

CHAPTER EIGHT

DEGREE AND RELATED GRADES

(This Chapter contains our recommendations on the Degree and Related Grades)

8.1 In the last Chapter, we have proposed that the existing Group III of the Professional, Degree and Related Grades be separated from the other two groups to form a new category of Degree and Related Grades. This group generally comprises executives and managers of diverse fields, the normal appointment qualification being a recognized degree.

Benchmark and Pay Structure

8.2 The benchmark for this group is set at MPS 20 (equivalent to new MPS 16) as at present.

8.3 We consider the existing four-tier salary structure generally appropriate. Relevant job factors are applied to fine-tune the pay scale of individual grades where justified. In addition, points are omitted for particular grades faced with retention problems. In accordance with our recommendation in paragraphs 4.41 to 4.45 of the First Report, a relevant degree is given credit in the starting pay provided that :-

- (a) an appreciable part of the subject matter is directly relevant to a substantial part of an officer's normal duties; and
- (b) the skills or knowledge acquired through the relevant degree would clearly enable an officer to discharge his duties more proficiently than one who has to acquire them on the job.

Titles

8.4 We observe that there are some inconsistencies in the nomenclature of rank and grade titles within the group. Moreover, the use of the prefix 'Government' in the titles of the Government Transport Officer grade and the Government Security Officer grade can be confused with a similar prefix adopted by some professional ranks at the Directorate level. We propose some straightforward changes for individual grades in the section below and recommend that the Administration give further consideration to the subject with a view to rationalizing the use of titles.

Individual Grades

8.5 Our recommendations for individual grades are set out in the paragraphs below.

Degree and Related Grades

(Grades requiring a degree or equivalent for appointment)

8.6 Accounting Officer

We note that this grade has a high wastage rate at the Accounting Officer II level. In order to improve retention, we recommend that an omitted point be provided for this rank. The pay scales of the grade are otherwise appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Accounting Officer II	20 - 31	20 - 31 (Omitted Point at 22)	16 - 27 (Omitted Point at 18)
Accounting Officer I	32 - 37	32 - 37	28 - 33
Senior Accounting Officer	38 - 47	38 - 47	34 - 44

8.7 Airport Manager

In our First Report on Civil Service Pay (Report No. 2 submitted in October 1979), we pointed out that the structure of this grade is out of line with the general pattern of the group. We have further examined the issue and, noting that the proposal to split the first rank is considered

inappropriate by the management, we agree that the structure of the grade should remain unchanged.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Assistant Airport Manager	20 - 37	20 - 37	16 - 33
Airport Manager	38 - 47	38 - 47	34 - 44
Assistant Airport General Manager	48 - 51	48 - 51	45 - 49

8.8 Analyst/Programmer

Having regard to the nature of work of this grade, we consider that its entry requirement should be revised to a relevant degree in computer science or equivalent. On this basis, we recommend that the starting pay of the first rank be raised to MPS 22. However, in view of the fast expansion of the grade and the difficulties of recruitment and retention, we recommend that holders of a non-relevant degree or a Polytechnic Higher Diploma may continue to be appointed but they should enter at MPS 20 and MPS 19 respectively.

We note that wastage has been increasing substantially in recent years. To help retention, we further recommend that two points be omitted from the Analyst/Programmer scale and one from the Senior Analyst/Programmer. The existing pay for the higher ranks is appropriate.

We note that the title of the second rank is inconsistent with other grades in the group and propose that it be rationalized.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Analyst/Programmer	20 - 31	22 - 31 (Omitted Points at 24, 28)	18 - 27 (Omitted Points at 20, 24)
Senior Analyst/Programmer	32 - 37	32 - 37 (Omitted Point at 34)	28 - 33 (Omitted Point at 30)
Systems Manager	38 - 47	38 - 47	34 - 44
Senior Systems Manager	48 - 51	48 - 51	45 - 49

8.9 Archivist

We note that the management is conducting a thorough review of the present record management practices and procedures. This may have implications on the structure of the grade and, pending the outcome, its pay scales should be as follows :-

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Assistant Archivist	22 - 31	22 - 31	18 - 27
Senior Assistant Archivist	32 - 37	32 - 37	28 - 33
Archivist	48 - 51	48 - 51	45 - 49

8.10 Chinese Language Officer

Although wastage has increased, we note that sufficient qualified candidates are coming forward. Staff have represented to us that promotion prospects are worse than in other degree grades. We are generally sympathetic to their case. As we mentioned in paragraph 6.45 of the First Report and repeated earlier in Chapter 2, management should apply suitable flexibility in creating promotion posts. The existing pay scales are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Chinese Language Officer II	20 - 31	20 - 31	16 - 27
Chinese Language Officer I	32 - 37	32 - 37	28 - 33
Senior Chinese Language Officer	38 - 47	38 - 47	34 - 44
Chief Chinese Language Officer	48 - 51	48 - 51	45 - 49

8.11 Court Interpreter

We note that the promotion prospects of officers in this grade will be greatly enhanced upon the upgrading of a significant number of posts in the 1990/91 financial year. The existing pay scales are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Court Interpreter II	20 - 31	20 - 31	16 - 27
Court Interpreter I	32 - 37	32 - 37	28 - 33
Senior Court Interpreter	38 - 47	38 - 47	34 - 44
Chief Court Interpreter	48 - 51	48 - 51	45 - 49

8.12 Curator

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 Curator II	20 - 31	20 - 31	16 - 27
Assistant Curator I	32 - 37	32 - 37	28 - 33
Curator	38 - 47	38 - 47	34 - 44
Chief Curator	48 - 51	48 - 51	45 - 49

8.13 Dietitian

Taking into account the specialized nature of work, the requirement of a relevant degree and the recruitment and retention difficulties, we recommend that the entry pay of the basic rank be raised by two points and that an omitted point be introduced. We also recommend that the pay of the Senior Dietitian rank be revised to MPS 38 - 47 in view of its comparable responsibilities vis-a-vis other grades in the group.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS</u>
Dietitian	20 - 37	22 - 37 (Omitted Point at 24)	18 - 33 (Omitted Point at 20)
Senior Dietitian	38 - 43	38 - 47	34 - 44

8.14 Examiner

Examiners are engaged in auditing duties. The increasing demand in the territory for accounting staff has led to difficulties in recruiting and retaining staff in this grade. In order to improve the situation, we recommend the omission of a point from the scale of the Examiner rank. We note that the titles of the second and third ranks are inconsistent with the normal practice in the group and recommend that this inconsistency should be rationalized.

	<u>Existing</u>	<u>Proposed</u> Under <u>Existing MPS</u>	Under <u>New MPS</u>
Examiner	20 - 31	20 - 31 (Omitted Point at 22)	16 - 27 (Omitted Point at 18)
Senior Examiner	32 - 37	32 - 37	28 - 33
Chief Examiner	38 - 47	38 - 47	34 - 44

8.15 Executive Officer

This grade performs a wide range of important management functions in the Government and we consider that it should remain as a degree grade.

Because of the increasing complexity of the grade's duties, the pay for the grade must be sufficient to attract candidates with good intellectual ability and versatility. We also have taken note of the high wastage of young officers from the grade. We consider that its existing salary scale should be improved. Accordingly, we recommend that the starting pay of the Executive Officer II rank be raised by one point and that one point be omitted. The existing pay scales of the higher ranks are appropriate.

It has been suggested that some posts in the grade lack significant managerial content and should be regraded to a lower level. This issue merits further examination by the management.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Executive Officer II	20 - 31	21 - 31 (Omitted Point at 23)	17 - 27 (Omitted Point at 19)
Executive Officer I	32 - 37	32 - 37	28 - 33
Senior Executive Officer	38 - 47	38 - 47	34 - 44
Chief Executive Officer	48 - 51	48 - 51	45 - 49

8.16 Experimental Officer

Experimental Officers are deployed in the Royal Observatory on duties mainly related to weather forecasting. Their pay scales are generally appropriate. We note that the existing rank titles are inconsistent with those of other grades in the group and should be rationalized.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Experimental Officer	20 - 31	20 - 31	16 - 27
Senior Experimental Officer	32 - 37	32 - 37	28 - 33
Chief Experimental Officer	38 - 47	38 - 47	34 - 44
Principal Experimental Officer	48 - 51	48 - 51	45 - 49

8.17 Government Security Officer

This one-rank grade has a special responsibility for security within the Government. The existing scale generally reflects the nature and level of responsibility undertaken by its officers. As experience and knowledge are more important entry requirements than an academic qualification, we recommend that the grade be re-classified under 'Other Grades'.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Government Security Officer	48 - 51	48 - 51	45 - 49

8.18 Government Transport Officer

The existing pay scale of this grade is appropriate.

The management made a proposal to merge the Government Transport Officer and Transport Supervisor grades to form a new grade of Transport Manager. In view of the fundamental problems in amalgamating two grades carrying different responsibilities and belonging to different qualification groups, the proposal was not pursued.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Government Transport Officer	48 - 51	48 - 51	45 - 49

8.19 Industrial Promotion Project Officer

Members of this grade are responsible for promoting and facilitating overseas investment in Hong Kong. The existing pay scale takes account of the need for a degree plus extensive industrial experience.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Industrial Promotion Project Officer	48 - 51	48 - 51	45 - 49

8.20 Intellectual Property Examiner

This new grade will be created shortly. Its duties involve the registration of trade marks, patents and other forms of intellectual property. We have recommended the following structure and pay scales:-