

CHAPTER 3

PROPOSED NEW GRADE OF LAUNCH MASTER

3.1 In paragraph 8.22 of the Third and Final Report on 1989 Salary Structure Review (Report No. 26), we supported in principle the merger of the two existing grades of Sailor and Launch Mechanic into a new grade of Launch Master. We also endorsed the creation of a new rank of Launch Assistant in this grade to replace the ranks of Oiler and Sailor and noted that more time would be required to work out the new structure for the other ranks.

3.2 In August 1991, the Administration completed its review of the ranking and salary structure of the proposed new grade of Launch Master as a whole and sought our advice.

3.3 The Administration proposed that the new Launch Master grade should have a four tier structure similar to the Sailor and Launch Mechanic grades and that its pay scales should be set at a higher level having regard to the increased duties and responsibilities, the need for members of the new grade to acquire additional qualifications, the envisaged increase in productivity and consequential savings.

3.4 Having regard to the uniqueness of the restructuring proposal, the job weight and the scope of duties and responsibilities for each rank in the new grade, the reduced promotion prospects in some ranks, and the savings that can be achieved, we supported the Administration's proposal for the creation of a new grade of Launch Master in Group I of the Technician, Supervisory and Related Grades with the following structure and pay scales :-

<u>Rank</u>	<u>Proposed Pay Scale (MPS)</u>
Launch Assistant	4 - 7
Launch Master	8 - 13
Senior Launch Master	13 - 16
Launch Crew Supervisor	17 - 20

3.5 Our letter of 3 October 1991 to the Governor tendering advice on the proposed new grade of Launch Master is reproduced at Appendix E.