

CHAPTER 15

SPECIALIST CIVILIAN GRADES

Scope

15.1 This chapter deals mainly with a number of civilian posts in the Royal Hong Kong Police Force the pay scales of which are at present linked with those of Police Officer ranks. This linkage was established by the 1971 Salaries Commission in the light of :

"The desirability of including within the Police scale certain civilian posts which by their nature - and by the background from which recruitment must lie - are identifiable more easily with ranks within the Police than with grades of the Public Service."
(1)

15.2 At present the grades concerned are :

Equal to the pay of Chief Inspector (Points 37 - 39)

Assistant Police Research Officer
Force Armourer

Related to the pay of Chief Inspector

Assistant Force Welfare Officer (Points 31 - 39)

Equal to the pay of Superintendent (Points 40 - 45)

Ballistics Officer
Bomb Disposal Officer
Director of Music
Force Training Officer
Force Welfare Officer
Police Research Officer
Senior Force Armourer

Equal to the pay of Senior Superintendent (Points 46 - 48)

Commandant, Police Cadet School
Senior Force Training Officer
Senior Force Welfare Officer

15.3 In addition, two other grades associated with the Royal Hong Kong Police Force are dealt with in this chapter : Legal Aid Assistants and Interviewers (see paragraphs 15.8 and 15.9).

(1) Subpara. 192(h) of the Report of the 1971 Salaries Commission

/ General

General

15.4 As a result of the 1971 Salaries Commission the pay scales of the specialist civilian grades shown at paragraph 15.2, apart from that of Assistant Force Welfare Officer which was created later, were made identical with Police ranks to which they were considered most closely to correspond. The posts themselves were not however converted to disciplined status. Most of them are normally filled by the direct appointment of persons who have had relevant previous experience in Police Forces or in the Armed Services.

15.5 In a large disciplined organisation such as the Royal Hong Kong Police Force there is clearly a need for a range of specialist appointments, and in a number of cases a choice exists as to whether the officers concerned should be employed in a "disciplined" or "civilian" capacity.

15.6 In the Royal Hong Kong Police Force the practice has been generally to give civilian specialist posts the equivalent police pay. But there has been less consistency in deciding whether a specialist should be appointed and ranked as a police officer. For example, the Force Signals Officer and the Force Motor Transport Officer are ranked as Superintendents while the Director of Music is paid as a Superintendent but not ranked as such.

15.7 With our proposed introduction of a separate Disciplined Services Pay Scale, the need to establish which civilian posts should be paid at the "disciplined" rates becomes more important. This issue therefore requires further review and in the meantime we recommend that the officers holding the appointments shown in paragraph 15.2 should remain on their existing scales on the Master Pay Scale.

Legal Aid Assistant

15.8 These officers are employed in the Legal Aid Department. The grade consists of only one rank with a fixed point pay scale (Point 17). Their duties include the conduct of enquiries to obtain evidence for Legal Aid cases. They serve writs and court orders and locate witnesses and other parties concerned. Recruitment is exclusively from retired Police Sergeants. For this reason their pay was fixed at Point 17 in May 1978, Point 17 being the next increment on the Master Pay Scale above the mid-point of the Sergeant's pay scale. Since this source of recruitment is considered satisfactory by all concerned, it is recommended that the pay of this grade should continue to be linked to that of Police Sergeant, at one increment above the mid-point of that rank's scale. Subject to our Disciplined Services Pay Scale being adopted this would result in a salary of \$2,950 a month.

/ Interviewer

Interviewer

15.9 This grade has two ranks :

Interviewer	Points 31 - 37
Head Interviewer	Points 38 - 42

Members of this grade are employed on "vetting" duties in the Special Branch. Furthermore all candidates must have had "extensive experience in case investigation and interviewing in a rank not lower than Inspector of Police". That is to say, previous police experience or a similar background is needed and the duties are in many ways similar to the conducting of C.I.D. enquiries. We therefore propose to review this grade along with other civilian grades linked to grades in the Royal Hong Kong Police Force. In the meantime they should continue to be paid from the Master Pay Scale.