

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

8.21 Interpreter (Simultaneous Interpretation)

Having regard to the special nature of work 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>
Interpreter (Simultaneous Interpretation)	38 - 47	38 - 47	34 - 44
Chief Interpreter (Simultaneous Interpretation)	48 - 51	48 - 51	45 - 49

8.22 Labour Officer

Following our recommendation in Report No. 2 to rationalize the structure of this grade, which is out of line with the group norm, the Administration has proposed that the basic rank be split into two functional levels and the salary structure of the grade be brought into line. This proposal will generally result in improvements to the salary progression and promotion prospects of serving officers. Having considered the views of both the staff and the departmental management on the issue, we support the proposed restructuring. Nevertheless, we have impressed upon the Administration the need to work out equitable arrangements for transferring serving officers to the new structure and to monitor closely the recruitment and retention situation following the change. The proposed scales are as follows :-

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Assistant Labour Officer	20 - 34 (Omitted Points from 23 to 27)	ALO II 20 - 31	16 - 27
		ALO I 32 - 37	28 - 33
Labour Officer	35 - 47 (Omitted Points at 38 and 42)	38 - 47 (Omitted Point at 41)	34 - 44 (Omitted Point at 37)
Senior Labour Officer	48 - 51	48 - 51	45 - 49

8.23 Law Translation Officer

We consider the pay scales of this new grade generally appropriate but suggest that its recruitment and retention situation be monitored closely.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Law Translation Officer	38 - 47	38 - 47	34 - 44
Senior Law Translation Officer	48 - 51	48 - 51	45 - 49

8.24 Management Services Officer

Members of this grade are mainly deployed on carrying out consultancy studies, organization reviews and computer feasibility and information technology studies. Entry to the basic rank requires a degree in specified subjects although degree holders in other subjects as well as matriculants, holders of Polytechnic Higher Diploma and graduates from post-secondary colleges may also be appointed at lower starting salaries. We consider it inequitable for candidates holding a degree in non-specified subjects to enter at a point below the benchmark (MPS 20 or new MPS 16) if they are considered suitable for appointment. There is, on the other hand, insufficient evidence to show that the subjects stipulated for appointment fall within the definition of a 'relevant degree' as set out in paragraph 8.3. Thus, all degree holders should enter at MPS 20. The existing sub-normal entry of non-degree holders should continue.

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

8.25 Recruitment Officer (Australasia)

We note that this one-rank grade has become obsolescent since 1985 and recommend its deletion.

8.26 Social Work Officer

Having regard to the nature of work performed, the overall job weight and the requirement of a relevant degree for appointment, we recommend that the starting pay of the Assistant Social Work Officer rank be revised to MPS 22. Holders of a degree in subjects other than social work may continue to be accepted for appointment at MPS 20 in view of recruitment difficulties. If such entrants are unable to obtain a relevant post-graduate qualification subsequently, they should not be allowed to proceed beyond MPS 31 or promoted to the Social Work Officer rank. On their obtaining such a post-graduate qualification, however, two increments should be awarded. In view of the acute wastage in the basic rank, we further recommend that three omitted points be provided. The existing pay scales of the senior ranks are appropriate.

We note that, at present, promotion prospects in the grade are poor. We reiterate that the departmental management and the Administration should apply more flexibility in creating senior posts for the grade to improve the attractiveness of a social work career in the Government. Apart from this, there is a case to pay an appropriate allowance to staff who work in the correctional institutions of the Social Welfare Department in recognition of the extra demands on them.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Assistant Social Work Officer	20 - 37	22 - 37 (Omitted Points at 24, 28, 34)	18 - 33 (Omitted Points at 20, 24, 30)
Social Work Officer	38 - 43	38 - 43	34 - 39
Senior Social Work Officer	44 - 47	44 - 47	40 - 44
Chief Social Work Officer	48 - 51	48 - 51	45 - 49

8.27 Speech Therapist

As in the case of Dietitian, we recommend that the starting pay of this grade be raised to MPS 22 to take account of the appointment requirement of a relevant degree and other relevant factors. We are unable, however, to find sufficient evidence to support the proposal by the management and staff to create a senior rank.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Speech Therapist	20 - 37	22 - 37	18 - 33

8.28 Trade Officer

This grade was reviewed and restructured in 1987. The existing pay scales are appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed Under New MPS</u>
Assistant Trade Officer II	20 - 31	20 - 31	16 - 27
Assistant Trade Officer I	32 - 37	32 - 37	28 - 33
Trade Officer	38 - 47 (Omitted Point at 41)	38 - 47 (Omitted Point at 41)	34 - 44 (Omitted Point at 37)
Principal Trade Officer	48 - 51	48 - 51	45 - 49

8.29 Training Officer

We note that the scope of work of this grade has not changed since the last review and consider the existing pay scales appropriate.

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

8.30 Transport Officer

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

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