

Appendix G (i)

19 April 1989

His Excellency Sir David Wilson, K.C.M.G.,
Governor of Hong Kong.

Your Excellency,

Creation of a New Rank of Principal Valuation Officer

We have been invited by the Administration to advise, under sub-Clause I(b) of our terms of reference, whether :-

- (a) a new rank of Principal Valuation Officer with a pay scale of MPS 34-41 in the Valuation Officer grade of the Rating and Valuation Department should be created; and
- (b) the maximum salary point of the Senior Valuation Officer rank should be raised from MPS 32 to MPS 33.

2. The Valuation Officer (VO) grade was established in 1979 to undertake the technical duties performed by a now obsolescent grade of Valuation Assistant (VA). The latter was a training-cum-functional grade originally created to provide training for local officers to enable them to qualify for appointment as professional valuation surveyors.

3. Officers of the VO grade perform technical duties which are mainly related to surveying properties and preparing reports for rating and other purposes. The grade is classified under Group II of the Polytechnic Higher Diploma, Diploma and Related Grades, with the following structure and pay scales :-

<u>Rank</u>	<u>Pay Scale</u>	<u>Establishment as at Dec. 88</u>
Valuation Officer Trainee (VOT)	TPS 5-7)	126
)	(combined establishment)
)	
Valuation Officer (VO)	MPS 14-25)	
Senior Valuation Officer (SVO)	MPS 26-32	30

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SVOs, VOs and VOTs are supervised by professional valuation surveyors of the department.

4. The Administration has informed us that in recent years, there has been a growing trend in property development towards large-scale development, mostly in the form of estates. Consequently, the bulk of the Rating and Valuation Department's valuation work in this area has become more routine. This enables the department to use a computer-assisted mass-appraisal (CAMA) system to produce revised rateable values of property at revaluations. This system however requires technical staff to identify and quantify the many characteristics of the tenements concerned for input into the computer when they are first assessed, so that at the time of a revaluation, the computer can automatically adjust rateable values for variations in size, shape, outlook, quality, ancillary accommodation, etc.

5. The use of this CAMA system increases the complexity of the technical work involved. But it reduces the level of professional input required at revaluations of property to which such appraisal techniques are applicable. This system thus allows professional staff to concentrate their expertise on assessing other tenements which do not lend themselves to such techniques.

6. Since the role played by professional staff in valuations employing the CAMA techniques has diminished, technical teams comprising staff mainly from the Valuation Officer grade have been established to deal with this type of work. At present, each team is headed by a Valuation Surveyor (VS) (MPS 34-47), who in turn is accountable to a Senior Valuation Surveyor (SVS) (MPS 48-51).

7. The Commissioner of Rating and Valuation considers the present arrangement of VSs heading such technical teams unsatisfactory. He takes the view that VSs have become too involved in the day-to-day supervision and training of technical staff, thus not utilizing their professional expertise to the best effect. Moreover, their professional knowledge is much needed in other areas of work of the department, such as the valuation of diverse types of property not suited to mass appraisal, computer development, leasing and purchasing of offices and quarters, etc. He therefore proposes that a new rank of Principal Valuation Officer (PVO) be created to replace VSs as leaders of these technical teams. The new rank is needed in order to :-

- (a) reflect the additional and higher level of technical duties performed by officers of the VO grade;
- (b) provide adequate technical support at an appropriate level to SVSs;

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(c) release VSs from duties which do not require professional knowledge so that their expertise can be better utilised elsewhere; and

(d) improve the overall supervision and management of the VO grade.

8. The main duties and responsibilities of the proposed Principal Valuation Officer are to supervise a technical team, to perform the more complex functional duties, to provide training and guidance to junior staff and to assist senior professional officers. The proposed PVO rank will be the promotion rank for serving SVOs. Since the VO grade has been created to undertake the technical duties performed by the VA grade, the Commissioner of Rating and Valuation proposes that serving Valuation Assistant Is (VA Is), subject to suitability, may also be considered for appointment to the proposed PVO rank. This is because SVOs and VA Is are now performing the same duties and it is considered that opportunity should be extended to deserving VA Is to advance further as the VA grade is now obsolescent.

9. The Commissioner of Rating and Valuation also proposes that the pay scale of the new PVO rank, if created, should be MPS 34-41, identical to that of the Principal Technical Officer and Principal Survey Officer of the Technical Officer (TO) and Survey Officer (SO) grades respectively. In his view, the educational qualifications, type of responsibilities and nature of work of the VO grade are more akin to those of the SO and TO grades than other technician grades in the same group.

10. In view of the similar educational qualifications and comparable nature of work between the VO and the TO/SO grades, the Commissioner of Rating and Valuation also proposes to raise the maximum salary point of the existing SVO rank from MPS 32 to MPS 33, in line with that of the Senior Survey Officer and Senior Technical Officer ranks.

11. The above proposals will result in an identical pay structure for the VO, TO and SO grades up to the third functional rank (i.e. principal officer rank).

12. The Commissioner of Rating and Valuation's proposals are supported by the Administration.

13. We have examined the Commissioner of Rating and Valuation's proposals and we generally endorse them. We are satisfied that, overall, a case has been established for a new rank of Principal Valuation Officer to be created to replace professional staff as technical team leaders.

14. We note, however, that from the second functional rank upwards, the pay scales of the SO and TO grades are out of line with the established norm for the group to which the SO, TO and VO grades belong. We have been concerned that if the pay scales proposed for the SVO and PVO ranks (i.e. second and third functional ranks) of

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the VO grades are to be set with reference to the SO and TO grades, the VO grade will similarly be out of line with the norm. This could result in other grades in the same group demanding similar treatment to their pay scales.

15. We have subsequently been convinced by the Administration that, on grounds of equity, the departure of the VO grade from the norm is justified because the type and level of responsibilities of the VO grade bear a substantial degree of resemblance to those of certain disciplines in the SO grade. The Administration has assured us that such resemblance is not shared by other grades in the same group and that it will not consider any demand from them for similar treatment until the Commission has completed an examination of all these grades in the context of the 1989 non-Directorate salary structure review.

16. Having regard to the Administration's assurance, we are satisfied that the pay scales proposed for the new PVO rank and for the SVO rank are appropriate.

17. Our recommendations for the structure and pay scales of the VO grade are therefore as follows :-

<u>Rank</u>	<u>Pay Scale</u>
VO(T)	TPS 5-7
VO	MPS 14-25
SVO	MPS 26-33
PVO	MPS 34-41

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

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

(Sidney Gordon)
Chairman
For and on behalf of
Members of the Standing Commission

Appendix G (ii)

29 June 1989

His Excellency Sir David Wilson, K.C.M.G.,
Governor of Hong Kong.

Your Excellency,

Revision of Pay Scale of Student Radiographer

We were recently invited by the Administration to advise, under item I (b) of our Terms of Reference, whether the pay scale of Student Radiographer should be revised from Training Pay Scale (TPS) 5 - 7 to Training Pay Scale 12 - 14 consequent upon the raising of the entry qualification of the rank from school certificate to matriculation.

2. Student Radiographer is a training rank of the Radiographer grade, which is common to the Hospital Services Department and the Department of Health (formerly known jointly as the Medical and Health Department). The Radiographer grade is classified under Group I : Polytechnic Higher Diploma, Diploma and Related Grades with the following structure and pay scales :-

<u>Rank</u>	<u>Pay Scale</u>	<u>Establishment</u> as at 1.4.89	
		<u>Diagnostic</u>	<u>Radiotherapy</u>
Student Radiographer/	TPS 5-7 (\$2,605-\$3,165)	-)) 60)
Radiographer II	MPS 17-27 (\$6,805-\$11,085)	86)
Radiographer I	MPS 28-37 (\$11,585-\$17,430)	149	32
Senior Radiographer	MPS 38-43 (\$18,335-\$23,260)	28	11
Superintendent Radiographer	MPS 44-47 (\$24,240-\$27,570)	1	1

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3. Student Radiographer and Radiographer II form a combined establishment. A Student Radiographer who has satisfactorily completed three years of training in radiotherapeutic technique, oncology and radiography and passed the United Kingdom College of Radiographers' examination will normally be promoted to Radiographer II.

4. For entry to the Student rank, the required qualification has been one subject in the Hong Kong Advanced Level Examination and three subjects at Grade C in the Hong Kong School Certificate Examination, which was in line with the requirement for student registration with the College of Radiographers prior to January 1986. The existing entry point at TPS 5 is set at the school certificate benchmark as recommended in our Report No. 8.

5. Local training provided for radiographers by the Hong Kong Government is related to the radiotherapy discipline. As regards radiographers in the diagnostic discipline, training is provided by the Hong Kong Polytechnic, which offers a three year Professional Diploma Course in Diagnostic Radiography. Diploma holders enter the basic rank of Radiographer II without having to undergo further training. There is no student rank for the diagnostic discipline. Radiographers (Radiotherapy) are deployed in the Hospital Services Department while Radiographers (Diagnostic) are required in both the Hospital Services Department and the Department of Health.

6. We are informed that with effect from 1 January 1986, the minimum entry requirement for student registration with the College of Radiographers has been raised to 2 advanced level and 5 ordinary level subjects of the General Certificate of Education (GCE) which is equivalent to matriculation level in Hong Kong. This standard of requirement is also applicable to the Professional Diploma Course offered by the Hong Kong Polytechnic.

7. In order to ensure that Student Radiographers can continue to sit for the College of Radiographers' examination, the former Medical and Health Department had recruited matriculants as Student Radiographers since 1986. However, the reduced pool of candidates and the recent labour shortage have rendered recruitment very difficult. It is considered that the Government radiotherapeutic service will be adversely affected if existing vacancies cannot be filled quickly. It is expected that the situation will deteriorate further with the proposed operation of the new Tuen Mun Hospital in 1990 and the Pamela Youde Hospital in 1992.

8. The Director of Hospital Services has therefore proposed that the entry point for the Student Radiographer rank should be raised to the matriculation benchmark as a proper recognition of the revised qualification required. He considers that, apart from the requirement of the United Kingdom examination, there is also a need to enrich the

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training programme so as to equip the students to deal with advanced technology and treatment technique and this could only be made possible by the recruitment of qualified matriculants. The Secretary for Health and Welfare has given policy support to the proposal.

9. The Administration has examined the proposal and accepted that the entry qualification should be raised in view of the functional need for an enriched training syllabus for Student Radiographers to cope with technological advancement and the development of new planning and treatment techniques in radiotherapy. It is considered that the content of the revised syllabus is such that only matriculants with the required Hong Kong Advanced Level Examination and Hong Kong Certificate of Education Examination subjects can cope with it effectively. The Administration also considers that there is a continuing need for students to sit for the United Kingdom examination so as to maintain an internationally recognised level of radiotherapeutic service in Hong Kong. It also agrees that the proposed pay scale should be adjusted to start at TPS 12 as this is the benchmark point for matriculants.

10. We have examined the Administration's proposal. We consider that the revision of entry qualification to matriculation for Student Radiographers is justified in view of its requirement by professional bodies, and because there is a continuing need for locally trained Student Radiographers to sit for the United Kingdom examination to become qualified radiographers of international standard.

11. To recognise the revised qualification required and to overcome the acute recruitment difficulties experienced, we agree that the pay scale of the Student Radiographer rank should be revised to TPS 12 - TPS 14.

12. If our recommendation is accepted, we propose that it should be implemented from a current date.

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

(Sidney Gordon)
Chairman
For and on behalf of
Members of the Standing Commission