

第五章：津貼

向醫療輔助救護車主管發放津貼

5.1. 一九九三年六月，消防處處長提交建議，希望為曾受訓而須提供某些指定輔助醫療服務的救護車主管發放一項與工作相關的新津貼，稱為紀律部隊附加職務津貼（醫療輔助），津貼額定於一般紀律人員薪級表（員佐級）第一點的10%。

5.2. 消防處處長參照救護車服務策劃小組在一九八九年提出的建議和另外的研究結果，自一九九三年六月起推出以下四類醫療輔助救護服務：

- (a) 為傷病者作綜合評估。
- (b) 為心臟病病人施行心肺復甦法和心臟去纖震法。
- (c) 進行靜脈滴入（主要是鹽水和葡萄糖）。
- (d) 使用指定的藥物（主要是在葡萄糖中為哮喘病病人加入安喘寧和為糖尿病病人加入硫胺）。

為配合新服務的推行，處長自一九九三年三月起，陸續安排救護車主管修讀為期六周、水平等同於加拿大二級急救醫療助理資格的訓練課程。這些主管已被調派到設有特別設備並須由二級急救醫療助理駐守的救護車（下稱“輔助醫療救護車”）上工作。他們除了懂得基本的急救技術外，這些主管還可以為有需要的傷病者進行輔助醫療急救，並且能夠在抵達醫院時向醫生報告病情和曾

CHAPTER 5 :

ALLOWANCES

Allowance for Paramedic Ambulance Supervisors

5.1. In June 1993, the Director of Fire Services submitted a proposal for a new job-related allowance - Extra Duties Allowance for the Disciplined Services (Paramedic) - at the rate of 10% of Point 1 of the General Disciplined Services (Rank and File) Pay Scale (GDS(R)Pt.1), to be payable to ambulance supervisors who were trained and required to provide certain designated paramedic services.

5.2. Following the recommendations of the Ambulance Service Review Steering Group (ASRSG) in 1989 and on the basis of additional research, the Director of Fire Services introduced certain paramedic ambulance services, from June 1993, covering the following four areas -

- (a) Comprehensive patient assessment.
- (b) Cardiac care by cardiopulmonary resuscitation and defibrillation.
- (c) Intravenous infusion (IV) (mainly saline and dextrose solutions).
- (d) Use of selected medications (mainly Ventolin for the treatment of asthma and Thiamine for the treatment of diabetes, to be given with dextrose solution).

To prepare for the new service, he had since March 1993 arranged for ambulance supervisors to attend a six-week training course equivalent to the Emergency Medical Assistant II (EMA-II) standard in Canada. These supervisors had been deployed to man EMA-II ambulances which were fitted with special equipment. In addition to their basic life-sustaining capability, the supervisors were able to provide paramedic

給予的治療。

5.3. 一九九四年三月，政府當局知會我們，表示當局並不支持消防處處長的要求，理由是醫療輔助應是救護員的正常職責，並指出，彈性地把某個比例的輔助醫療救護車主管職位，由救護隊目重訂為救護總隊目職級，會較為適當。政府當局認為，開設較高職級的職位，有關人員的晉升機會和附帶福利也相應改善，這樣不但能夠適當地認同他們的工作，還可以起鼓勵作用。

5.4. 鑑於雙方意見分歧，我們建議公務員事務科應與消防處作進一步磋商，探討其他解決方法，尤其是研究彈性地重訂職級是否可行。

5.5. 公務員事務科隨後在一九九四年十月提出修訂建議，建議為有關人員發放一項特別津貼，津貼額定於一般紀律人員薪級表(員佐級)第一點的5%。不過，該項建議遭消防處處長拒絕，他堅持提供醫療輔助的人員所得的津貼，應為一般紀律人員薪級表(員佐級)第一點的10%。另一方面，保安科在一九九五年一月表示支持消防處處長的要求。

5.6. 考慮過各方提出的論據後，我們無法毫無保留地同意提供醫療輔助是救護車主管的附加職務。我們對這個問題提出了下述意見：

(a) 拯救生命是消防處救護員的法定職責。為了提供更優質的服務而學習新的技能和使用新式儀器不應視為附加職務。

treatment for patients when necessary and to present a report to the doctor on a patient's symptoms, and the treatment given, on arrival at hospital.

5.3. The Administration advised us in March 1994 that it did not support the Director's request. It considered that paramedic work was within the scope of the ambulancemen's normal duties and that a more appropriate approach to the issue would be the flexible re-ranking of a proportion of the EMA-II ambulance supervisor posts from Senior to Principal Ambulanceman. It believed that the better promotion prospects and fringe benefits associated with the higher rank would give due recognition to the staff concerned and provide them with sufficient incentive.

5.4. In view of this difference of opinion, we suggested that Civil Service Branch should discuss further with Fire Services Department, with a view to exploring other options for resolving the issue, in particular the practicability of the flexible ranking approach.

5.5. CSB subsequently modified their proposal, in October 1994, by suggesting the grant of a special allowance set at 5% of GDS(R)Pt.1 to the staff involved. This proposal was, however, rejected by the Director of Fire Services who maintained that paramedic work merited an allowance set at 10% of GDS(R)Pt.1. Meanwhile, Security Branch, in January 1995, confirmed its support for the Director's request.

5.6. Having examined all the arguments advanced, we could not agree, without reservation, that the paramedic service was an extra duty for the ambulance supervisors. The following were among the observations which we made -

(a) Life saving was a statutory duty of FSD's ambulance staff. The acquisition of new skills and the application of modern equipment to provide a higher quality service ought not to be construed

- (b) 多年來，消防處已多次提供新的訓練和服務，從而改善救護服務。提供醫療輔助包括施行心臟去纖震法，只是延續這種發展過程。
- (c) 一般而言，發放與工作相關的津貼，是因為有關人員擔任了額外職務，而不是他們擔任了其他職務以取代原本正常的職務。然而，由於輔助醫療救護車主要是在需要提供醫療輔助時才會出動，因此，醫療輔助似乎實際上已變成輔助醫療救護車主管的主要職責。

5.7. 儘管得出以上意見，我們承認執行醫療輔助職務確實需要較高的技術、責任和知識水平。我們知道根據既定原則，凡某個職位的責任輕重有所改變時，都應在其職級中反映出來。因此，重新審訂輔助醫療救護車主管的職級，似乎是較為恰當的解決方法。至於消防處擔心的問題，我們認為並非無法解決。

5.8. 由於該輔助醫療服務仍未伸展至全港各區，而其影響也有待進一步評估，因此我們認為發放臨時津貼會是適當的做法。我們提議最遲應在一九九六至九七年度檢討這項臨時津貼安排，屆時輔助醫療服務應已全面實施。進行檢討前，消防處和政府當局應有系統地對服務成效作出評估，並繼續研究重新審訂職級的可行性。

5.9. 考慮過輔助醫療救護車主管所需

as an extra duty.

- (b) Over the years, the ambulance service had been improved by the introduction of new training or new areas of service on several occasions. The paramedic service, including defibrillation, appeared to be a continuation of the evolutionary process.
- (c) In general, job-related allowances were payable for duties which were **additional** to, but not a substitute for, the normal duties of the staff concerned. However, given that EMA-II ambulances would mainly turn out for cases where there was a need for paramedic treatment, it seemed that the paramedic service had actually become the **primary** duty of the paramedic ambulance supervisors.

5.7. Despite these observations, we acknowledged that greater skill, knowledge and responsibility were involved in paramedic duties. We were aware that it was an established principle that any change to the existing level of responsibility of a post should be reflected in its ranking. Thus, a more appropriate solution appeared to be the re-ranking of the EMA-II supervisor posts. We did not consider that the problems which FSD envisaged with this to be entirely insurmountable.

5.8. We concluded that a **temporary allowance** would be appropriate, as the paramedic service had yet to be extended to cover the whole territory and its impact needed to be further assessed. We suggested that the temporary allowance should be reviewed not later than 1996/97, by which time the service ought to have been fully implemented. To prepare for this review, FSD and the Administration should carry out a systematic evaluation of the effectiveness of the service and should continue to study the feasibility of the re-ranking approach.

5.9. We recommended that the

具備的技術和承擔的責任，以及其他現有的相類津貼的數額後，我們建議臨時津貼定為每月600元(相當於一般紀律人員薪級表(員佐級)第一點的6.2%)。我們認為把津貼額定於這個水平是審慎的做法，以待日後服務水平進一步提高時有空間再作調整。

5.10. 我們於一九九五年二月按上述結論向總督提交意見，並於同年三月把我們的意見知會消防處處長。

5.11. 一九九八年二月，政府當局就該複雜事項再提交我們審議。當局提議向具備二級急救醫療助理資格並擔任救護車主管的人員發放特別津貼，津貼額定於一般紀律人員(員佐級)薪級表第1點的8%(每月978元)。這項建議與消防處處長的建議大致相符，但有一點除外，就是消防處處長建議該津貼應為“紀律部隊附加職務津貼(輔助醫療職務)”，而津貼額應定於一般紀律人員(員佐級)薪級表第1點的10%(每月1,223元)。至於有關人員協會則表示，他們寧願把救護車主管的職級重新審訂為救護主任。

5.12. 我們獲悉檢討委員會在一九九六年獲委任，就輔助醫療服務進行全面檢討，並在該年十二月發表報告書。報告書的結論是，公眾和專業醫療人員均對輔助醫療服務表示歡迎，故應擴大這項服務。檢討委員會反對重新審訂職級，認為發放紀律部隊附加職務津貼(輔助醫療職務)，津貼額定於一般紀律人員(員佐級)薪級表第1點的10%，是認許輔助醫療主管工作的最合適方法。報告書其後獲消防處處長通過，並提交公務員事務局審議。經進一步研究，以及與有關部門和保安局商討後，公務員事務局其後向我們提交建議。

temporary allowance be set at \$600 per month (equivalent to 6.2% of GDS(R)Pt.1), having considered the skill and responsibility required of the EMA-II supervisors and the level of other comparable existing allowances. We also felt that it was prudent to pitch the amount of the allowance at a level which would leave some headroom for adjustment if and when the standard of the service was further upgraded.

5.10. We advised the Governor along these lines in February 1995. The Director of Fire Services was informed of our advice in March 1995.

5.11. This complex subject came back to us in February 1998, when the Administration sought our advice on a proposal to grant a special allowance at the rate of 8% of GDS(R)Pt.1 (\$978 per month) to EMA-II supervisors. The proposal was generally in line with the Director of Fire Services' recommendations, except that he still proposed an "Extra Duties Allowance for Disciplined Services (Paramedic)", at 10% of GDS(R)Pt.1 (\$1,223 per month). However, the staff associations concerned had indicated a preference for a re-ranking of the supervisor posts as Ambulance Officer.

5.12. We were informed that a Review Committee had been appointed in 1996 to conduct a comprehensive review of the EMA service. It had produced its report in December 1996. The report concluded that the EMA service was welcomed by both the public and the medical profession and that it should be expanded. The Review Committee rejected the re-ranking approach and considered the grant of an EDADS (Paramedic) at a rate of 10% of GDS(R)Pt.1 to be the most appropriate means of recognising the work of the paramedic supervisors. The report was later endorsed by the D of FS and submitted to CSB. After further deliberations, and discussion with the department and Security Bureau, CSB put their proposals to us.

5.13. 我們審慎研究政府的提案後，得出結論如下：

- (a) 應該支持向具備急救醫療助理資格並擔任救護車主管的救護總隊目或救護隊目發放特別津貼，以認許他們需具備較高的資歷和特別技能及承擔較大責任。
- (b) 不過，特別津貼不應定於政府建議的水平，即一般紀律人員(員佐級)薪級表第 1 點的 8%(每月 978 元)，而應定於該薪點的 10%(每月 1,223 元)，條件是日後這類輔助醫療主管的技能在二級水平範疇之內再提升時，這個津貼額仍然適用。
- (c) 合資格領取這項特別津貼的救護車主管人數限額，應由目前的 134 名救護總隊目或救護隊目改為 198 名。
- (d) 依照一貫的做法，特別津貼由獲批當日起發放。
- (e) 如獲公務員事務局局長事先批准，消防處處長可按下述人員編制比率，向更多具備急救醫療助理資格並擔任救護車主管的救護總隊目或救護隊目發放特別津貼，津貼額定於一般紀律人員(員佐級)薪級表第 1 點的 10%：
 - (i) 採用日班兩輛輔助醫療救護車、夜班一輛輔助醫療救護車運作模式的市區和新界(不包括南大嶼山和其他離島)救護站，按每輛救護車三名輔助醫療主管的比率發放特別津貼；及

5.13. Having examined the case carefully, we concluded that -

- (a) The grant of a **special allowance** to the EMA-II ambulance supervisors, who were in the rank of either Principal Ambulanceman or Senior Ambulanceman, should be supported, in recognition of the higher qualifications and special skills they needed and the greater responsibility they were required to shoulder.
- (b) However, instead of being set at 8% of GDS(R)Pt.1 (\$978 per month) as recommended by the Administration, the special allowance should be pitched at **10%** of GDS(R)Pt.1 (\$1,223 per month), **on the understanding** that this would also cover any future upgrading of skills at the EMA-II paramedic supervisor level.
- (c) The maximum number of EMA-II supervisors eligible for the special allowance should be revised from the current 134 to 198 Principal Ambulancemen/Senior Ambulancemen.
- (d) In accordance with the usual practice, payment of the special allowance should take effect from a current date.
- (e) Subject to the prior approval of the Secretary for the Civil Service, the D of FS should be allowed to grant the special allowance at a rate of 10% of GDS(R)Pt.1 to a larger number of EMA-II supervisors at the ranks of Principal Ambulanceman / Senior Ambulanceman having regard to the following manning scales -
 - (i) three paramedic supervisors per ambulance for an operational pattern in the ratio of two EMA ambulances in the day shift and one EMA ambulance in the night shift for depots in the urban area and the New Territories (excluding Southern Lantau and other Outlying Islands); and

- (ii) 採用每輛救護車 24 小時運作模式的南大嶼山和其他離島救護站，按每輛救護車四名輔助醫療主管的比率發放特別津貼(註：據我們所知，目前這些地區並無輔助醫療救護車。)

5.14. 我們亦希望指出一點，發放這項津貼應視作過渡安排。輔助醫療救護車服務的成績無庸置疑，對公眾非常重要；因此，我們認為在可行情況下應盡快把輔助醫療技能納入救護員職系的一般訓練和職務內，這才是目標所在。

5.15. 我們於一九九八年六月按上述結論向行政長官提交意見，並於同月把我們的意見知會消防處處長。

- (ii) four paramedic supervisors per ambulance for an operational pattern of 24-hours per vehicle for depots in Southern Lantau and on other Outlying Islands (n.b. we understood that, at present, no EMA ambulances were provided in those areas).

5.14. We also wished to observe that we felt that the grant of the allowance should be regarded as a **transitional arrangement**. We believed that the aim should be that, given the undoubted success of the Paramedic Ambulance Service and its importance to the public, paramedic skills should be incorporated in the general training and duties of the Ambulanceman Grade, as soon as practicable.

5.15. We advised the Chief Executive along these lines in June 1998. The Director of Fire Services was informed of our advice in the same month.



紀常會委員訪問尖東救護站
Committee Members visit the Tsim Tung Ambulance Depot

向某些指定總入境事務主任職位發放紀律部隊逾時工作津貼

5.16. 一九九四年一月，人民入境事務處處長提交建議，要求把支取紀律部隊逾時工作津貼的資格，延伸至惠及當時八個指定總入境事務主任職位的人員。

5.17. 一九九二年二月，我們在進行紀律部隊逾時工作津貼額的檢討時作出結論，雖然這項津貼在警隊中適用於至總督察級的人員，作為一般原則，這項津貼不應適用於相等於總督察級的其他部隊人員。不過，我們建議下述人員應例外地獲發給津貼：

- (a) 駐守羈留中心的總懲教主任；及
- (b) 執行反走私和掃毒職務的助理海關監督。

5.18. 人民入境事務處處長在建議書中指出，既然總入境事務主任、總督察、總懲教主任和助理海關監督四個職級的薪級完全一樣，責任也大致相似，支取紀律部隊逾時工作津貼的資格，便同樣應延伸至某些總入境事務主任職位，就如向某些總懲教主任和助理海關監督職位發放該項津貼一樣。政府當局不支持處長的建議，並提出建議，若某些總入境事務主任職位的工作量顯著增加，而情況是經常性的話，則部門可考慮增設職位或重新分配責務。

5.19. 考慮過各項有關因素後，我們認為要求把支取紀律部隊逾時工作津貼的資格延伸至惠及總入境事務主任的建議，理據並不充分。例外地向少數總懲教主任和助理海關監督發放紀律部隊逾時工作津貼的情

Disciplined Services Overtime Allowance for Certain Chief Immigration Officer Posts

5.16. In January 1994, the Director of Immigration submitted a proposal for extending the eligibility for payment of Disciplined Services Overtime Allowance (DSOA) to the incumbents of eight designated posts at the Chief Immigration Officer (CIO) rank.

5.17. In February 1992, in the context of a review of the rate of DSOA, which was payable up to the rank of Chief Inspector of Police (CIP) in the Police Force, we concluded that, as a general principle, DSOA should not be extended to ranks equivalent to CIP in other services. However, we recommended that the allowance should be exceptionally paid to -

- (a) certain Chief Officers (Correctional Services) (CO(CS)) who were deployed to detention centres; and
- (b) some Assistant Superintendents (Customs & Excise) (AS(C&E)) on anti-smuggling and anti-narcotics duties.

5.18. In his submission, the Director of Immigration pointed out that since the pay scales for CIO, CIP, CO(CS) and AS(C&E) were identical and their responsibilities were broadly comparable, the eligibility for claiming DSOA should be extended to certain CIO posts in the same way as the allowance had been given to certain CO(CS) and AS(C&E) posts. The Administration did not support the Director's proposal, and also advised that, should there be significant increases in the workload of these CIO posts on a regular basis, the Department might consider the creation of additional posts or a re-distribution of duties.

5.19. Having taken into account all pertinent factors, we considered that a case had not been made to extend the eligibility for DSOA to the CIOs. The circumstances warranting the granting of DSOA exceptionally

況，並不直接適用於總入境事務主任。此外，總入境事務主任調職的次數頗為頻密，逾時工作不多，而且可安排高級入境事務主任暫時署理總入境事務主任的職務，因此，我們認為總入境事務主任逾時工作應可以補假作償。

5.20. 鑑於有關方面似乎對發放紀律部隊逾時工作津貼的原則存有誤解，我們建議政府當局應就這問題作出澄清。

5.21. 我們於一九九五年八月按上述結論向總督提交意見，並於同年九月把我們的意見知會人民入境事務處處長。

to a limited number of CO(CS) and AS(C&E) posts did not apply directly in the CIOs' case. Given that the CIOs' postings were short, the amount of overtime performed small, and that there was an arrangement for appointing Senior Immigration Officers to act as CIO temporarily, we considered that it ought to be possible to clear the CIOs' time-off balances.

5.20. We also recommended that the Administration should attempt to clarify the misunderstandings which appeared to have arisen over the principles governing the grant of DSOA.

5.21. We advised the Governor along these lines in August 1995. The Director of Immigration was informed of our advice in September 1995.



紀常會委員訪問入境事務處機場管制科
Committee Members visit the Airport Division, Immigration Department

紀律部隊附加職務津貼(簽發證明書)

5.22. 在一九九四年初，當皇家香港輔助空軍轉為政府部門的過渡時期，政府飛行服務隊總監建議向持有香港飛機維修工程師牌照的飛機技術員發放一項紀律部隊附加職務津貼，以回報他們執行簡單的簽發證明書職務。這項建議遭政府當局否決，因政府認為不宜透過提供津貼的方法，來解決員額不足的問題。

5.23. 一九九四年七月，政府飛行服務隊總監重新提出此事，向我們直接提交建議書。總監建議按兩個津貼額發放津貼，分別定於一般紀律人員薪級表(員佐級)第一點的10%和20%。

5.24. 我們得悉，就政府飛行服務隊機隊的維修工作簽發合格證明書，是飛機工程師的職務。

5.25. 於一九九三、九四年至一九九五年四月二十八日期間，負責向飛機工程師發牌的民航處給予特別批准，准許17名沒有飛機維修工程師牌照的飛機技術員就政府飛行服務隊機隊的維修工作簽發合格證明書。這項臨時授權於一九九五年四月終止後，簽發證明書的職責大部分已交由飛機工程師和數名(當時有六名)合資格的飛機技術員負責。

5.26. 政府當局一直堅持其立場，認為應以補充員額和劃分職級的方法解決問題，而不是向有關的飛機技術員發放紀律人員附加職務津貼。然而，為提高員工的士氣，也作為一項臨時措施，以應付可能的變數，包括機場遷往赤鱗角等因素，當局在一九九六年十月提議發放臨時津貼給承擔簽發證明書職務的飛機技術員，但以18名為限。當局會在三年後檢討這項臨時津貼的安

Extra Duties Allowance for the Disciplined Services (Certification)

5.22. In January 1994, after the Royal Hong Kong Auxiliary Air Force had been transformed into the Government Flying Service, the Controller (C, GFS) proposed payment of an Extra Duties Allowance for the Disciplined Services (EDADS) to Aircraft Technicians (ATs), holding a Hong Kong Aircraft Maintenance Engineer Licence (AMEL), who performed simple certification duties. The proposal was turned down by the Administration on the basis that it was inappropriate to grant a new allowance to resolve what appeared to be a manning problem.

5.23. In July 1994, C, GFS re-opened the case by making a direct submission to us. He proposed that an EDADS be paid at two levels, to be set at 10% and 20% of GDS(R) Pt. 1 respectively.

5.24. We noted that issuing certificates of compliance for servicing work on GFS aircraft basically fell within the job charter of Aircraft Engineers (AEs).

5.25. During 1993-94 and up to 28 April 1995, special authority had been granted by the Civil Aviation Department, the licensing authority for AEs, for 17 ATs without the AMEL to issue certificates of compliance exceptionally. When this temporary authorisation lapsed in April 1995, certification duties were largely carried out by AEs and a few (six at that time) qualified ATs.

5.26. The Administration maintained its position that the problem should be resolved through the establishment approach and not by the grant of an EDADS to the ATs concerned. However, on staff morale grounds and as a stop-gap measure to address a number of uncertainties, including the scheduled move of the airport to Chek Lap Kok, in October 1996 it proposed the grant of a temporary allowance to

排。建議的津貼額為一般紀律人員(員佐級)薪級表第一點的14%，由建議獲批當日起生效。這項建議是總結多個因素而得出來的，尤其是參考當時紀律部隊內需要出海工作的人員所領取的紀律人員附加職務津貼。

5.27. 除了員工關係的理由外，我們又認為，政府飛行服務隊管方調配飛機技術員執行簽發證明書職務，是利用了飛機技術員的資歷，令該隊可從中獲益，而飛機技術員是自行取得這資歷的，因此應得到適當的回報。當然，他們也因此累積取得資格後的工作經驗。擬議的津貼可鼓勵飛機技術員考取更高的資歷，令更多人有潛質成為飛機工程師，長遠來說對政府飛行服務隊和本港航空業都有裨益。

5.28. 考慮了以上因素後，我們的結論是支持政府的建議，向有關的飛機技術員發放臨時津貼。

5.29. 不過，我們也關注到紀律人員的臨時津貼項目有持續增加的趨勢。一九八九年六月，我們定立了一套一般原則，規管發放與工作相關的津貼給紀律人員的事宜。自此，發放新的而且是長期的與工作相關津貼的趨勢已受到控制。我們建議政府當局日後考慮發放與工作相關的津貼時，無論是臨時或長期的津貼，都要審慎行事，在適當情況下應對有關的職系結構進行詳細檢討。我們特別促請政府審慎研究飛機技術員職系的結構，以決定應否顧及飛機技術員須要執行額外的簽發證明書職務而調整該職系的薪酬。這項研究應於建議的臨時津貼在三年後作出檢討之前完成。

ATs for performing certification duties, up to a maximum of 18 qualified claimants. The grant of this temporary allowance would be subject to review in three years. The proposed rate was 14% of GDS(R) Pt. 1, to take effect from a current date. This recommendation was based on a combination of factors, in particular the comparative rates of an existing EDADS payable to sea-going members of the disciplined services.

5.27. Apart from the staff relations aspects, we considered that, in deploying ATs to certification duties, the GFS management was using to its own advantage the ATs' qualifications which they had obtained through their own means and therefore that the ATs concerned should be suitably rewarded, although the staff concerned were gaining beneficial post-qualification experience. The proposed EDADS would serve as an incentive for ATs to acquire the higher qualification, and in turn both the GFS and the aviation industry would benefit from a wider source of supply of AEs in the long term.

5.28. Having considered the above factors, we concluded that the Administration's proposals to grant a temporary allowance to the ATs concerned should be supported.

5.29. However, we noted with concern the growing trend towards a proliferation of temporary allowances in the disciplined services. In June 1989, we had decided on a set of general principles governing the payment of job-related allowances. Since then the tendency to grant new and permanent job-related allowances had been contained. We suggested that the Administration should take a serious view when considering the grant of job-related allowances in the future, be they temporary or permanent. Critical reviews of the structure of individual grades ought to be conducted where appropriate when assessing claims for job-related allowances. In particular, we urged the Administration to examine critically the ATs' grade structure, before the due date for the

review of the proposed temporary allowance, to determine whether their pay scale should be adjusted to take into account the additional certification duties required of them.

5.30. 我們於一九九七年二月按上述結論向總督提交意見，並於同年三月把我們的意見知會政府飛行服務隊總監。

5.30. We advised the Governor along these lines in February 1997. C, GFS was informed of our advice in March 1997.



紀常會委員訪問啟德機場政府飛行服務隊總部
Committee Members visit the Government Flying Service Headquarters at Kai Tak

紀律部隊附加職務津貼(駕駛)

5.31. 一九九四年四月，政府飛行服務隊總監提議發放紀律部隊附加職務津貼(駕駛)予在停機坪駕駛拖頭拖拉飛機的飛機技術員。

5.32. 我們得悉，每天拖拉飛機的總次數平均為36次，而各有關飛機技術員每天需要執行這項職務一至五次，而每次拖拉飛機通常需時八至十分鐘。如果他們在執行拖拉

Extra Duties Allowance for the Disciplined Services (Driving)

5.31. In April 1994, C, GFS proposed paying EDADS (Driving) to his Aircraft Technicians who drove the tractors which towed aircraft on the apron.

5.32. We were informed that the total number of aircraft tows per day was 36 on average. Each of the ATs concerned would perform the duty between one and five times,

職務時引致飛機損壞或對他人造成傷害，可能會被控以《道路交通條例》所訂的罪行或遭受部門的紀律處分。

5.33. 據知，私營機構僱用全職拖拉車操作員執行拖拉商用飛機的職務。

5.34. 政府當局在建議書中承認，駕駛拖拉車是飛機技術員正常職務以外的工作，而不會代替他們的正常職務。此外，持有駕駛執照，並非該職系的先決聘用條件，而政府車輛管理處處長也指出，拖拉飛機並非一般駕駛職務，因此不宜由普通司機執行。雖然駕駛拖拉車佔飛機技術員的工作時間不多，但當局認為，拖拉服務的需求是經常性及迫切性的。

5.35. 據知，當局曾經研究其他解決方法。由於政府飛行服務隊是間斷才需要拖拉服務，因此當局認為不宜聘用全職司機。僱用三名司機提供全日24小時服務的成本，遠遠超出發放津貼予飛機技術員的開支。

5.36. 我們認為駕駛拖頭拖拉飛機是飛機技術員的附加職務，因此應支持向這些人員發放紀律部隊附加職務津貼(駕駛)的建議。考慮到所運用的技術、訓練需要和駕駛拖拉車的情況，我們同意把津貼額定於一般紀律人員(員佐級)薪級表第一點的4%，是恰當的做法。依循一貫的做法，我們提議該項津貼由建議獲批當日起生效。

5.37. 我們於一九九五年十一月按照上

and that tows normally lasted between eight and ten minutes. The ATs who performed these duties were subject to charges under the Road Traffic Ordinance and departmental disciplinary action if they damaged the aircraft or injured other persons.

5.33. We understood that in the private sector, tractor operators were deployed towing commercial aircraft on a **full-time** basis.

5.34. In its submission, the Administration recognised that tractor driving was a duty performed in addition to, and not in lieu of, the ATs' normal duties. Furthermore, the possession of a driving licence was not a prerequisite for appointment to the grade and the Government Land Transport Administrator had advised that it was not appropriate for an ordinary driver to tow aircraft as it did not constitute normal driving. Although tractor driving did not take up a high proportion of an AT's time, the Administration was satisfied that the need for the service was both regular and immediate.

5.35. We were told that the Administration had explored other alternatives to address the issue. The employment of full-time drivers was not considered appropriate due to the intermittent requirement. The cost of employing three drivers to provide 24-hour coverage far exceeded the cost of paying an allowance to ATs.

5.36. We were satisfied that ATs' tractor driving duties were additional and that the proposal to pay an EDADS (Driving) to them should be supported. Having regard to the skill exercised, the training required and the circumstances under which tractor driving was performed, we agreed that setting the rate at 4% of GDS(R) Pt. 1 was appropriate. In line with the usual practice, we proposed that the payment of the allowance should take effect from a current date.

5.37. We advised the Governor along