

## CHAPTER SIX

### TRAINING PAY SCALE

(This Chapter proposes a new Training Pay Scale for student ranks)

6.1 Student ranks are provided in a number of grades, primarily under the category of Polytechnic Higher Diploma, Diploma and Related Grades, to train suitable secondary school leavers to enable them to perform the functional duties of the grade concerned. For appointment to the functional rank, staff under training are usually required to pass specified internal or external examinations. During the training period, apart from formal classroom tuition, part of a trainee's time may be spent on functional duties under supervision.

6.2 From evidence obtained, we are satisfied that there is a need for a separate training rank in grades where recruits must undertake lengthy in-house training to become fully operational. Thus, we recommend that the existing arrangement should continue. To reflect the trainee status of the staff concerned, we also consider it appropriate that student ranks should remain as a distinct group with a separate Training Pay Scale within the civil service pay structure.

6.3 We have taken note of the general problem with recruitment for student ranks in the last two years. While this problem can be attributed largely to the acute manpower shortage in the territory, we consider a general improvement in pay to be necessary for recruiting sufficient suitable candidates to the grades concerned to meet their manpower needs. We have therefore completely restructured the existing Training Pay Scale and have proposed a new Training Pay Scale in Table C at the end of this Chapter. The new scale bears no relationship with the old one as a different method of construction has been used.

6.4 As almost all student ranks require the same qualification for appointment, we consider that student ranks should form one integral group with a single benchmark. We recommend this benchmark to be the new TPS 3. In arriving at our recommendations on the benchmark and the new scale, we have taken account of the findings of the Pay Comparison Surveys on the remuneration for holders of a School Certificate (the entry qualification of most student ranks), the new Master Pay Scale proposed in Chapter 5 and the fact that staff in the student rank are basically trainees. The pay scale of those student ranks with entry qualifications other than School Certificate should be determined individually on the merits of each case, with due regard to the nature and requirements of the training and to the need for attracting candidates of a suitable quality to come forward for appointment.

6.5 We recommend that the new Training Pay Scale, if accepted, should be implemented forthwith for all student ranks. Special conversion arrangements will have to be drawn up by the Administration as a major restructuring of pay scale is involved.

6.6 We are aware that in some student ranks, trainees spend a significant amount of time on functional duties. We consider this to be a relevant factor that should be suitably reflected in the pay scale. Apart from this, the suggestion has been made in a number of representations from staff that the training in some ranks does not provide a suitable balance between theory and practice and tends to be skill-oriented. In our opinion, the content of training certainly should be geared towards the nature of work and the job requirements of the functional rank for which staff in the student rank are trained. Needless to say, the management should keep the training curriculum under regular review and make suitable changes in the light of developments.

6.7 The pay scales of individual student ranks are set by reference to the restructured Training Pay Scale. Our recommendations for those in the Polytechnic Higher Diploma, Diploma and Related Grades are set out in Chapter 9 in conjunction with the grades to which they belong.

### Apprentice Ranks

6.8 Two apprentice ranks are remunerated on the Training Pay Scale. We have been informed that in recent years the intake of apprentices has been diminishing sharply because similar training programmes are offered by the technical institutes under the Vocational Training Council. Apprentices are different from trainees in the student rank in two aspects : the amount of functional duties undertaken by apprentices during the training period is negligible and the apprentice rank does not form a combined establishment with the corresponding functional rank. We consider that there may be a case for apprentice ranks to be dealt with differently from student ranks. Pending further examination in the next phase, we recommend that the two apprentice ranks should be remunerated on their existing scales for the time being.

Table C

New Training Pay Scale

<u>Point</u>	<u>\$</u>	<u>Increment</u> <u>\$</u>
16	8645	415
15	8230	395
14	7835	345
13	7490	460
12	7030	585
11	6445	535
10	5910	350
9	5560	340
8	5220	320
7	4900	300
6	4600	285
5	4315	265
4	4050	250
3	3800	230
2	3570	220
1	3350	