

7.27 Legal Aid Counsel

As with the Crown Counsel grade (paragraph 7.15), we have raised the starting pay of the Legal Aid Counsel rank by one point, omitted an additional point in the rank scale, and re-positioned the first omitted point.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Legal Aid 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 Legal Aid Counsel	48 - 51	48 - 51	45 - 49

7.28 Maintenance Surveyor

The Student Maintenance Surveyor rank is no longer required and should be deleted. We recommend that an additional omitted point be provided for the Maintenance Surveyor rank to ease its persistent recruitment and retention difficulties. This arrangement should be reviewed in 1991 when there will be an increase in the supply of surveying graduates. The existing pay scales of other ranks are appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Student Maintenance Surveyor	17 - 23	Deletion	Deletion
Assistant Maintenance Surveyor	22 - 31	22 - 31	18 - 27
Maintenance 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 Maintenance Surveyor	48 - 51	48 - 51	45 - 49

7.29 Marine Officer

We consider the existing pay scales appropriate but recommend that the three omitted points for the Marine Officer rank be re-positioned to fall in line with the group norm.

We note that working experience on ocean-going vessels is required for appointment to the Assistant Marine Officer and Marine Officer ranks. In view of the grade's increasing recruitment difficulties as a result of the general decline in interest in sea-going, we suggest that the management should consider drawing up a more realistic set of appointment requirements and a reorganization of the duties of the grade where appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Assistant Marine Officer	26 - 35	26 - 35	22 - 31
Marine Officer	33 - 47 (Omitted Points at 36, 40, 43)	33 - 47 (Omitted Points at 35, 39, 42)	29 - 44 (Omitted Points at 31, 35, 38)
Senior Marine Officer	48 - 51	48 - 51	45 - 49

7.30 Mechanical Engineer

The existing pay scales of the grade are appropriate.

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

7.31 Medical and Health Officer

We note that recruitment to this grade is not a problem as most medical graduates join the Government service to acquire practical experience and training. The main problem lies in the loss of experienced Medical and Health Officers. Both staff and management have proposed a 'through scale' for the Medical and Health Officer rank, i.e. extending its scale maximum to MPS 51 to coincide with the maximum of the Senior Medical and Health Officer rank. We have carefully examined the case but are unable to support it. In our view, this arrangement will erode the

difference between the two ranks, particularly the supervisory role incumbent upon Senior Medical and Health Officers. Instead, we suggest below a number of measures to tackle the problem.

Firstly, we take the view that the promotion prospects of doctors should be enhanced. We note that substantial improvements amounting to over 100 Senior Medical and Health Officer posts and 40 Consultant posts have been created in the past year and further senior posts are to be created. This move is in the right direction. We are aware that insofar as promotion opportunities are concerned, doctors in the public health stream do not do as well as their counterparts in the hospital stream because of the limited number of specialties on the basis of which senior posts normally are created. In this connection, we stress that the Administration should apply more flexibility in considering proposals for the creation of senior posts. We consider that well-experienced and knowledgeable doctors in the health stream, particularly those working in public health clinics, can provide a valuable source of professional guidance and advice to their junior colleagues and this should constitute a good case for according them a higher status in the operational structure. The absence of specialities should not be a bar to creating senior posts.

Secondly, we propose to increase the attractiveness of the pay scale. We recommend the provision of three additional omitted points (bringing the total to six) in the pay scale of the Medical and Health Officer rank to be targetted at those particular years where wastage is more serious. This will mean, in particular, providing a three-increment jump upon completion of three years of service and another three-increment jump after a further year. Furthermore, in recognition of the special characteristics of medical services and the requirement to work irregular and unsocial hours, we recommend that the starting pay of the Medical and Health Officer rank be raised by one point and the maximum by two points.

Thirdly, we consider that there is a need for improving the general working conditions of doctors, especially those in hospitals. This includes, among other things, reducing their heavy workload which has been exacerbated by the shortage of staff and the expansion of services. We realize that this objective may not be achieved in the short term as it hinges on both success in retaining staff and an increase in the supply of medical graduates from the Universities. In the meantime, we consider that the existing honorarium should continue to be payable in recognition of the consistently long hours

worked. We also urge the Administration to take necessary steps to improve the working environment in hospitals and clinics.

The fourth area for improvement lies in the general management of the grade. In particular, we consider that management should be more alert and responsive to the aspirations of staff in relation to job satisfaction and training which, we believe, are essential elements for retaining doctors in the Government service.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Medical and Health Officer	35 - 47 (Omitted Points at 37, 38, 42)	36 - 47B (Omitted Points at 38, 40, 41, 43, 44, 47)	32 - 44B (Omitted Points at 34, 36, 37, 39, 40, 43)
Senior Medical and Health Officer	48 - 51	48 - 51	45 - 49

7.32 Planning Officer

The existing pay scales are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Planning Officer	22 - 31	22 - 31	18 - 27
Planning Officer	35 - 47 (Omitted Points at 37, 41)	35 - 47 (Omitted Points at 37, 41)	31 - 44 (Omitted Points at 33, 37)
Senior Planning Officer	48 - 51	48 - 51	45 - 49

7.33 Quantity Surveyor

In recognition of the practical experience and training required of Quantity Surveying Graduates, we recommend that the starting pay of the Assistant Quantity Surveyor rank be raised by one point to MPS 23. The pay scales of the Quantity Surveyor and Senior Quantity Surveyor ranks are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Quantity Surveyor	22 - 31	23 - 31	19 - 27
Quantity Surveyor	35 - 47 (Omitted Points at 37, 41)	35 - 47 (Omitted Points at 37, 41)	31 - 44 (Omitted Points at 33, 37)
Senior Quantity Surveyor	48 - 51	48 - 51	45 - 49

7.34 Shift Charge Engineer

We note that all posts in the Shift Charge Engineer grade in the Water Supplies Department will be phased out in due course while those in the Electrical and Mechanical Services Department will continue. The existing pay scales are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Shift Charge Engineer	22 - 35	22 - 35	18 - 31
Shift Charge Engineer	36 - 47 (Omitted Points at 38, 42)	36 - 47 (Omitted Points at 38, 42)	32 - 44 (Omitted Points at 34, 38)
Senior Shift Charge Engineer	48 - 51	48 - 51	45 - 49

7.35 Shipping Safety Officer

Entry to the Shipping Safety Officer rank requires a First Class Engineer's Certificate which is comparable to the Master's Certificate required for appointment as Marine Officers. The existing pay scales are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Shipping Safety Officer	33 - 47	33 - 47	29 - 44
Senior Shipping Safety Officer	48 - 51	48 - 51	45 - 49

7.36 Solicitor

The Solicitor grade carries similar responsibilities to those of Crown Counsel and Legal Aid Counsel and we recommend parallel adjustments to the pay scales of this grade.

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

7.37 Structural Engineer

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

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

7.38 Surveyor of Ships

We consider the existing pay scales appropriate but recommend that the existing omitted point for the first rank be re-positioned so that it is granted after an officer completes two years of service.

We note with concern the lack of qualified local candidates for appointment and the recent wastage trend. We suggest that the Administration should closely monitor the staffing situation.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Surveyor of Ships	38 - 47 (Omitted Point at 41)	38 - 47 (Omitted Point at 40)	34 - 44 (Omitted Point at 36)
Senior Surveyor of Ships	48 - 51	48 - 51	45 - 49

7.39 Telecommunications Engineer

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

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

7.40 Town Planner

Town planning is a fast developing profession. While the existing pay scales are appropriate, the Administration should monitor closely the recruitment and retention situation of the grade.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Town Planner	22 - 31	22 - 31	18 - 27
Town Planner	35 - 47 (Omitted Points at 37, 41)	35 - 47 (Omitted Points at 37, 41)	31 - 44 (Omitted Points at 33, 37)
Senior Town Planner	48 - 51	48 - 51	45 - 49

7.41 Treasury Accountant

The starting pay of the Treasury Accountant rank is one point higher than that of the Auditor and Bank Examiner ranks. This reflects the difference in post-qualification experience required for appointment. We consider the existing pay scales appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Treasury Accountant	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 Treasury Accountant	48 - 51	48 - 51	45 - 49

7.42 Valuation Surveyor

We share the management's concern about the increasing outflow of professionals which produces an adverse effect on morale as well as on the provision of services. As we have pointed out in paragraph 2.28, there are a number of causes for this, some of which may not be related entirely to remuneration. Nevertheless, in view of the persistent recruitment and retention problems facing the Valuation Surveyor rank, we propose to introduce an additional omitted point in its pay scale. As in the cases of Estate Surveyor and Maintenance Surveyor, however, this arrangement should be reviewed upon the 1991 increase in the supply of local surveying graduates.

We understand that the Student Valuation Surveyor rank is no longer in use. It should be deleted.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Student Valuation Surveyor	17 - 23	Deletion	Deletion
Assistant Valuation Surveyor	22 - 31	22 - 31	18 - 27
Valuation 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 Valuation Surveyor	48 - 51	48 - 51	45 - 49

7.43 Veterinary Officer

Having regard to the nature of work and the overall job weight of this grade, we consider the existing pay scales appropriate.

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

Group II

(This Group comprises grades with a pay structure related to the grades in Group I)

7.44 Administrative Officer

The Administrative Officer grade is a keystone of the Government structure. The demands placed upon the grade are expected to continue to increase as Hong Kong's constitutional and political framework evolves at an ever increasing pace. It is therefore important for the grade to be adequately staffed by persons of high intellectual qualities who are capable of shouldering the onerous responsibilities required of them.

Having regard to the above considerations and to the rising trend of wastage among young officers, we recommend that the existing second and third omitted points in the pay scale of the Administrative Officer rank be re-positioned to MPS 35 and MPS 37 respectively. This would provide a greater incentive for young officers to stay on and would enable them to become eligible for private tenancy allowance from the fifth, as opposed to the seventh, year of service. We consider the existing pay scale of the Senior Administrative Officer rank appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Administrative Officer	31 - 47 (Omitted Points at 34, 38, 41)	31 - 47 (Omitted Points at 34, 35, 37)	27 - 44 (Omitted Points at 30, 31, 33)
Senior Administrative Officer	48 - 51	48 - 51	45 - 49