

CHAPTER EIGHT

TECHNICIAN, SUPERVISORY AND RELATED GRADES

(The recommendations for grades under the new category of Technician, Supervisory and Related Grades are contained in this Chapter)

8.1 We propose the creation of a new category of 'Technician, Supervisory and Related Grades' to accommodate two groups of grades :-

Group I : Grades classified under the existing Group II of the Technical Inspectorate and Related Grades.

Group II: Grades transferred from the Senior Artisan and Artisan segments of Model Scale 1 to the Master Pay Scale.

Benchmark and Salary Structure

8.2 In the Second Report, we recommended that the benchmarks for both Group I and Group II should be set at new MPS 6 (or old MPS 10).

8.3 We consider the existing salary structure of Group I generally appropriate. On the basis of the new benchmark and having regard to the traditional relativities between grades in this group and in the Workmen, Artisan and Senior Artisan segments, some general improvements are made to the first four tiers of ranks in the group. Where appropriate, the pay scale of individual grades is further fine-tuned to take account of relevant factors.

8.4 For Group II, the current pay scales of grades are broadbanded under either the Senior Artisan or Artisan segment. Relevant job factors applicable to a particular grade are taken into account in the placement of the grade under a suitable segment or recognised by the payment of job-related allowances or both. The present system is

appropriate. As the job weight of the Senior Artisan and Artisan segments, taken together, is broadly comparable to that of the second tier in Group I, which has a proposed pay scale of new MPS 6 - 10, we recommend a pay scale of new MPS 6 - 8 for the Artisan segment and a pay scale of new MPS 9 - 10 for the Senior Artisan segment, having regard to the existing salary cut-off between them. In comparison with their salary structure under Model Scale 1, the number of incremental steps is reduced but the size of each increment is significantly increased.

Working Hours

8.5 The normal pattern of working hours of grades in both Groups I and II is 45 hours net (i.e. excluding meal breaks). This is necessitated by the general operational requirements and is also broadly consistent with the practice in the private sector. We have taken account of this factor in setting the benchmarks for the two groups. We note that about 5% of staff in the Group I grades are exceptionally conditioned to work less than 45 hours net per week because there is no compelling need for them to operate longer hours. We accept this anomaly but recommend that the Administration should rationalise the operational arrangements where practicable.

Individual Grades

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

Group I

(Grades normally filled by the appointment of experienced staff remunerated on the Artisan or Senior Artisan segments or persons who have either obtained a Certificate from a polytechnic or equivalent, or completed a recognised apprenticeship)

8.7 Amenities Assistant

The duties and responsibilities of this grade are comparable to those of the Foreman grade and the pay relativity between the two grades should be maintained. We do not support the staff's request for extra pay for completion of training during probation.

| | <u>Existing</u> | | <u>Proposed</u> |
|----------------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Amenities Assistant III | 9 - 14 | 5 - 10 | 7 - 11 |
| Amenities Assistant II | 15 - 18 | 11 - 14 | 12 - 15 |
| Amenities Assistant I | 19 - 24 | 15 - 20 | 16 - 20 |
| Senior Amenities Assistant | 25 - 29 | 21 - 25 | 21 - 25 |

8.8 Armourer

On the basis of the new salary structure pattern for grades in this group and to help recruitment, we recommend a two-point increase at the minimum and a one-point increase at the maximum of the Armourer III rank scale. The pay minimum of the Armourer II rank should also be raised by one point. The pay scale of the Armourer I rank is appropriate.

We recognise that the scope and level of responsibility of the Regimental Armourer rank are comparable to those of the Force Armourer rank in the Police Force. We recommend that this rank should be removed from the Armourer grade to become a new grade of Regimental Armourer under the Technical Inspectorate and Related Grades group. The pay scale should be set at new MPS 34 - 37, in line with that of the Force Armourer rank.

| | <u>Existing</u> | | <u>Proposed</u> |
|---------------------|--|----------------|---|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Armourer III | 11 - 15 | 7 - 11 | 9 - 12 |
| Armourer II | 16 - 24 | 12 - 20 | 13 - 20 |
| Armourer I | 25 - 33 | 21 - 29 | 21 - 29 |
| | <u>Under 'Technician, Supervisory and Related Grades' Grouping</u> | | <u>New Grade Under 'Technical Inspectorate and Related Grades' Grouping</u> |
| Regimental Armourer | 25 - 36 | 21 - 32 | 34 - 37 |

8.9 Butcher

This grade will be phased out upon the privatisation of government abattoirs. Pending its deletion, the pay scales should be as follows :-

| | <u>Existing</u> | | <u>Proposed</u> |
|-------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Assistant Butcher | 6 - 8 | 2 - 4 | 3 - 5 |
| Butcher | 9 - 13 | 5 - 9 | 6 - 10 |
| Foreman Butcher | 14 - 16 | 10 - 12 | 11 - 13 |
| Master Butcher | 17 - 22 | 13 - 18 | 14 - 18 |

8.10 Dredger Crane Driver

Dredger Mechanic

These two grades will become obsolescent when the dredger ceases to operate in early 1991. Pending their deletion, the pay scales should be as follows :-

Dredger Crane Driver

| | <u>Existing</u> | | <u>Proposed</u> |
|-------------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Dredger Crane Driver II | 9 - 12 | 5 - 8 | 6 - 9 |
| Dredger Crane Driver I | 13 - 14 | 9 - 10 | 10 - 11 |

Dredger Mechanic

| | <u>Existing</u> | | <u>Proposed</u> |
|-------------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Dredger Mechanic II | 9 - 12 | 5 - 8 | 6 - 9 |
| Dredger Mechanic I | 13 - 16 | 9 - 12 | 10 - 13 |
| Senior Dredger Mechanic | 17 - 18 | 13 - 14 | 14 - 15 |

8.11 Field Assistant

In view of comparable responsibilities, this grade has pay relativity with the Foreman grade. We do not support the staff's proposal for pay parity with the Works Supervisor

grade. Nor do we support the proposed retitling of the grade to 'Country Parks Supervisor' as it reflects only part of the grade's duties.

| | <u>Existing</u> | | <u>Proposed</u> |
|------------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Field Assistant | 9 - 14 | 5 - 10 | 7 - 11 |
| Senior Field Assistant | 15 - 18 | 11 - 14 | 12 - 15 |

8.12 Foreman

This is a large grade to which the pay scales of a number of other supervisory grades in this group are closely related. The proposed pay scales of the grade take into account the supervisory content of the job and the involvement in law enforcement duties.

| | <u>Existing</u> | | <u>Proposed</u> |
|-----------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Foreman | 9 - 14 | 5 - 10 | 7 - 11 |
| Senior Foreman | 15 - 18 | 11 - 14 | 12 - 15 |
| Overseer | 19 - 24 | 15 - 20 | 16 - 20 |
| Senior Overseer | 25 - 29 | 21 - 25 | 21 - 25 |

8.13 Hospital Foreman

We propose that the pay of this grade should continue to be linked to that of the Foreman grade in view of their broadly comparable responsibilities.

| | <u>Existing</u> | | <u>Proposed</u> |
|-------------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Hospital Foreman | 9 - 14 | 5 - 10 | 7 - 11 |
| Senior Hospital Foreman | 15 - 18 | 11 - 14 | 12 - 15 |
| Chief Hospital Foreman | 19 - 24 | 15 - 20 | 16 - 20 |

8.14 House Service Inspector

This one-rank grade is responsible for inspection of plumbing services, investigation of complaints about water

supply, and other inspection duties. The proposed pay scale takes into account the nature of work and the responsibilities undertaken. We support retitling the grade as 'Consumer Services Inspector' to reflect its duties more accurately.

| | <u>Existing</u> | | | <u>Proposed</u> |
|-------------------------|-----------------|----------------|-----------------------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | | <u>New MPS</u> |
| House Service Inspector | 12 - 20 | 8 - 16 | Consumer Services Inspector | 9 - 17 |

8.15 Machinist/Tailor

As much of the linen production work in the Hospital Services Department has been taken over by the Correctional Services Department, the size of this grade is dwindling. The pay scales of the grade should be revised as follows :-

| | <u>Existing</u> | | <u>Proposed</u> |
|-----------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Machinist | 6 - 8 | 2 - 4 | 3 - 5 |
| Tailor | 9 - 13 | 5 - 9 | 6 - 10 |

8.16 Mortuary Technician

This grade assists pathologists in autopsy work. The proposed pay scale takes into account the obnoxious nature of the job, the level of skills required and the need to supervise and train Mortuary Attendants.

| | <u>Existing</u> | | <u>Proposed</u> |
|---------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Mortuary Technician | 14 - 18 | 10 - 14 | 11 - 15 |

8.17 Occupational Therapy Assistant

We note that over 70% of the members of this grade are required to deal with mentally impaired patients and recommend revision of the pay scale as follows to take account of the additional demands on staff :-

| | <u>Existing</u> | | <u>Proposed</u> |
|--------------------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Occupational Therapy Assistant | 9 - 17 | 5 - 13 | 7 - 15 |

8.18 Optical Technician

In the light of changing service needs and the introduction of legislative control over optical practitioners, we support the departmental management's proposal to replace the Optical Technician grade by a new Optometrist grade to be staffed by persons with an appropriate qualification in optometry. However, since the current courses provided by the Hong Kong Polytechnic, i.e. the full-time Professional Diploma and the part-time Higher Certificate courses, are being phased out and replaced by a Degree programme, we may need to review the grade again in future. In the meantime, having regard to the job content, training and level of responsibility, we recommend classifying the proposed new grade under Group I of the Higher Diploma, Diploma and Related Grades with a pay scale of new MPS 13 - 23. Pending deletion of the Optical Technician grade, its pay scales are revised to take account of the changes to the benchmark and the salary structure for grades in this group.

| | <u>Existing</u> | | <u>Proposed</u> |
|--|-----------------|----------------|-------------------------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Optical Technician | 10 - 19 | 6 - 15 | 7 - 16 (Pending deletion) |
| Senior Optical Technician | 20 - 24 | 16 - 20 | 17 - 20 (Pending deletion) |
| <u>New Grade</u> | | | |
| Optometrist (under Group I of the Higher Diploma, Diploma and Related Grades) | - | - | 13 - 23 |

8.19 Printing Technician

The pay scales of this grade should be revised as follows :-

| | <u>Existing</u> | | <u>Proposed</u> |
|----------------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Printing Technician II | 9 - 13 | 5 - 9 | 6 - 10 |
| Printing Technician I | 14 - 17 | 10 - 13 | 11 - 14 |
| Senior Printing Technician | 18 - 24 | 14 - 20 | 15 - 20 |

8.20 Projectionist

The proposed pay scales of this grade are as follows :-

| | <u>Existing</u> | | <u>Proposed</u> |
|----------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Projectionist | 9 - 13 | 5 - 9 | 6 - 10 |
| Senior Projectionist | 14 - 17 | 10 - 13 | 11 - 14 |

8.21 Radio Mechanic

Having regard to the duties and responsibilities of this grade, the pay scales should be revised as follows : -

| | <u>Existing</u> | | <u>Proposed</u> |
|-----------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Radio Mechanic | 9 - 13 | 5 - 9 | 6 - 10 |
| Senior Radio Mechanic | 14 - 17 | 10 - 13 | 11 - 14 |

8.22 Sailor

Launch Mechanic

These two grades are engaged mainly in the Marine Department for the operation of government launches. The Sailor grade is responsible for navigation and deck duties and the Launch Mechanic for engine-room duties. The departmental management has advised that, as the government launches are being modernised, there is a reducing need to maintain two separate grades to perform these duties. It has recommended therefore that the two grades should be merged to provide flexibility in the deployment of launch crew. As a first step, it has proposed to merge the Oiler and Sailor ranks into a new rank of Launch Assistant. However, more time will be required to work out the new structure for the other ranks and to train up the staff.

We support the merger of the two grades in principle. We also endorse the creation of the new rank to replace the Oiler and Sailor ranks. This new rank should be paid on new MPS 4 - 6 in recognition of its wider scope of responsibilities. As the restructuring will be implemented from a future date, the pay scales of the Sailor and Launch Mechanic grades are revised in the

interim to take account of the changes in the benchmark the salary structure for grades in this group. The existing differentials between the respective second and third ranks of the two grades are maintained to reflect their working relationship.

| <u>Sailor</u> | <u>Existing</u> | | <u>Proposed</u> |
|-----------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| * Sailor | 6 - 8 | 2 - 4 | 3 - 5 |
| Coxswain | 9 - 13 | 5 - 9 | 6 - 10 |
| Senior Coxswain | 14 - 17 | 10 - 13 | 11 - 14 |
| Boatswain | 18 - 21 | 14 - 17 | 15 - 18 |

| <u>Launch Mechanic</u> | <u>Existing</u> | | <u>Proposed</u> |
|------------------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| * Oiler | 6 - 8 | 2 - 4 | 3 - 5 |
| Launch Mechanic | 9 - 12 | 5 - 8 | 6 - 9 |
| Senior Launch Mechanic | 13 - 16 | 9 - 12 | 10 - 13 |
| Supervisor (Engine Crews) | 18 - 21 | 14 - 17 | 15 - 18 |

* These two ranks will be merged, with effect from a future date, into a new rank of Launch Assistant with a pay scale of new MPS 4 - 6.

8.23 Shipping Safety Assistant

The proposed pay scale takes account of the entry requirements, the nature of work performed and the special job features of this grade.

| | <u>Existing</u> | | <u>Proposed</u> |
|---------------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Shipping Safety Assistant | 16 - 19 | 12 - 15 | 13 - 16 |

8.24 Vehicle Tester

We note that some of the appointment requirements stipulated for this grade are more stringent than those normally expected of comparable grades in this group. The Administration and departmental management should review and rationalise the requirements to help recruitment. There is insufficient justification for the new rank of Senior Vehicle Tester proposed by staff. The proposed pay scale of the grade takes into account the entry requirements and the nature of work.

| | <u>Existing</u> | | <u>Proposed</u> |
|----------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Vehicle Tester | 12 - 15 | 8 - 11 | 9 - 12 |

8.25 Works Supervisor

This grade comprises a number of works streams and the great majority of staff work in the Lands and Works group of departments and the Housing Department. We do not accept the claim by some staff groups that the appointment of persons not having a Certificate has created an extra burden for their supervisors and certificated colleagues. We consider that, in some works streams, experience, maturity and supervisory ability are essential attributes and the appointment of suitable Artisans and Senior Artisans (some of whom do not have a Certificate) is appropriate. Indeed, we note that over 60% of the serving members of the grade have been so recruited. The request by some staff groups to merge the Works Supervisors II and I ranks is unjustified in view of the distinct functional differences between the two ranks.

The proposed pay scales of the grade take account of the nature of work performed, the need to work shifts and the entry requirements. The pay scale of the basic rank is further improved to help recruitment.

| | <u>Existing</u> | | <u>Proposed</u> |
|---------------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| Works Supervisor II | 11 - 15 | 7 - 11 | 9 - 12 |
| Works Supervisor I | 16 - 19 | 12 - 15 | 13 - 16 |

8.26 X-Ray Mechanic

X-Ray Mechanics assist Electrical Technicians in the routine maintenance and servicing of radiological and

related equipment. Having regard to the nature of work and level of responsibility, the pay scale should be revised as follows :-

| | <u>Existing</u> | | <u>Proposed</u> |
|----------------|-----------------|----------------|-----------------|
| | <u>Old MPS</u> | <u>New MPS</u> | <u>New MPS</u> |
| X-Ray Mechanic | 9 - 13 | 5 - 9 | 6 - 10 |

Group II

(Grades formerly remunerated on the Senior Artisan and Artisan segments of Model Scale 1)

- 8.27 Artisan
- Car Park Attendant I
- Chainman
- Cook
- Darkroom Technician
- Forest Guard
- Head Watchman
- Laboratory Attendant
- Laundry Worker
- Leading Sewerman
- Motor Driver

We recommend that these eleven grades should continue to be remunerated on the Artisan segment. Their pay scales should therefore be revised to new MPS 6 - 8.

8.28 Domestic Servant I

This grade should be retitled as Domestic Servant. Its classification in the Artisan segment is appropriate and the pay scale should be revised to new MPS 6 - 8.

8.29 Animal House Attendant

We support the request from the departmental management to regrade this grade as Laboratory Attendant with a pay scale of new MPS 6 - 8.

8.30 Aids to Navigation Attendant

Cobbler

Communications Attendant

Fisherman I

Sailmaker Rigger

We recommend regrading these five grades as Artisan with pay scales at new MPS 6 - 8.

8.31 Drain Chargeman

Mortuary Attendant

Operating Theatre Assistant

Rock Driller

Senior Artisan

Shot Firer

Special Driver

We recommend that these seven grades should continue to be remunerated on the Senior Artisan segment and their pay scale revised to new MPS 9 - 10.

8.32 Aids to Navigation Mechanic

We propose regrading of this grade as Senior Artisan with a pay scale of new MPS 9 - 10.

8.33 Senior Meat Porter

Senior Domestic Servant

Steward

These three grades are no longer required and should be deleted.