

	<u>Existing</u>	<u>Proposed</u>
Student Estate Surveyor	17 - 23	17 - 23
Assistant Estate Surveyor	22 - 38	22 - 31
Estate Surveyor	34 - 45	34 - 45
Senior Estate Surveyor	46 - 48	46 - 48

#### 13.29 Fleet Maintenance Officer

This grade in the Marine Department requires corporate membership of the Institution of Mechanical Engineers. The pay scale is in our view appropriate and we recommend no change.

	<u>Existing</u>
Fleet Maintenance Officer	36 - 45

#### 13.30 Geotechnical Engineer

This grade demands similar professional qualifications to those of the Engineer grade for appointment to the full professional rank. Graduates without the professional qualifications can also be appointed if they possess relevant experience. We recommend no change other than the broadbanding of the maximum of the assistant rank at Point 31.

	<u>Existing</u>	<u>Proposed</u>
Assistant Geotechnical Engineer	23 - 38	23 - 31
Geotechnical Engineer	35 - 45	35 - 45
Senior Geotechnical Engineer	46 - 48	46 - 48

#### 13.31 Land Surveyor

The pay scales for the full professional and senior ranks are in line with those of other Surveyor grades and we recommend no change. The maximum of the assistant rank has been broadbanded at Point 31 for the reasons given in paragraph 13.8.

/ Existing .....

	<u>Existing</u>	<u>Proposed</u>
Assistant Land Surveyor	22 - 38	22 - 31
Land Surveyor	34 - 45	34 - 45
Senior Land Surveyor	46 - 48	46 - 48

13.32 Landscape Architect

We consider the existing pay scale adequately reflects the duties and responsibilities of the grade and recommend no change.

	<u>Existing</u>
Landscape Architect	34 - 45

13.33 Legal Aid Officer

Legal Aid Officers contend that their pay scales do not adequately recognise their three-fold duty to Court, client and Government. They have also requested a restructuring of their pay scales to provide fewer but larger increments. However, the existing pay scales are in line with those of other judicial/legal posts and we recommend no change.

	<u>Existing</u>
Legal Aid Officer	35 - 45
Senior Legal Aid Officer	46 - 48

13.34 Magistrate

Magistrates represent that there should be only one rank of Magistrate and that their pay should be fixed on a percentage basis in relation to that of High Court Judges. We consider these issues require further examination and pending this examination we recommend no change to the existing scales.

	<u>Existing</u>
Magistrate	35 - 45
Senior Magistrate	46 - 48
President, Tenancy Tribunal	46 - 48

### 13.35 Maintenance Surveyor

The existing pay scales for the professional ranks are the same as for other Surveyor grades and we recommend no change. We have lowered the maximum of the assistant rank to Point 31 for the reasons given in paragraph 13.8.

As with other student ranks in this chapter, the Student Maintenance Surveyor rank was introduced in 1971 to promote localisation. We consider that this rank should be retained with the existing pay scale.

	<u>Existing</u>	<u>Proposed</u>
Student Maintenance Surveyor	17 - 23	17 - 23
Assistant Maintenance Surveyor	22 - 38	22 - 31
Maintenance Surveyor	34 - 45	34 - 45
Senior Maintenance Surveyor	46 - 48	46 - 48

### 13.36 Marine Officer

Exceptionally we consider that the maximum of the pay scale for the Assistant Marine Officer rank should not be broadbanded because promotion to Marine Officer depends on the possession of a Master's Certificate and not every Assistant Marine Officer can or would want to leave the job for the two years' sea training necessary to obtain this certificate. We therefore recommend no change in the existing pay scales.

	<u>Existing</u>
Assistant Marine Officer	26 - 35
Marine Officer	33 - 45
Senior Marine Officer	46 - 48

### 13.37 Mechanical Engineer

The pay scales for the professional ranks are in line with those of other grades which demand similar professional qualifications and we recommend no change. We have lowered the maximum of the assistant rank for the reasons given in paragraph 13.8.

	<u>Existing</u>	<u>Proposed</u>
Assistant Mechanical Engineer	22 - 38	22 - 31
Mechanical Engineer	36 - 45	36 - 45
Senior Mechanical Engineer	46 - 48	46 - 48

13.38 Medical and Health Officer

Having regard to the length of training required and the duties and responsibilities, we recommend that the entry point of the Medical and Health Officer's scale should be raised to Point 35.

The scale for the Senior Medical and Health Officer is in line with that of other senior professionals, and we recommend no change.

We note that thirty-six posts of Senior Medical and Health Officer and six posts of Consultant (Medical Service) were created recently on a functional basis following a review in mid-1978, thereby improving promotion prospects.

We understand that no more appointments are being made to the rank of Assistant Medical and Health Officer and we therefore make no recommendations regarding the pay scale.

	<u>Existing</u>	<u>Proposed</u>
Assistant Medical and Health Officer	26 - 38	-
Medical and Health Officer	34 - 45	35 - 45
Senior Medical and Health Officer	46 - 48	46 - 48

13.39 Pilot  
Crewman Officer (RHKAAF)

We consider the existing pay scale for Pilot appropriate and recommend no change. We also propose no change in the traditional arrangement whereby the pay scale for Crewman Officer is set at two points below that of the Pilot.

	<u>Existing</u>
Pilot	38 - 45
Crewman Officer (RHKAAF)	36 - 43

/ 13.40 Quantity .....

#### 13.40 Quantity Surveyor

We have raised the starting pay of Quantity Surveyor from Point 34 to Point 35 to reflect more accurately the value of the qualifications required for appointment. We have also adjusted the maximum of the assistant rank to Point 31 for the reasons given in paragraph 13.8.

	<u>Existing</u>	<u>Proposed</u>
Assistant Quantity Surveyor	22 - 38	22 - 31
Quantity Surveyor	34 - 45	35 - 45
Senior Quantity Surveyor	46 - 48	46 - 48

#### 13.41 Rating and Valuation Surveyor

The Rating and Valuation Surveyor rank requires corporate membership of the Royal Institution of Chartered Surveyors for appointment. It is supported by a grade of Valuation Assistant which is a training-cum-functional grade. We consider the Valuation Assistant grade to be anomalous, both as regards to its structure and pay scales, and have recommended changes in Chapter 12. For the Rating and Valuation Surveyor grade we recommend that, in line with other surveyor grades, student and assistant professional ranks should be created to facilitate the recruitment and training of suitable candidates for eventual appointment to the full professional rank.

We recommend the following pay scales :

	<u>Existing</u>	<u>Proposed</u>
Student Rating and Valuation Surveyor	-	17 - 23
Assistant Rating and Valuation Surveyor	-	22 - 31
Rating and Valuation Surveyor	34 - 45	34 - 45
Senior Rating and Valuation Surveyor	46 - 48	46 - 48

#### 13.42 Senior Training Officer (Public Works)

We consider the level of responsibility of this grade equates with that of Senior Engineer in the Public Works Department. We therefore recommend no change to the existing pay scale.

/ Existing .....

	<u>Existing</u>
Senior Training Officer	46 - 48

13.43 Shipping Safety Officer

We recommend that the maximum pay for the recruitment rank be raised by two points, with a consequential adjustment to the pay scale of the senior rank. The reason for this change is that the entry qualification for the recruitment rank, a First Class Engineer's Certificate, is comparable to a Master's Certificate required for the Marine Officer rank, which has a maximum of Point 45.

	<u>Existing</u>	<u>Proposed</u>
Shipping Safety Officer	33 - 43	33 - 45
Senior Shipping Safety Officer	44 - 45	46 - 48

13.44 Solicitor

Solicitors propose the creation of additional posts of Assistant Principal Solicitor to assist in retaining experienced staff. However, these are Directorate posts which are outside our Terms of Reference. We also understand there have been problems in the recruitment of local staff, but these problems should be alleviated as more law graduates from the Hong Kong University become available and the number of legal scholars trained under the Government Legal Scholarship Scheme increases.

The existing pay scales are in line with other judicial/legal grades and we recommend no change.

	<u>Existing</u>
Solicitor	35 - 45
Senior Solicitor	46 - 48

13.45 Staff Officer (RHKAAF)

This post was created to provide the Royal Hong Kong Auxiliary Air Force with a permanent deputy to the Commanding Officer who is a Volunteer. We consider the existing scale appropriate and recommend no change.

	<u>Existing</u>
Staff Officer (RHKAAF)	46 - 48

/ 13.46 Structural .....

13.46 Structural Engineer

Apart from the recommendation to broadband the maximum of the assistant rank at Point 31 in accordance with our proposals in paragraph 13.8, we consider the existing pay scales appropriate.

	<u>Existing</u>	<u>Proposed</u>
Assistant Structural Engineer	22 - 38	22 - 31
Structural Engineer	35 - 45	35 - 45
Senior Structural Engineer	46 - 48	46 - 48

13.47 Surveyor of Ships

Surveyors of Ships maintain that they require higher entry qualifications and carry higher responsibilities than Marine Officers and therefore they should be paid more. We note that the starting pay for Surveyors of Ships is already five points higher than that of Marine Officers, and consider this and the overall scales sufficient recognition of their higher qualifications. No change is therefore recommended.

	<u>Existing</u>
Surveyor of Ships	38 - 45
Senior Surveyor of Ships	46 - 48

13.48 Technical Officer (RHKAAF)

Entry to this grade requires an aircraft maintenance engineer's licence plus five years' experience. We consider, despite the false impression created by the title, the duties and responsibilities of this grade warrant pay scales on the level of Mechanical Engineers. We recommend no change to their existing scales.

	<u>Existing</u>
Technical Officer (RHKAAF)	36 - 45
Senior Technical Officer (RHKAAF)	46 - 48

### 13.49 Telecommunications Engineer

Staff contend that Assistant Telecommunications Engineers have limited promotion prospects because their experience is not recognised by the professional institutions for corporate membership. They therefore propose that the ranks of the Assistant and Telecommunications Engineer should form a combined establishment. We have no objection in principle to this proposal, but we understand that this may not assist the Assistant Telecommunications Engineers in having their experience recognised. We therefore suggest a training programme be organised by Government for these staff, tailored to meet the institutions' requirements.

We understand that the qualification for appointment to the Assistant Telecommunications Engineer rank is a degree with no requirement for previous experience. We therefore recommend that the starting pay of this rank be lowered to Point 20 while the maximum be broadbanded at Point 31.

	<u>Existing</u>	<u>Proposed</u>
Assistant Telecommunications Engineer	21 - 27	20 - 31
Telecommunications Engineer	36 - 45	36 - 45
Senior Telecommunications Engineer	46 - 48	46 - 48

### 13.50 Town Planner

Staff of this grade propose the creation of posts at "Government" level, and that Assistant Town Planners with ten years of experience in the rank be considered for promotion irrespective of whether or not they have obtained corporate membership of a recognised institution. The former involves Directorate posts which are outside our Terms of Reference. With regard to the latter, we see no justification in promoting staff who fail to meet the full requirements set by their professional institution. In line with other assistant professional ranks we have broadbanded the maximum of the Assistant Town Planner at Point 31.

	<u>Existing</u>	<u>Proposed</u>
Assistant Town Planner	22 - 38	22 - 31
Town Planner	35 - 45	35 - 45
Senior Town Planner	46 - 48	46 - 48



13.51 Planning Officer

Planning Officers work in the Housing Department and their duties are comparable to those of Town Planners in the Public Works Department. We consider the existing pay scales appropriate and recommend no change except to lower the maximum point of the assistant rank for the reasons given in paragraph 13.8.

	<u>Existing</u>	<u>Proposed</u>
Assistant Planning Officer	22 - 38	22 - 31
Planning Officer	35 - 45	35 - 45
Senior Planning Officer	46 - 48	46 - 48

13.52 Treasury Accountant

Appointment to this grade requires a full professional accountancy qualification plus one year's experience. We consider the existing pay scales appropriate and recommend no change.

	<u>Existing</u>
Treasury Accountant	34 - 45
Senior Treasury Accountant	46 - 48

13.53 Veterinary Officer

We recommend no change to the existing pay scales which are considered appropriate.

	<u>Existing</u>
Veterinary Officer	33 - 45
Senior Veterinary Officer	46 - 48

Group II

(Primarily honours degree grades with a pay structure related to the grades in Group I, but with provision for candidates without an honours degree to enter at the assistant rank)

13.54 Administrative Officer

The Administrative grade is a keystone in the Government's structure. At various levels Administrative Officers are concerned with the formulation, coordination and monitoring of public policies, and because of Hong Kong's special position, they have to be capable of sound political and practical judgement. Most of the senior posts in the Government Secretariat, and many Directorate posts throughout Government, are filled from the Administrative cadre.

Candidates for this grade undergo a very strict selection process which is designed to select men and women of high intellectual and personal qualities. We consider that the present pay scales reflect this situation and recommend no change.

	<u>Existing</u>
Administrative Officer	31 - 45
Senior Administrative Officer	46 - 48

13.55 Agricultural Engineer

The qualification for appointment to the Assistant Agricultural Engineer rank is a degree in Agricultural Engineering or equivalent plus three years' experience. We therefore consider that the minimum of the pay scale of this rank should remain at Point 23. The maximum of the scale is, however, reduced to Point 27, since we consider this adequately covers the period required for an Assistant Agricultural Engineer to acquire the necessary training and experience for promotion to Agricultural Engineer. We propose no change to the pay scale of Agricultural Engineer.

	<u>Existing</u>	<u>Proposed</u>
Assistant Agricultural Engineer	23 - 38	23 - 27
Agricultural Engineer	31 - 45	31 - 45

/13.56 Agricultural .....