

CHAPTER SEVEN

PROFESSIONAL AND RELATED GRADES

(This Chapter examines the grades classified under Groups I and II of the Professional, Degree and Related Grades)

7.1 At present, grades under the category of Professional, Degree and Related Grades fall into three qualification groups :-

Group I : Grades which normally require the membership of a relevant professional institution or qualifications traditionally accepted as comparable.

Group II : Primarily honours degree grades of administrators and specialists with a pay structure related to the grades in Group I.

Group III : Other degree and related grades.

7.2 We consider the existing classification on the basis of qualification and level of functional responsibility generally appropriate and recommend that it should continue to apply. As the grades in Groups I and II have broadly similar structures and the two groups share the same benchmark, we further propose to put Groups I and II under a new category of 'Professional and Related Grades'. Group III should stand on its own in a new category of 'Degree and Related Grades' and is covered in Chapter 8.

Benchmark and Salary Structure

7.3 We have recommended in Chapter 4 that the benchmark for both Groups I and II should continue to be set at MPS 31 (or the new MPS 27). For Group I, as explained in paragraph 4.26, the starting pay of the first full professional rank has regard to the length of training

or experience required to obtain the relevant professional qualification. We do not recommend any change except to repeat our view in paragraph 4.47 of the First Report that this arrangement should not be applied rigidly or in isolation. The starting pay for the assistant rank is set against the benchmark for the Degree group (MPS 20 or new MPS 16), taking into account the length of graduate training required for entry to the rank. For Group II, the starting pay for the basic rank adheres to the group benchmark (MPS 31 or new MPS 27) and for the assistant rank to the Degree benchmark (MPS 20 or new MPS 16).

7.4 The existing three-tier salary structure of the two groups is generally appropriate. Where applicable and justified, we have given recognition to job factors in the pay scale of the first professional rank of Group I as stated in paragraph 4.84 of the First Report. The pay scale of the top rank, however, continues to be broadbanded.

7.5 We note that omitted points currently are provided in the pay scale of the basic rank of most grades in the two groups. Although in some of these ranks, recruitment or retention of staff does not appear to be problematic, both management and staff are strongly against the removal of these points on the ground that such a move would reduce the attractiveness of the pay scale and might lead to potential problems. On balance, we are inclined to support their retention. To maintain consistency in application, however, we have re-positioned the omitted points for some grades to result in a more regular pattern within each group. Moreover, for individual grades, we have introduced new omitted points or further re-positioned the existing ones to tackle particular problems.

7.6 We consider the existing entry arrangements for some grades in Group II unsatisfactory and propose that the appointment requirements be rationalized. For those without an assistant rank, the appointment requirement should normally be a degree plus additional requirements such as a higher qualification or relevant post-graduate experience. For grades provided with an assistant rank, appointment should normally be made at this level and posts of the basic rank should be filled by promotion from the assistant rank. Exceptionally, direct appointment to the basic rank can be made provided the candidates possess relevant post-graduate qualifications or experience at a level comparable to those required of grades without the assistant rank.

Entry with Lower Qualifications to Professional Rank

7.7 We have examined the issue of appointing persons with lower qualifications to a full professional rank. In accordance with the established principle stated in paragraphs 4.53 to 4.54 of the First Report, the direct recruitment of such candidates should be permitted only if a grade experiences serious recruitment difficulties, or there are other strong reasons to do so. In such circumstances, appointees should nonetheless possess a recognized degree plus several years' relevant post-graduate experience and should enter at a suitable point below the scale minimum. For promotion or in-service appointment to a professional rank, a professional qualification should still be the norm although we recognize that there are particular cases where other requirements are appropriate. We note that in some grades, there exists a senior assistant professional rank to cater for assistant professionals who are unable to acquire the requisite professional qualification but are otherwise worthy of advancement to a higher level because of their abilities and accumulated experience. This arrangement should continue.

Individual Grades

7.8 Our views on individual grades are set out in the paragraphs below.

Group I

(Grades normally requiring membership of a professional institution or equivalent for appointment)

7.9 Architect

We recognize the traditional relativity between the Architect and Engineer grades in view of their broadly comparable training, experience and overall job weights. We propose to revise the starting pay of the Architect rank to put it on a par with the starting pay of the engineer ranks which is to be standardised at MPS 36 (see paragraph 7.20). We also propose to re-position the two existing omitted points so that officers will reach them after completing two and five years of service as they do at present. The pay scales of the assistant professional and senior professional ranks are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Architect	23 - 31	23 - 31	19 - 27
Architect	35 - 47 (Omitted Points at 37, 41)	36 - 47 (Omitted Points at 38, 42)	32 - 44 (Omitted Points at 34, 38)
Senior Architect	48 - 51	48 - 51	45 - 49

7.10 Assessor

In view of the acute wastage in the Assistant Assessor rank, we recommend that two omitted points be provided in its pay scale - the first after two years of service and subject to passing the departmental taxation examination and the second after four years of service. The existing pay scales of other ranks are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Assessor	20 - 31	20 - 31 (Omitted Points at 22, 25)	16 - 27 (Omitted Points at 18, 21)
Senior Assistant Assessor	32 - 37	32 - 37	28 - 33
Assessor	34 - 47 (Omitted Points at 36, 40, 43)	34 - 47 (Omitted Points at 36, 40, 43)	30 - 44 (Omitted Points at 32, 36, 39)
Senior Assessor	48 - 51	48 - 51	45 - 49

7.11 Auditor

Candidates with a degree and experience in lieu of a professional qualification at present are accepted for appointment to the Auditor rank at two points below the scale minimum. We accept the Director of Audit's explanation that this arrangement enables the department to secure a suitable mix of expertise and experience which is important for its effective operation. The existing pay scales of the grade are generally appropriate. We have re-positioned the third omitted point in the pay scale of the Auditor rank to make it fall in line with the general pattern of the group.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Auditor	33 - 47 (Omitted Points at 35, 39, 43)	33 - 47 (Omitted Points at 35, 39, 42)	29 - 44 (Omitted Points at 31, 35, 38)
Senior Auditor	48 - 51	48 - 51	45 - 49

7.12 Bank Examiner

We support the Commissioner of Banking's proposal to provide an alternative promotion rank for meritorious and experienced Assistant Bank Examiners who fail to qualify for advancement to the Bank Examiner rank. The existing pay scales of this grade are generally appropriate except that we have re-aligned the third omitted point for the Bank Examiner rank according to the general pattern of the group.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Assistant Bank Examiner	20 - 31	20 - 31	16 - 27
Senior Assistant Bank Examiner (New Rank)	-	32 - 37	28 - 33
Bank Examiner	33 - 47 (Omitted Points at 35, 39, 43)	33 - 47 (Omitted Points at 35, 39, 42)	29 - 44 (Omitted Points at 31, 35, 38)
Senior Bank Examiner	48 - 51	48 - 51	45 - 49

7.13 Building Services Engineer

The existing pay scales are appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Assistant Building Services Engineer	22 - 31	22 - 31	18 - 27
Building Services Engineer	36 - 47 (Omitted Points at 38, 42)	36 - 47 (Omitted Points at 38, 42)	32 - 44 (Omitted Points at 34, 38)
Senior Building Services Engineer	48 - 51	48 - 51	45 - 49

7.14 Building Surveyor

The student surveyor rank is no longer in use and should be deleted. The existing pay scales of the grade are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Student Building Surveyor	17 - 23	Deletion	Deletion
Assistant Building Surveyor	22 - 31	22 - 31	18 - 27
Building Surveyor	34 - 47 (Omitted Points at 36, 40, 43)	34 - 47 (Omitted Points at 36, 40, 43)	30 - 44 (Omitted Points at 32, 36, 39)
Senior Building Surveyor	48 - 51	48 - 51	45 - 49

7.15 Crown Counsel

Having regard to the increase in the scope and complexity of the duties performed by the Crown Counsel rank and in view of its persistent problems in recruitment and retention, we have raised its starting pay to MPS 36 and omitted one more point at MPS 41. We also propose an adjustment to the position of the first omitted point so that it is granted after officers complete their second year of service. The existing pay scales of the Assistant Crown Counsel and Senior Crown Counsel ranks are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Crown Counsel	31 - 33	31 - 33	27 - 29
Crown Counsel	35 - 47 (Omitted Points at 37, 42)	36 - 47 (Omitted Points at 38, 41, 42)	32 - 44 (Omitted Points at 34, 37, 38)
Senior Crown Counsel	48 - 51	48 - 51	45 - 49

7.16 Dental Officer

This grade encounters no problems in meeting its manpower needs. We have examined carefully the

representation from the management and staff about the grade's relativity with the Medical and Health Officer grade. We consider that the existing pay scales generally reflect the nature of work and overall job weight of the grade.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Dental Officer	34 - 47 (Omitted Points at 36, 38, 42)	34 - 47 (Omitted Points at 36, 38, 42)	30 - 44 (Omitted Points at 32, 34, 38)
Senior Dental Officer	48 - 51	48 - 51	45 - 49

7.17 Electrical Engineer

The existing pay scales are in line with those of comparable grades.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Assistant Electrical Engineer	22 - 31	22 - 31	18 - 27
Electrical Engineer	36 - 47 (Omitted Points at 38, 42)	36 - 47 (Omitted Points at 38, 42)	32 - 44 (Omitted Points at 34, 38)
Senior Electrical Engineer	48 - 51	48 - 51	45 - 49

7.18 Electrical and Mechanical Engineer

We consider the existing scales appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Assistant Electrical & Mechanical Engineer	22 - 31	22 - 31	18 - 27
Electrical & Mechanical Engineer	36 - 47 (Omitted Points at 38, 42)	36 - 47 (Omitted Points at 38, 42)	32 - 44 (Omitted Points at 34, 38)
Senior Electrical & Mechanical Engineer	48 - 51	48 - 51	45 - 49

7.19 Electronics Engineer

The existing pay scales are in line with those of other engineer grades.

	<u>Existing</u>	<u>Proposed</u> Under <u>Existing MPS</u>	Under <u>New MPS</u>
Assistant Electronics Engineer	22 - 31	22 - 31	18 - 27
Electronics Engineer	36 - 47 (Omitted Points at 38, 42)	36 - 47 (Omitted Points at 38, 42)	32 - 44 (Omitted Points at 34, 38)
Senior Electronics Engineer	48 - 51	48 - 51	45 - 49

7.20 Engineer

The starting pay for Engineer is traditionally one point lower than that for a number of other engineer grades because of the difference in their training periods. Having regard to the comparable job weight, we recommend that the starting pay and the application of omitted points for all engineer grades in the group be standardized.

	<u>Existing</u>	<u>Proposed</u> Under <u>Existing MPS</u>	Under <u>New MPS</u>
Assistant Engineer	23 - 31	23 - 31	19 - 27
Engineer	35 - 47 (Omitted Points at 37, 41)	36 - 47 (Omitted Points at 38, 42)	32 - 44 (Omitted Points at 34, 38)
Senior Engineer	48 - 51	48 - 51	45 - 49

7.21 Estate Surveyor

To ease the persistent recruitment and retention difficulties in the Estate Surveyor rank, we propose to introduce an additional omitted point in its pay scale which, together with the existing omitted point, would provide a three-increment jump after an officer completes four years of service. This arrangement should be reviewed in 1991 when there will be an increase in the supply of surveying graduates from the University of Hong Kong and the Polytechnics.

As in the case of Student Building Surveyor, the Student Estate Surveyor rank has ceased to be in use and should be deleted.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Student Estate Surveyor	17 - 23	Deletion	Deletion
Assistant Estate Surveyor	22 - 31	22 - 31	18 - 27
Estate Surveyor	34 - 47 (Omitted Points at 36, 40, 43)	34 - 47 (Omitted Points at 36, 39, 40, 43)	30 - 44 (Omitted Points at 32, 35, 36, 39)
Senior Estate Surveyor	48 - 51	48 - 51	45 - 49

7.22 Fleet Maintenance Officer

We note that this one-rank grade will be deleted in 1990. Pending its deletion, its pay scale should be as follows :-

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Fleet Maintenance Officer	36 - 47 (Omitted Points at 38, 42)	36 - 47 (Omitted Points at 38, 42)	32 - 44 (Omitted Points at 34, 38)

7.23 Geotechnical Engineer

As in the case of Engineer, we recommend that the starting pay of the Geotechnical Engineer rank be raised to MPS 36 and that the two omitted points be re-positioned accordingly.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Assistant Geotechnical Engineer	23 - 31	23 - 31	19 - 27
Geotechnical Engineer	35 - 47 (Omitted Points at 37, 41)	36 - 47 (Omitted Points at 38, 42)	32 - 44 (Omitted Points at 34, 38)
Senior Geotechnical Engineer	48 - 51	48 - 51	45 - 49

7.24 Insurance Officer

Insurance Officer is a new grade to be created in the new Insurance Commission. Its pay scales are as follows :-

	<u>Proposed</u>	
	<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Insurance Officer	20 - 31	16 - 27
Insurance Officer	33 - 47	29 - 44
Senior Insurance Officer	48 - 51	45 - 49

7.25 Land Surveyor

We consider the existing pay scales appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Land Surveyor	22 - 31	22 - 31	18 - 27
Land Surveyor	34 - 47 (Omitted Points at 36, 40, 43)	34 - 47 (Omitted Points at 36, 40, 43)	30 - 44 (Omitted Points at 32, 36, 39)
Senior Land Surveyor	48 - 51	48 - 51	45 - 49

7.26 Landscape Architect

The existing pay scales of this grade are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Landscape Architect	20 - 31	20 - 31	16 - 27
Landscape Architect	34 - 47 (Omitted Points at 36, 40, 43)	34 - 47 (Omitted Points at 36, 40, 43)	30 - 44 (Omitted Points at 32, 36, 39)
Senior Landscape Architect	48 - 51	48 - 51	45 - 49