of the Professional, Degree and Related Grades and our recommendations were published in the Commission's First Report on Civil Service Pay (Report No. 2). In this we commented that there was a wide range of entry qualifications for the grade and that the situation required further examination.

2. We were informed recently that the Administration had completed a review of the Transport Officer grade and had suggested a number of revisions to the entry qualifications and rank structure of the grade. We were asked to advise on these proposals.

3. The Transport Officer grade is in Group III of the Professional, Degree and Related Group of Grades. The staff of the grade are responsible for the planning of public transport, for day-to-day traffic management and public transport operations and for the management of road tunnels and motor vehicle examination centres. The structure, establishment and pay scales of the grade are as follows :

	<u>No. of Posts</u>	<u>Pay Scale</u>
Transport Officer	33	MPS 20 - 37
Senior Transport Officer	22	MPS 38 - 47
Chief Transport Officer	8	MPS 48 - 51

4. At present, the qualifications for appointment to the Transport Officer rank at MPS 20 are as follows :

- (a) a degree from a Hong Kong or British University, or equivalent; or
- (b) Corporate Membership of a professional institute (mainly the Chartered Institute of Transport (MCIT)); or
- (c) a Hong Kong Polytechnic Professional Diploma in Business Studies (Transport) with at least one year's relevant experience; or
- (d) passes in two subjects in the Advanced Level Examination with three further subjects, including English Language (Syllabus B), at Grade C in the Hong Kong Certificate of Education, or equivalent, with at least three years' relevant experience.

5. Having regard to the level of responsibilities undertaken by the Transport Officer grade in comparison with other grades in Degree Group III, the Administration suggests in its review that the most appropriate qualification for entry to the basic rank of Transport Officer is a relevant university degree, such as one in transport studies, town planning, or certain other related disciplines, and that the entry point should be MPS 20. Membership of either the Chartered Institute of Transport or the Polytechnic Professional Diploma in Business Studies (Transport) is also relevant to the proper and effective performance of the main functions of the grade and the review suggests that candidates with these qualifications should be eligible for appointment at a sub-entry point of MPS 19. To widen the field of recruitment still further, the review suggests that holders of non-relevant degrees should be eligible for appointment at a sub-entry point of MPS 18. The review does not consider that there is a need to retain entry at the matriculation level as no candidate with this qualification has been recruited to the Transport Officer rank in recent years.

6. We endorse the findings of the review except for the proposal that provision for the recruitment of the holders of non-relevant degrees should be retained. The Transport Officer grade is a small one and, on the evidence available, we do not consider that it is necessary for the recruitment of the holders of non-relevant degrees to be a permanent arrangement. We recommend therefore that it be discontinued. However during the next two years, if the Administration find it necessary to continue the recruitment of non-relevant degree holders we would have no objection. After two years this arrangement should lapse unless fresh evidence of the need to continue it is produced for consideration by the Commission.

7. The entry points we recommend for the Transport Officer grade are therefore as follows :

<u>Qualification</u>	<u>Entry Points</u>
Relevant degree	MPS 20
Membership of the Chartered Institute of Transport or a Polytechnic Professional Diploma in Business Studies (Transport)	MPS 19
Non-relevant degree (this arrangement to lapse after two years unless its continuation can be justified)	MPS 18

8. At present, the pay and structure of the Transport Officer grade is out of line with the normal pay scale for Degree Group III in that the pay scale of the Transport Officer rank (MPS 20 - 37) spans the first two ranks normally found in a degree grade. The review suggests that, while the duties and responsibilities of the grade at the Senior and Chief Transport Officer levels are appropriate, there are in fact two distinct levels of responsibility in the Transport Officer rank. The first level is concerned mainly with the collection of data, the co-ordination of intra-departmental and inter-departmental views on planning proposals, the monitoring of the performance of public transport services and the examination of minor traffic matters. The second and higher level is concerned with the planning of public transport networks, the processing of applications for the introduction of new transport services and the co-ordination and implementation of major changes in traffic arrangements.

9. We have considered these suggestions and we are satisfied that there are grounds for splitting the Transport Officer rank into two distinct and functional ranks of Transport Officer II and Transport Officer I. This will bring the structure of the Transport Officer grade into line with the normal structure for Degree Group III. Our recommendations for the structure and pay scales for the Transport Officer grade are therefore as follows :

	<u>Pay Scale</u>
Transport Officer II	MPS 20 - 31
Transport Officer I	MPS 32 - 37
Senior Transport Officer	MPS 38 - 47
Chief Transport Officer	MPS 48 - 51

10. If the proposals in paragraphs 7 and 9 are accepted, we recommend that they should be implemented from a current date.

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

(S.Y. Chung)  
Chairman

10 August 1984

His Excellency Sir Edward Youde, G.C.M.G., M.B.E.,  
Governor of Hong Kong.

Your Excellency,

The Telecommunications Engineer Grade

We last considered the Telecommunications Engineer grade in the context of an overall review of the Professional, Degree and Related Grades and our recommendations were published in our First Report on Civil Service Pay (Report No. 2). In this we commented that we had no objection in principle to a proposal to form a combined establishment for the Assistant Telecommunications Engineer and Telecommunications Engineer ranks. We noted, however, that the main obstacle to advancement in the case of Assistant Telecommunications Engineers was that their experience was not recognised by the relevant professional institutions as qualifying them for corporate membership and that this was a pre-requisite for appointment to the full professional rank of Telecommunications Engineer. We therefore suggested that a training programme, tailored to meet the requirements of the institutions, should be organised for Assistant Telecommunications Engineers.

2. We have recently been informed that the Administration has re-arranged the duties and responsibilities of Assistant Telecommunications Engineers so that they are given functional responsibilities similar to those of Telecommunications Engineers. As a result, both the Institution of Electrical Engineers and the Institution of Electronic and Radio Engineers have now confirmed that the experience of Assistant Telecommunications Engineers in the Government may be regarded as qualifying experience for membership of their institutions. We have been asked to review the pay structure of the Telecommunications Engineer grade in the light of these developments.

3. The Telecommunications Engineer grade is classified in Group I of the Professional, Degree and Related Grades and its members are deployed mainly in the Post Office and

the Royal Hong Kong Police Force. The structure, establishment and pay scales of the grade below the Directorate level are currently as follows :

	<u>No. of Posts</u>	<u>Pay Scale</u>
Assistant Tele-communications Engineer	18	MPS 20 - 31
Telecommunications Engineer	13	MPS 36 - 47
Senior Telecommunications Engineer	6	MPS 48 - 51

4. The present structure of the Telecommunications Engineer grade is not in line with the normal structure for Group I professional grades in that, unlike other assistant professional ranks and full professional ranks, the Assistant Telecommunications Engineer and Telecommunications Engineer ranks do not form a combined establishment. Now that the experience of Assistant Telecommunications Engineers is recognised by the relevant professional institutions and since they are given functional responsibilities similar to those of Telecommunications Engineers, the Administration proposes to amalgamate the Assistant Telecommunications Engineer and Telecommunications Engineer ranks to form a combined establishment. This will enable Assistant Telecommunications Engineers to be promoted to the Telecommunications Engineer rank as soon as they obtain corporate membership of the relevant professional institutions and, in the long term, will help to produce more qualified Telecommunications Engineers and promote the localisation of the grade. We endorse the Administration's proposal to amalgamate the Assistant Telecommunications Engineer and Telecommunications Engineer ranks, which is consistent with our recommendations in Report No. 2.

5. At present, the entry qualification to the Assistant Telecommunications Engineer rank is a relevant degree with no requirement for previous experience and the starting pay for Assistant Telecommunications Engineers is set at the degree benchmark of MPS 20. With the re-arrangement of the duties and responsibilities of the Assistant Telecommunications Engineer rank, the Administration considers that the competent performance of their duties requires officers to have at least two years' relevant post-qualification experience. The Administration proposes that the appointment requirements of the Assistant Telecommunications Engineer rank should

be revised accordingly and that its pay scale should be adjusted from MPS 20-31 to MPS 22-31. The Administration's proposal is consistent with the principles set out by the Commission in its earlier reports and we recommend that the pay scale of the Assistant Telecommunications Engineer rank be revised to MPS 22-31 to reflect the requirement for two years' relevant post-qualification experience which will be stipulated in the entry qualification for the rank.

6. If our recommendations are accepted, we recommend that they should be implemented from a current date.

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

(S. Y. Chung)  
Chairman

19 November 1984

His Excellency Sir Edward Youde, G.C.M.G., M.B.E.,  
Governor of Hong Kong.

Your Excellency,

The Staff Officer (Auxiliary  
Medical Services) Grade

We last considered the Staff Officer (Auxiliary Medical Services) (AMS) grade in our First Report on Civil Service Pay (Report No. 2) which was submitted in 1979. In that review, we recommended that the pay scale of the Staff Officer (then known as Assistant Medical Defence Staff Officer) should be aligned with the Senior Training Officer rank in the Civil Aid Services at MPS 32 - 37.

2. The Staff Officer (AMS) grade is classified in the "Other Grades" group and, below the Directorate level, consists of a single one-post rank with a pay scale of MPS 32 - 37. The Staff Officer is the deputy head of the AMS and assists the Chief Staff Officer with their administration, operations, planning and training.

3. We have been informed that the work of the AMS has expanded considerably in both volume and complexity in recent years. Since 1979, new areas of operations undertaken by the AMS include the servicing of methadone treatment clinics, the provision of first aid coverage in country parks, the provision during peak periods of life-guard support at beaches, where it includes specially trained canoe and surf life-guards, and at swimming pools managed by the Urban Services Department, and also the operation of medical centres at Vietnamese Refugee Camps. In addition, since 1983, the AMS have progressively taken over responsibility from the Medical and Health Department for their own administration, including personnel, establishment and accounting matters. As a result, the duties and responsibilities of the Staff Officer have increased significantly.



4. Having regard to the increased duties and responsibilities of the Staff Officer and the pay scale of comparable ranks within the same group and, in particular, of those in the Civil Aid Services, the Administration has recommended that the pay scale of the Staff Officer should be revised from MPS 32 - 37 to MPS 38 - 43. We endorse the Administration's recommendation, and propose accordingly that the pay scale of the Staff Officer (Auxiliary Medical Services) rank be revised to MPS 38 - 43.

5. If our proposal is accepted, we recommend that it should be implemented from a current date.

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

(S.Y. Chung)  
Chairman