

CHAPTER 11

PAY SCALES FOR NEW GRADES AND RANKS

11.1 Since the publication of our Report No. 2, a number of new grades have been created by Government and we have been asked to advise on the appropriate salary scales for them. In addition, we have been asked to give advice on a number of new ranks proposed for certain existing grades. Our recommendations for each of these new grades and ranks are given below, listed in alphabetical order. The group to which we consider each grade should be assigned, for example, school certificate or matriculation, is listed in Table J. Where a new rank has been proposed for an existing grade, the number following the grade title indicates the chapter and paragraph to which reference to the grade was made in Report No. 2. Pay scales are shown by reference to points on the Master Pay Scale unless otherwise specified.

New Grades

11.2 Environmental Protection Assistant

This grade has been created to provide staff at a junior level to assist the Environmental Protection Officer in the Environmental Protection Unit in investigating and monitoring various types of pollution and analysing results of reports. The basic rank is a school certificate student rank and staff in it are required to undergo three years' training and obtain a Hong Kong Polytechnic or Technical Institute Certificate in an appropriate subject before promotion to Environmental Protection Assistant I.

<u>Rank Title</u>	<u>Pay Scale</u>
Environmental Protection Assistant II	5 - 7
Environmental Protection Assistant I	17 - 24

11.3 Environmental Protection Officer

This grade was created in October 1979 to undertake duties in the Environmental Protection Unit, Environment Branch of the Government Secretariat. The basic rank of this grade is the Assistant Environmental Protection Officer the entry qualification for which is a degree in a science or engineering subject. Having regard to the entry

qualifications, duties and responsibilities of this new grade, we have recommended the following pay scales :

<u>Rank Title</u>	<u>Pay Scale</u>
Assistant Environmental Protection Officer	20 - 25
Environmental Protection Officer	31 - 47
Senior Environmental Protection Officer	48 - 51

11.4 Lay Magistrate

We have been informed of the intention to create a grade of Lay Magistrate to relieve professional Magistrates of the large volume of work dealing with cases of a relatively routine nature. Since most of these cases can conveniently be conducted in Cantonese, it is anticipated that the posts will be filled by local appointment. We consider maturity and general experience are important characteristics in the performance of the proposed duties and we therefore recommend that persons appointed to this grade, when created, should be about 50 years of age with 20 years' relevant experience. We consider the following pay point would be appropriate :

<u>Rank Title</u>	<u>Pay Scale</u>
Lay Magistrate	38

11.5 Shift Charge Engineer

This new grade was created in April 1980 to replace the former grades of Electrical Engineer (Desalting), Mechanical Engineer (Desalting), and Shift Charge Engineer (Desalting) which are referred to in paragraphs 13.24 and 18.1 of our Report No. 2. The creation of this new grade, and the revised pay scales, are based on an examination conducted by the Administration of the work and staff structure needed at the Desalting Plant at Lok On Pai.

<u>Rank Title</u>	<u>Pay Scale</u>
Assistant Shift Charge Engineer	22 - 35
Shift Charge Engineer	36 - 47
Senior Shift Charge Engineer	48 - 51

New Ranks in Existing Grades

11.6 Inspector of Apprentices (11.18)

In our Report No. 2 we referred to a review of this grade being undertaken by the Administration to determine whether a senior rank was required. This review has now been completed.

The Apprenticeship Division was set up in the Labour Department in 1976. From an initial establishment of 12 Inspectors of Apprentices, the number has now increased to 60. These Inspectors are concerned with the provision of the Apprenticeship Ordinance. By visiting factories, workshops and other places of employment they assist in the training and deployment of apprentices. They also advise, investigate complaints and follow progress. The present commitment is 81,000 inspections a year covering 20,400 industrial establishments registered under the Apprenticeship Ordinance. When the Apprenticeship Division was first established it was decided that the Inspectors could initially be supervised by Industrial Training Officers who are mainly engaged in the work of the Hong Kong Training Council and who provide supporting services to its various boards. It was however anticipated from the beginning that as the Apprenticeship Division expanded a supervisory rank in the Inspector grade would be needed. We have been informed that the workload is now such that the creation of a supervisory rank becomes necessary and we recommend accordingly.

We also recommend that, with the introduction of this new rank, the pay scale of Inspector of Apprentices be adjusted to bring it into line with those of other comparable grades.

<u>Existing</u>		<u>Proposed</u>	
Inspector of Apprentices	17 - 31	Inspector of Apprentices	17 - 27
		Senior Inspector of Apprentices	28 - 36

11.7 Laboratory Assistant (10.25)

In our Report No. 2, we expressed our preliminary view on the proposal of creating a technologist rank and considered that this should be further examined.

The results of the examination show that the duties and responsibilities undertaken by the Laboratory Assistants require three functional levels whereas there are only two functional ranks in the grade. We agree with the Government Chemist that the situation is undesirable in that such work

as the management of laboratories is at present carried out by Senior Laboratory Assistants when it is well above their normal level of responsibility. These functions should be performed by experienced staff with specialised technology training, usually ranked at the Technologist level.

We therefore recommend that a new rank of Laboratory Technologist be created. The rank would normally be a promotion rank for Senior Laboratory Assistants who have the necessary qualifications. The pay scale for the proposed rank is in line with other comparable ranks.

<u>Existing</u>		<u>Proposed</u>	
Student Laboratory Assistant	5 - 7	Student Laboratory Assistant	5 - 7
Laboratory Assistant	17 - 24	Laboratory Assistant	17 - 24
Senior Laboratory Assistant	25 - 31	Senior Laboratory Assistant	25 - 31
		Laboratory Technologist	32 - 37

11.8 Labour Inspector (9.35)

In our Report No. 2 we agreed to examine further a suggestion that additional ranks should be created to undertake supervision of the Inspectorate which is at present performed by Assistant Labour Officers. We have now completed this examination and consider that the introduction of a new rank of Chief Labour Inspector is justified.

We consider that the quality of the service of the Inspectorate can be further improved if the senior supervisory function is conducted by mature officers with experience in the Labour Inspector grade.

The proposed pay scales and structure of the Labour Inspector grade are as follows :

<u>Existing</u>		<u>Proposed</u>	
Labour Inspector II	12 - 25	Labour Inspector II	12 - 25
Labour Inspector I	26 - 32	Labour Inspector I	26 - 32
Senior Labour Inspector	33 - 37	Senior Labour Inspector	33 - 37
		Chief Labour Inspector	38 - 43

11.9 Occupational Therapist (10.44)

In our Report No. 2 the Occupational Therapist grade was classified as one of the Group IV Grades with Student Ranks in Chapter 10. Posts in this group are usually filled either by the appointment of serving officers or by direct entrants who have undergone specialist training courses outside Hong Kong.

For a long time recruitment to the grade has been confined to candidates trained overseas and with some post-qualification experience. We were pleased to learn that in mid-1981, the first group of locally trained candidates will graduate from the Hong Kong Polytechnic Occupational Therapy (Higher Diploma) Course. It is therefore necessary to re-structure the Occupational Therapist grade in order to accommodate recruits from this source. The new structure proposed is in line with the functional rank structure of those Group II grades in Chapter 10 of Report No. 2, i.e. grades for which the minimum educational qualification for entry to the student rank is school certificate. Students who graduate from the Polytechnic will enter the grade as Occupational Therapist II.

We are informed that appropriate duties can be assigned to ranks I and II which will enable them to be functionalised.

<u>Existing</u>		<u>Proposed</u>	
Occupational Therapist	25 - 37	Occupational Therapist II	17 - 24
		Occupational Therapist I	25 - 37
Senior Occupational Therapist	38 - 43	Senior Occupational Therapist	38 - 43
Superintendent Occupational Therapist	44 - 47	Superintendent Occupational Therapist	44 - 47

11.10 Scientific Draughtsman (8.26)

The existing scale for this grade as recommended in our Report No. 2 provides for a one-rank structure.

It has been suggested to us that a senior rank in this grade is needed to manage and co-ordinate the production of meteorological charts, diagrams and related publications in the Royal Observatory. It has also been proposed that a change of title from "Scientific Draughtsman" to "Draughtsman"

would reflect the duties of the grade more accurately. We consider these proposals acceptable, and accordingly recommend the creation of a Senior Draughtsman rank and retitling of the grade :

<u>Existing</u>		<u>Proposed</u>	
Scientific Draughtsman	4 - 13	Draughtsman	4 - 13
		Senior Draughtsman	14 - 18

11.11 X-Ray Assistant (8.36)

In our Report No. 2 we recommended that further consideration should be given to a proposal that a new X-Ray Technician grade should be created. An examination has now been completed.

At present X-Ray Assistants assist Radiographers in general chest radiography in clinics and other units. No specialist qualifications are required for entry to this grade; preference is given to candidates who have previous experience of X-Ray or similar equipment.

The examination of this proposal has however indicated that the need for a separate grade is unnecessary since the proposed duties (including routine chest radiography and supervision of X-Ray Assistants) can be performed by experienced officers who have completed some basic training in Radiography. As many X-Ray Assistants have undergone such training, the creation of a senior rank of X-Ray Assistant is proposed instead.

We recommend that entry to the new rank of Senior X-Ray Assistant should normally be open to X-Ray Assistants who have passed the Diploma Course of the Hong Kong Radiological Technician Association (or equivalent) and with five years' relevant experience in radio-diagnostic work.

Our proposed scales for this grade are as follows :

<u>Existing</u>		<u>Proposed</u>	
X-Ray Assistant	4 - 15	X-Ray Assistant	4 - 15
		Senior X-Ray Assistant	16 - 20

TABLE J

GROUPING OF GRADES IN CHAPTER 11

New Grade

Grade	Rank	Pay Scale	Proposed Grouping
Environmental Protection Assistant	Environmental Protection Assistant II	5 - 7	Group II, Grades with Student Rank
	Environmental Protection Assistant I	17 - 24	
Environmental Protection Officer	Assistant Environmental Protection Officer	20 - 25	Group II, Professional, Degree and Related Grades
	Environmental Protection Officer	31 - 47	
	Senior Environmental Protection Officer	48 - 51	
Lay Magistrate	Lay Magistrate	38	Other Grades
Shift Charge Engineer	Assistant Shift Charge Engineer	22 - 35	Group I, Professional, Degree and Related Grades
	Shift Charge Engineer	36 - 47	
	Senior Shift Charge Engineer	48 - 51	

New Rank

Grade	Rank	Pay Scale	Existing Grouping	Proposed Grouping
Inspector of Apprentices	Inspector of Apprentices Senior Inspector of Apprentices	17 - 27 28 - 36	Group I, Technical Inspectorate and Related Grades	No change
Laboratory Assistant	Student Laboratory Assistant Laboratory Assistant Senior Laboratory Assistant Laboratory Technologist	5 - 7 17 - 24 25 - 31 32 - 37	Group II, Grades with Student Ranks	No change
Labour Inspector	Labour Inspector II Labour Inspector I Senior Labour Inspector Chief Labour Inspector	12 - 25 26 - 32 33 - 37 38 - 43	Group II, Certificate School Grades	No change

Grade	Rank	Pay Scale	Existing Grouping	Proposed Grouping
Occupational Therapist	Occupational Therapist II	17 - 24	Group IV, Grades with Student Ranks	Group II, Grades with Student Ranks
	Occupational Therapist I	25 - 37		
	Senior Occupational Therapist	38 - 43		
	Superintendent Occupational Therapist	44 - 47		
Draughtsman	Draughtsman	4 - 13	Group II, Grades not requiring a full School Certificate	No change
	Senior Draughtsman	14 - 18		
X-Ray Assistant	X-Ray Assistant	4 - 15	Group II, Grades not requiring a full School Certificate	No change
	Senior X-Ray Assistant	16 - 20		