

7.45 Agricultural Officer

The salary structure of this grade is in line with other comparable grades in the group. In accordance with our recommendation in paragraph 7.6, appointment to the grade should normally be at the assistant level. For direct entry to the basic rank under exceptional circumstances, candidates should possess a higher qualification or post-graduate experience.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Agricultural Officer	20 - 25	20 - 25	16 - 21
Agricultural Officer	31 - 47 (Omitted Points at 33, 37, 41)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Agricultural Officer	48 - 51	48 - 51	45 - 49

7.46 Cartographer

At present, the appointment requirements and the pay scale of the entry rank of this grade are out of line with the group norm. We recommend that the entry requirements be revised to a degree in Cartography or membership of the Australian Institute of Cartographers and three years' relevant experience. The pay scales should be adjusted as follows :-

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Cartographer	34 - 47 (Omitted Points at 36, 40, 43)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Cartographer	48 - 51	48 - 51	45 - 49

7.47 Chemist

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>
Chemist	31 - 47 (Omitted Points at 33, 37, 41)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Chemist	48 - 51	48 - 51	45 - 49

7.48 Clinical Psychologist

The existing pay scales are generally appropriate except that the three omitted points should be re-positioned to fall in line with the normal pattern of the group. We suggest paying an appropriate allowance to staff who work in correctional institutions in recognition of their particular job requirements.

	<u>Existing</u>	<u>Proposed</u> <u>Under Existing MPS</u>	<u>Under New MPS</u>
Clinical Psychologist	31 - 47 (Omitted Points at 35, 39, 42)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Clinical Psychologist	48 - 51	48 - 51	45 - 49

7.49 Economist

Economist is a specialist grade responsible for providing economic intelligence, analysis and advice to the Government. Appointees are required to possess high intellectual capability and special aptitude. The existing pay scales reflect the nature of the job and the complexity of economic analysis. Again, we have adjusted the positioning of the omitted points in the pay scale of the basic rank in accordance with the normal arrangement for the group.

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

7.50 Environmental Protection Officer

Subject to the re-positioning of the omitted points in the pay scale of the Environmental Protection Officer rank, 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>
Assistant Environmental Protection Officer	20 - 25	20 - 25	16 - 21
Environmental Protection Officer	31 - 47 (Omitted Points at 34, 38, 42)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Environmental Protection Officer	48 - 51	48 - 51	45 - 49

7.51 Fisheries Officer

To improve recruitment and retention, we have introduced three omitted points in the pay scale of the Fisheries Officer rank. The existing pay scales are otherwise appropriate. As with other grades provided with an assistant rank, entry to the grade should be confined to that level as far as practicable.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Fisheries Officer	20 - 25	20 - 25	16 - 21
Fisheries Officer	31 - 47	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Fisheries Officer	48 - 51	48 - 51	45 - 49

7.52 Forestry Officer

The existing pay scales are appropriate. Similarly, the appointment requirements of this grade should be rationalised as in the cases of Agricultural Officer and Fisheries Officer.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Forestry Officer	20 - 25	20 - 25	16 - 21
Forestry Officer	31 - 47 (Omitted Points at 33, 37, 41)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Forestry Officer	48 - 51	48 - 51	45 - 49

7.53 Hydrologist

We understand that the functions of this grade have been taken over by others and recommend its deletion.

7.54 Industrial Training Officer

We are advised that the continued need for this grade is being considered in the context of the proposed disestablishment of the Technical Education and Industrial Training Department. Meanwhile, its pay scales should be as follows :-

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Assistant Industrial Training Officer	22 - 26	22 - 26	18 - 22
Industrial Training Officer	31 - 47 (Omitted Points at 37, 41)	31 - 47 (Omitted Points at 37, 41)	27 - 44 (Omitted Points at 33, 37)
Senior Industrial Training Officer	48 - 51	48 - 51	45 - 49

7.55 Metrication Officer

The Metrication Officer grade has become obsolescent and we recommend its deletion.

7.56 Mining Engineer

We understand that this grade will soon be deleted, pending which, its pay scales should be as follows :-

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Mining Engineer	31 - 47 (Omitted Points at 37, 41)	31 - 47 (Omitted Points at 37, 41)	27 - 44 (Omitted Points at 33, 37)

7.57 Occupational Hygienist

We are satisfied that a senior rank is needed to advise the Government on the necessary measures (including new legislation) to reduce industrial health hazards, and to provide a better management structure for the grade. This new rank should be remunerated at MPS 48 - 51. The pay scales of the two existing ranks are appropriate but the omitted points currently provided for the Occupational Hygienist rank should be re-positioned to conform with the group norm.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Occupational Hygienist	20 - 25	20 - 25	16 - 21
Occupational Hygienist	31 - 47 (Omitted Points at 34, 38, 42)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Occupational Hygienist (New Rank)	-	48 - 51	45 - 49

7.58 Operations Officer

The majority of staff in this grade are deployed on duties connected with the general administration of air services. The existing pay scales appropriately reflect the overall job weight of the grade. However, to help check the increasing wastage in the basic rank, we propose to introduce three omitted points in its pay scale.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Operations Officer	20 - 25	20 - 25	16 - 21
Operations Officer	31 - 47	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Operations Officer	48 - 51	48 - 51	45 - 49

7.59 Pest Control Officer

The existing pay scales are appropriate but the omitted points should be re-positioned to fall in line with the normal practice in the group. We note that a Pest Control Officer is designated as the officer-in-charge of the grade and suggest payment of an appropriate allowance for the extra duties performed.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Assistant Pest Control Officer	20 - 25	20 - 25	16 - 21
Pest Control Officer	31 - 47 (Omitted Points at 34, 38, 42)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)

7.60 Pharmacist

We recommend that the grade be restructured to bring its salary structure into line with others in the group. Details of the rescheduling of duties and the conversion arrangements for the officers concerned should be devised by the Administration and management. We also recommend three omitted points in the pay scale of the basic rank to help recruit and retain staff.

<u>Existing Structure</u>	<u>Pay Scale</u>	<u>Proposed New Structure</u>	<u>Pay Scale (Existing MPS)</u>	<u>Pay Scale (New MPS)</u>
Pharmacist	31 - 43	Basic rank	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Pharmacist	44 - 47	Senior rank	48 - 51	45 - 49
Chief Pharmacist	48 - 51			

7.61 Physicist

We consider the existing pay scales of the grade appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Physicist	31 - 47 (Omitted Points at 33, 37, 41)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Physicist	48 - 51	48 - 51	45 - 49

7.62 Scientific Officer

The existing pay scales are generally appropriate but the three omitted points currently provided for the Scientific Officer rank should be re-aligned with the group norm.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Scientific Officer	31 - 47 (Omitted Points at 35, 39, 42)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Scientific Officer	48 - 51	48 - 51	45 - 49

7.63 Scientific Officer (Medical)

The existing pay scale of this one-rank grade is appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Scientific Officer (Medical)	31 - 47 (Omitted Points at 33, 37, 41)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)

7.64 Securities Officer

With the disestablishment of the Office of the Commissioner for Securities and Commodities Trading and the imminent deletion of this grade, its pay scales should be as follows :-

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Securities Officer	31 - 47 (Omitted Points at 37, 39, 43)	31 - 47 (Omitted Points at 37, 39, 43)	27 - 44 (Omitted Points at 33, 35, 39)
Senior Securities Officer	48 - 51	48 - 51	45 - 49

7.65 Statistician

The omitted points in the pay scale of the Statistician rank should be re-positioned to fall in line with the group norm. The existing pay scales are otherwise appropriate.

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

7.66 Waterworks Chemist

We consider that the existing pay scales are appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Waterworks Chemist	31 - 47 (Omitted Points at 33, 37, 41)	31 - 47 (Omitted Points at 33, 37, 41)	27 - 44 (Omitted Points at 29, 33, 37)
Senior Waterworks Chemist	48 - 51	48 - 51	45 - 49