

related traditionally to those of the Certificated Master/Mistress grade. This link should be maintained. The pay scales are revised as follows :-

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Master (Correctional Services)	22 - 32	18 - 28	19 - 29
Senior Master (Correctional Services)	33 - 37	29 - 33	30 - 33

9.29 Master (Fisheries Research Vessel)

This grade has become obsolescent and its deletion is recommended.

9.30 Music Officer

Having regard to the nature of work and level of responsibility, the existing pay scales are appropriate. The proposed merger of the Assistant Music Officer II and I ranks is not supported in view of the functional differences between the two ranks.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Assistant Music Officer II	17 - 27	13 - 23	13 - 23
Assistant Music Officer I	28 - 32	24 - 28	24 - 28
Music Officer	33 - 37	29 - 33	29 - 33
Senior Music Officer	38 - 47	34 - 44	34 - 44
Chief Music Officer	48 - 51	45 - 49	45 - 49

9.31 Photographer

Having regard to the overall responsibilities of the 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>
Photographer II	5 - 11	1 - 7	3 - 8
Photographer I	12 - 15	8 - 11	9 - 12
Senior Photographer	16 - 17	12 - 13	13 - 14

9.32 Physical Training Instructor

This grade works in the Police Force. We endorse the management's proposal to merge it with the primary disciplined grade. Pending the regrading of the incumbents and subsequent deletion of the grade, there should be no change to the existing pay scales.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Assistant Physical Training Instructor	24 - 32	20 - 28	20 - 28 (Pending deletion)
Physical Training Instructor	33 - 40	29 - 36	29 - 36 (Pending deletion)

9.33 Police Research Officer

Members of this grade are deployed in the Police Force on research and analysis duties. Entry to the basic rank requires a good general education plus extensive experience in a security organisation or in the legal research and criminal investigation fields. Having regard to the nature of work and the appointment requirements, the existing pay scales are appropriate.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Assistant Police Research Officer	39 - 43	35 - 39	35 - 39
Police Research Officer	44 - 47	40 - 44	40 - 44
Senior Police Research Officer	48 - 51	45 - 49	45 - 49

9.34 Programme Officer

There is no indication that the scope and level of responsibilities of this grade have changed over the years. On the basis of the grade's current duties and responsibilities, the existing pay scales are appropriate.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Programme Assistant	7 - 17	3 - 13	3 - 13
Assistant Programme Officer	18 - 31	14 - 27	14 - 27
Programme Officer	32 - 37	28 - 33	28 - 33
Senior Programme Officer	38 - 43	34 - 39	34 - 39
Principal Programme Officer	44 - 47	40 - 44	40 - 44
Chief Programme Officer	48 - 51	45 - 49	45 - 49

9.35 Proof Reader

Having regard to the nature of work, entry requirements and pattern of working hours, the pay scales of this grade should be improved as follows :-

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Proof Reader	5 - 15	1 - 11	3 - 12
Senior Proof Reader	16 - 24	12 - 20	13 - 21
Chief Proof Reader	25 - 30	21 - 26	22 - 26

9.36 Protocol Officer

This grade was last reviewed in 1987 and the existing pay scales are appropriate.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Assistant Protocol Officer	32 - 37	28 - 33	28 - 33
Protocol Officer	38 - 47	34 - 44	34 - 44

9.37 Recreation and Sport Officer

The salary structure of this grade is appropriate and we recommend no change.

At present, District Leisure Manager posts in the Regional Services Department are filled by Senior Recreation and Sport Officers as well as Chief Amenities Officers who carry a different pay scale. This arrangement is unsatisfactory and should be reviewed by the departmental management.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Assistant Recreation and Sport Officer II	17 - 27	13 - 23	13 - 23
Assistant Recreation and Sport Officer I	28 - 34	24 - 30	24 - 30
Recreation and Sport Officer	35 - 40	31 - 36	31 - 36
Senior Recreation and Sport Officer	41 - 47	37 - 44	37 - 44
Chief Recreation and Sport Officer	48 - 51	45 - 49	45 - 49

9.38 Secretary (Functions)

The only post in this grade has been vacant for some time. As other staffing arrangements will be made to take over the duties, we recommend deletion of the grade.

9.39 Security Assistant (Legislative Council Building)

Security Officer (Legislative Council Building)

As in the case of Legal Aid Assistant, we recommend that a two-point scale be provided for these two grades.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Security Assistant (Legislative Council Building)	19	15	15 - 16
Security Officer (Legislative Council Building)	33	29	29 - 30

9.40 Social Secretary

Having regard to the pay scales proposed for comparable grades, the pay scales of the two ranks should be increased by one point each.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Assistant Social Secretary	27 - 29	23 - 25	24 - 26
Social Secretary	33 - 35	29 - 31	30 - 32

9.41 Special Photographer

Taking into account the duties and responsibilities of this grade and the relativity with the Photographer grade, the pay scales should be adjusted as follows :-

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Special Photographer II	11 - 22	7 - 18	8 - 19
Special Photographer I	23 - 28	19 - 24	20 - 24
Senior Special Photographer	29 - 31	25 - 27	25 - 27

9.42 Staff Officer (Auxiliary Medical Services)

We support the view that, as the deputy head of the Auxiliary Medical Services, the Staff Officer (Auxiliary Medical Services) has a level of responsibility comparable to that of the Principal Training Officer rank in the Civil Aid Services. Accordingly, its pay scale should be brought into line with that of the Principal Training Officer rank.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Staff Officer (Auxiliary Medical Services)	38 - 43	34 - 39	34 - 44

9.43 Staff Officer (Civil Aid Services)

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

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Staff Officer (Civil Aid Services)	48 - 51	45 - 49	45 - 49

9.44 Surveyor Attendant

This grade will become obsolescent after its duties are taken over by the Artisan grade. Pending its deletion, we recommend no change to the existing pay scale.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Surveyor Attendant	6 - 13	2 - 9	2 - 9 (Pending deletion)

9.45 Technical Instructor (Correctional Services)

Having regard to the nature of work and the working relationship with the disciplined grades concerned, we recommend that this grade should be accorded the status of a disciplined grade. Its pay should consequently be determined by the Standing Committee on Disciplined Services Salaries and Conditions of Service. In the meantime, we recommend no change to the existing scale.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Technical Instructor (Correctional Services)	20 - 28	16 - 24	16 - 24

9.46 Traffic Warden

This grade was created as part of the Police Force's civilianisation programme to relieve policemen in law enforcement duties connected with vehicle parking and traffic control. Members of the grade are subject to discipline and their work can be unpopular and confrontational. Having regard to the job requirements, the pattern of working hours and the increasing wastage, we recommend improving the pay scales of the two ranks each by three points. We do not support the proposal for a new rank of Chief Traffic Warden in the absence of sufficient functional justification.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Traffic Warden	7 - 13	3 - 9	6 - 12
Senior Traffic Warden	14 - 17	10 - 13	13 - 16

9.47 Training Assistant

The title of this grade should be changed to Training Assistant (Auxiliary Services). Having regard to the entry requirements and the overall job weight, we recommend that the pay scale be increased by two points at both the minimum and maximum. The staff have requested an allowance for working in the detention centres for Vietnamese boat people. This merits further consideration by the Administration.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Training Assistant	5 - 15	1 - 11	Training Assistant (Auxiliary Services) 3 - 13

9.48 Training Officer

The existing provision for Matriculants to be appointed at a higher salary point should cease as it is inconsistent with established principles. It is also difficult to justify the three omitted points currently provided in the pay scale of the Training Officer rank and they should be withdrawn. In view of the increase in responsibilities, and in order to attract candidates of better quality to join the grade, the pay minimum of the basic rank should be increased by two points and the

maximum of the basic rank as well as the minimum of the second rank increased by one point. The existing pay scale of the Principal Training Officer rank is appropriate.

To avoid confusion with a Degree grade bearing the same title, we propose retitling of this grade as Training Officer (Auxiliary Services). As in the case of Training Assistant, the request by staff for an allowance for working in the detention centres for Vietnamese boat people should be considered further by the Administration.

	<u>Existing</u>			<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>		<u>New MPS</u>
Training Officer	13 - 31 (Omitted points at 16,17,18)	9 - 27 (Omitted points at 12,13,14)	Training Officer (Auxiliary Services)	11 - 28
Senior Training Officer	32 - 37	28 - 33	Senior Training Officer (Auxiliary Services)	29 - 33
Principal Training Officer	38 - 47	34 - 44	Principal Training Officer (Auxiliary Services)	34 - 44

9.49 Tribunal Officer

Having regard to the appointment requirements and the overall job weight, we do not recommend any change to the existing pay scale.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Tribunal Officer	31 - 43	27 - 39	27 - 39

9.50 Workshop Instructor

This grade is re-classified from the group of Education Grades. The existing pay scales are appropriate except that the starting pay of the basic rank should be increased by one point. Staff who have to deal with the severely mentally or physically disabled or who work in the

correctional homes of the Social Welfare Department should be paid an allowance for the additional demands placed on them.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Workshop Instructor III	9 - 17	5 - 13	6 - 13
Workshop Instructor II	18 - 27	14 - 23	14 - 23
Workshop Instructor I	28 - 32	24 - 28	24 - 28