

CHAPTER 4

REVIEW OF INDIVIDUAL GRADES

4.1 During the year, we were asked by the Administration to review the structure and pay scale of a number of grades to take account of changes in circumstances. These cases are summarised in the following paragraphs. The letters to the Governor conveying our advice on the grades concerned are reproduced in Appendix G. In all cases our advice has been accepted by the Government.

4.2 Following the commencement of the 1989 Non-Directorate Salary Structure Review, it has been agreed with the Administration that, in general, review of individual grades should be dealt with in the context of the overall review except for those with demonstrable urgency.

Valuation Officer grade (Appendix G(i))

4.3 We were satisfied that there was a functional need to create a new rank of Principal Valuation Officer in the Valuation Officer grade. We also endorsed the Administration's proposal to raise the maximum salary point of the Senior Valuation Officer rank from MPS 32 to MPS 33 to bring it in line with the Survey Officer grade. Our recommendations for the structure and pay scale of the Valuation Officer grade were therefore as follows :-

<u>Rank</u>	<u>Existing</u>	<u>Proposed</u>
Valuation Officer Trainee	TPS 5 - 7	TPS 5 - 7
Valuation Officer	MPS 14 - 25	MPS 14 - 25
Senior Valuation Officer	MPS 26 - 32	MPS 26 - 33
Principal Valuation Officer	-	MPS 34 - 41

Student Radiographer (Appendix G(ii))

4.4 Student Radiographer is a training rank of the Radiographer grade, which is classified under Group I of the Polytechnic Higher Diploma, Diploma and Related Grades. Following the revision of the minimum entry requirement for student registration with the College of Radiographers and for the Professional Diploma course in Diagnostic Radiography we undertook a review of the pay scale of the rank of Student Radiographer and our recommendation was as follows :-

<u>Rank</u>	<u>Existing</u>	<u>Proposed</u>
Student Radiographer	TPS 5 - 7	TPS 12 - 14

New Grade of Insurance Officer (Appendix G(iii))

4.5 We recommended the creation of a new grade of Insurance Officer upon the establishment of an Insurance Commission under the Monetary Affairs Branch to replace the Insurance Division of the Registrar General's Department. The new grade will undertake specialized and professional work relating to the prudential supervision of the insurance industry. It should be classified under Group I of the Professional, Degree and Related Grades with the following structure and pay scale :-

<u>Rank</u>	<u>Pay Scale</u>
Assistant Insurance Officer	MPS 20 - 31
Insurance Officer	MPS 33 - 47
Senior Insurance Officer	MPS 48 - 51

New Grade of Intellectual Property Examiner (Appendix G(iv))

4.6 The Administration had proposed to create a new grade of Intellectual Property Examiner in the Intellectual Property Department. This new department was scheduled to be set up in early 1990 to take over the registration of trade marks and patents from the Registrar General's Department.

4.7 Having regard to the complexity of the work to be undertaken, the level of responsibilities entailed and the specialization needed, we were satisfied that the new grade, which required a university degree for appointment, should be created and that it should be classified under Group III of the Professional, Degree and Related Grades. Our recommendations for the new grade were as follows :-

<u>Rank</u>	<u>Pay Scale</u>
Intellectual Property Examiner II	MPS 20 - 31
Intellectual Property Examiner I	MPS 32 - 37
Senior Intellectual Property Examiner	MPS 38 - 47
Chief Intellectual Property Examiner	MPS 48 - 51