

CHAPTER 3

REVIEW OF INDIVIDUAL GRADES BY THE COMMISSION

3.1 As in previous years, we were asked to review and advise on the structure and pay scales of a number of individual grades the circumstances in respect of which have materially changed since they were last reviewed. These cases are summarised in the following paragraphs and, where appropriate, the letters conveying our advice to His Excellency the Governor are reproduced in full in Appendix V. In all these cases, our advice was accepted by the Government.

Legal Aid Assistant (Appendix V)(1)

3.2 During the year, we were asked to advise on a proposal by the Administration to create a new rank of Senior Legal Aid Assistant with a fixed point pay scale at MPS 24 in the Legal Aid Assistant grade. The proposal was considered to be justified by the Administration because there was a functional need for an experienced officer at a senior level to supervise the work of Legal Aid Assistants. The Administration considered the prevailing chain of command of the grade to be unsatisfactory because de facto supervisory control was vested in an officer of the same rank as those he sought to control. This had resulted in a general lack of management supervision which led to variation of standards of work among different Legal Aid Assistants.

3.3 We endorsed the Administration's proposal on functional grounds as the creation of the new rank would do away with the unsatisfactory situation in which an officer was required to supervise his counterparts of the same rank. We also considered the proposed pay scale for the new rank, set at one increment above the mid-point of the pay scale of Police Station Sergeant, to be in line with the pay scale of the Legal Aid Assistant rank, which was set having regard to the mid-point of the pay scale of Police Sergeant. Accordingly, we recommended the creation of a new rank of Senior Legal Aid Assistant with a fixed point pay scale at MPS 24 in the Legal Aid Assistant grade, as follows : -

	<u>Existing</u> (fixed point)	<u>Proposed</u> (fixed point)
Legal Aid Assistant	MPS 19	MPS 19
Senior Legal Aid Assistant	-	MPS 24

Environmental Protection Assistant (Appendix V)(2)

3.4 During the year, we were also asked by the Administration to advise on a proposal to create a new rank of Senior Environmental Protection Assistant with a pay scale of MPS 26 - 32 in the Environmental Protection Assistant grade.

3.5 We were informed that the Environmental Protection Department was set up in April 1986 and had evolved from the former Environmental Protection Agency. The new department had taken on pollution control functions from three other departments and from the Municipal Services Branch, in addition to carrying out the normal functions of the former Environmental Protection Agency. The setting up of the new department had also resulted in the transfer of a number of posts belonging to three other technician grades to its new establishment. As a consequence, some Environmental Protection Assistants in the new department had to be directly supervised by officers at a senior technician level who had been transferred from the other departments although the majority of them were still under the general supervision of Environmental Protection Officers. The Administration considered that there was a functional need to create a new rank of Senior Environmental Protection Assistant to improve the management and the career structure of the Environmental Protection Assistant grade and to enable a number of small technical grades in the department, which were undertaking similar technical functions, to be amalgamated into it.

3.6 We endorsed the proposal of the Administration on functional grounds and considered the proposed pay scale of MPS 26 - 32 to be appropriate as it was in accordance with the norm for senior technician ranks within Group II of the Polytechnic Diploma Related Grades. Our recommendations for the structure and pay scales for the Environmental Protection Assistant grade were as follows : -

	<u>Existing</u>	<u>Proposed</u>
Environmental Protection Assistant II	TPS 5 - 7	TPS 5 - 7
Environmental Protection Assistant I	MPS 14 - 25	MPS 14 - 25
Senior Environmental Protection Assistant	-	MPS 26 - 32

Police Communications Officer (Appendix V)(3)

3.7 In support of a request from the Commissioner of Police, the Administration asked us to advise on a proposal to create a new rank of Chief Police Communications Officer within the Police Communications Officer grade, to assist a Chief Inspector of Police in managing and supervising officers in the Police Communications Officer grade and the Police Communications Assistant grade.

3.8 The proposal was supported by the Administration as the overall management of the two grades was the responsibility of the Chief Inspector of Police in the Police Communications Branch Headquarters who had a Senior Inspector of Police assisting him in operational and staff management duties. The Administration had established that with the expansion of communications facilities in the Force, the involvement of the Chief and Senior Inspectors of Police in the day-to-day management of the Police Communications Officer and Police Communications Assistant grades had correspondingly increased. The territory-wide deployment of the two grades, coupled with the fact that the majority of the members worked shifts, made their administration even more onerous. These factors had resulted in less than adequate attention being given to the management, personnel and training needs of the grades. A properly established, full-time manager was therefore required and a new rank of Chief Police Communications Officer with a pay scale of MPS 24 - 30 was proposed.

3.9 We endorsed the Administration's proposal. Creation of the new rank would improve the management of the two grades and enable the Senior Inspector of Police currently deployed on management duties to be released to concentrate on his more important operational duties. We also endorsed the proposed pay scale for the new rank, which was in accordance with the principle of broadbanding for ranks in Group I of the School Certificate Grades. We therefore recommended the creation of a new rank of Chief Police Communications Officer with a pay scale of MPS 24 - 30 in the Police Communications grade as follows : -

	<u>Existing</u>	<u>Proposed</u>
Police Communications Officer	MPS 7 - 18	MPS 7 - 18
Senior Police Communications Officer	MPS 19 - 23	MPS 19 - 23
Chief Police Communications Officer	-	MPS 24 - 30