

8 July 1982.

His Excellency Sir Edward Youde, K.C.M.G., M.B.E.,  
Governor of Hong Kong.

Your Excellency,

Grades Employed on the Fisheries Research Vessel  
"Tai Shun" and a Related Grade

In 1981 a new fisheries research vessel, the "Tai Shun", was commissioned to replace its predecessor the "Cape St. Mary". The new vessel is used for scientific expeditions in the South China Sea to survey fishing grounds and study fish populations. The commissioning of the much larger and more sophisticated "Tai Shun" has resulted in changes in the manning requirements and the entry qualifications for certain grades employed on the fisheries research vessel. At the same time the Director of Agriculture and Fisheries has advised that the present pay scales are not competitive when compared with the pay of similar private sector jobs, with the result that recruitment difficulties have arisen. In the circumstances, we agreed to review the grades concerned to determine the extent to which the recent changes in entry qualifications and the level of duties and responsibilities should be reflected in the pay scales.

2. We have recently received the report of a study of the duties and responsibilities of the staff employed on the "Tai Shun" and, on the basis of the findings of this report, we have conducted a review of the grades concerned. Our recommendations are contained in the Annex to this letter.

3. If our proposals are accepted, we recommend that

they should be implemented as soon as practicable, in order not to hinder the current fisheries research programme.

We have the honour to be  
Your Excellency's Obedient Servants,

(S.Y. Chung)  
Chairman

Recommendations on Grades Employed on the Fisheries  
Research Vessel "Tai Shun" and a Related Grade

Introduction

We have recently completed a study of the grades employed on the fisheries research vessel, the "Tai Shun", and a related grade in the Engineering Development Department. The grades concerned are as follows :

(a) Officers and Crew of the Fisheries Research Vessel (FRV)

Master (FRV)

Master (FRV)

Mate (FRV)/Boatswain (FRV)

Mate (FRV)

Boatswain (FRV)

Leading Fisherman

Leading Fisherman

Engineer (FRV)

Chief Engineer (FRV)

Second Engineer (FRV)

Assistant Engineer (FRV)

(b) Common Grades employed on the "Tai Shun"

Fisherman

Fisherman I

Inspector (Telecommunications)

Assistant Inspector (Telecommunications)

Cook

Cook

(c) Related Grade

Dredger Master/Dredger Mate grade

Dredger Master

Dredger Mate

As a result of this study, we have concluded that the pay scales of the officers and crew of the "Tai Shun" should be improved; that the pay scales of the common grades employed on the vessel should remain unchanged; and that certain consequential adjustments to the pay scales of the Dredger Master/Dredger Mate grade should be made. Our proposals for the individual grades are contained in the following paragraphs.

Officers and Crew of the Fisheries Research Vessel (FRV)

Master (FRV)

2. The present pay scale of MPS 31 - 36 of the Master of the fisheries research vessel was set having regard to the former entry qualification of a Trawler Master Certificate, which the Director of Marine equates with a Deck Officer Class 3 Certificate. As a result of recent changes in the United Kingdom Regulations which are also applicable to Hong Kong, the entry qualification for the Master has been revised to a Deck Officer Class 2 Certificate. The only other ranks in the civil service which require a similar entry qualification are Assistant Marine Officer (MPS 26 - 35) and Ship Inspector II (Nautical) (MPS 28 - 36). Both of these ranks are shore-based and the level of responsibility of the Master (FRV) is considerably higher than that of either of them. We consider that the pay scale of the Master of the "Tai Shun" should be aligned with that of the third tier of grades in Group I of the Technical Inspectorate, and accordingly recommend that the pay scales of the Master (FRV) grade should be revised as follows :

	<u>Existing</u>	<u>Proposed</u>
Master (FRV)	MPS 31 - 36	MPS 38 - 41

In making this recommendation, we have also had regard to the rates suggested by the Merchant Navy Officers Guild for a Deck Officer Class 2.

Boatswain (FRV)/Mate (FRV)

3. The formal entry qualification for a Boatswain is a Trawler Master Certificate (Limited). Since this is a very rare qualification in Hong Kong, the Director of Marine has advised that a Deck Officer Class 4 Certificate, which is the minimum requirement for a watch-keeping officer on board the vessel, should be stipulated as an alternative qualification. This certificate is obtainable by examination upon acquisition of a Polytechnic Diploma in Maritime Science. For this reason, we propose that the pay scale for Boatswain should be aligned with the scales for the first rank of the Polytechnic Diploma and Related Grades with an additional point at both minimum and maximum to take account of the requirement for shift work. The Boatswain's pay scale should therefore be revised as follows :

	<u>Existing</u>	<u>Proposed</u>
Boatswain (FRV)	MPS 17 - 24	MPS 15 - 26

4. Having recommended that Boatswain should be treated for pay purposes as the first rank of a Polytechnic Diploma grade, we consider that the pay scale of Mate (FRV) which is a promotion rank for the Boatswain, should be adjusted in line with that of the second rank of Polytechnic Diploma grades. Taking into account the shift work requirement, we propose that the pay scale of the Mate should be revised as follows :

	<u>Existing</u>	<u>Proposed</u>
Mate (FRV)	MPS 25 - 30	MPS 27 - 33

Leading Fisherman

5. The Leading Fisherman (MPS 9 - 13) performs a supervisory role similar to that of the Foreman (MPS 9 - 14), in that he supervises the Model Scale 1 rank of Fisherman I on the vessel. In the circumstances, we consider that the pay scale for Leading Fisherman should be brought into line with that of Foreman but with an additional point added to the minimum and maximum to take account of the requirement to work shifts. We therefore propose that the pay scale for Leading Fisherman should be revised as follows :

	<u>Existing</u>	<u>Proposed</u>
Leading Fisherman	MPS 9 - 13	MPS 10 - 15

Engineer (FRV)

6. The entry qualification for the post of Chief Engineer is a Marine Engineer Officer Class 2 Certificate. This qualification can be obtained by a holder of a Polytechnic Higher Diploma in Marine Engineering who has at least 21 months' post-qualification sea service. Having regard to this requirement and to the Chief Engineer's responsibility as officer-in-charge of the engine room, we consider that this rank should be afforded a pay scale in line with the second rank of the Polytechnic Higher Diploma grades. With one point added for shift duties, we recommend that the pay scale for the Chief Engineer rank should be as follows :

	<u>Existing</u>	<u>Proposed</u>
Chief Engineer (FRV)	MPS 25 - 30	MPS 29 - 37

7. The existing pay scale of the Assistant Engineer (MPS 9 - 16) spans the pay scales of two of the ranks of the Launch Mechanic grade, i.e. Launch Mechanic (MPS 9 - 12) and Senior Launch Mechanic (MPS 13 - 16). We consider that the existing pay relationship between the two grades should be maintained except that an additional point should be added to the minimum and the maximum of the Assistant Engineer scale in recognition of the requirement to perform shift work. We therefore recommend the following pay scale for Assistant Engineer :

	<u>Existing</u>	<u>Proposed</u>
Assistant Engineer (FRV)	MPS 9 - 16	MPS 10 - 17

8. Officers of the Second Engineer rank (MPS 17 - 24) who have a Marine Engineer Officer Class 3 Certificate may be promoted to Chief Engineer on obtaining a Class 2 Certificate. Having regard to the duties and responsibilities of the rank and its relationship with the other ranks in the grade, we propose that the pay scale of the Second Engineer should be adjusted so as to bridge the gap between the proposed pay scales for Assistant Engineer and Chief Engineer. The pay scales and structure of the grade should therefore be as follows :

<u>Engineer (FRV)</u>	<u>Existing</u>	<u>Proposed</u>
Chief Engineer (FRV)	MPS 25 - 30	MPS 29 - 37
Second Engineer (FRV)	MPS 17 - 24	MPS 18 - 28
Assistant Engineer (FRV)	MPS 9 - 16	MPS 10 - 17

Reclassification of the Officers and Crew of the Fisheries  
Research Vessel

9. The pay scales which we have proposed for the Officers and Crew of the fisheries research vessel have regard to the pay structures of more than one qualification group. However, since the grades are closely related, it would not be appropriate to include them in different groups. We therefore recommend that they should all be included in that category of grades known as the "Other Grades" group.

Other Grades on the Vessel

10. In addition to the Officers and Crew, there are a number of common grades employed on the "Tai Shun" i.e., Assistant Inspector (Telecommunications), Fisherman and Cook. After a review of the duties and responsibilities of these grades, we recommend that no adjustments should be made to their pay scales. However, our review has brought to light the fact that staff of these grades are required to work shifts and we recommend that steps should be taken to pay them shift duty allowance where appropriate.

Related Grade

11. The pay scales of the two-rank Dredger Master/Dredger Mate grade in the Engineering Development Department, i.e. Dredger Master (MPS 31 - 36) and Dredger Mate (MPS 25 - 30), are related to those of Master (FRV) and Mate (FRV). The entry requirement for the Dredger Mate is a Deck Officer Class 3 Certificate, i.e. the same as for Mate (FRV). We therefore consider that the scale of the Dredger Mate should also be related to that of the second rank of Polytechnic Diploma grades as in the case of the Mate (FRV). The pay scale of Dredger Master as a promotion rank for the Dredger Mate should be aligned with that of the third rank of Polytechnic Diploma grades. Since no adjustment for shift work is necessary, their pay scales should be revised as follows :

	<u>Existing</u>	<u>Proposed</u>
Dredger Master	MPS 31 - 36	MPS 33 - 37
Dredger Mate	MPS 25 - 30	MPS 26 - 32

We also recommend that the Dredger Master/Dredger Mate grade should be transferred to the Polytechnic Higher Diploma, Diploma and Related Grades group.

#### Summary of Recommendations

12. A summary of our recommendations is set out below :

##### Officers and Crew of the Fisheries Research Vessel

(a) The structure and pay scales of the Officers and Crew of the Fisheries Research Vessel should be revised as follows :

<u>Master (FRV)</u>	<u>Existing</u>	<u>Proposed</u>
Master (FRV)	MPS 31 - 36	MPS 38 - 41
<u>Mate (FRV)/Boatswain (FRV)</u>	<u>Existing</u>	<u>Proposed</u>
Mate (FRV)	MPS 25 - 30	MPS 27 - 33
Boatswain (FRV)	MPS 17 - 24	MPS 15 - 26
<u>Leading Fisherman</u>	<u>Existing</u>	<u>Proposed</u>
Leading Fisherman	MPS 9 - 13	MPS 10 - 15
<u>Engineer (FRV)</u>	<u>Existing</u>	<u>Proposed</u>
Chief Engineer (FRV)	MPS 25 - 30	MPS 29 - 37
Second Engineer (FRV)	MPS 17 - 24	MPS 18 - 28
Assistant Engineer (FRV)	MPS 9 - 16	MPS 10 - 17

(b) The various grades of the Officers and Crew of the fisheries research vessel should be transferred to the "Other Grades" group.



Common grades on the Fisheries Research Vessel

- (c) The pay scales of the common grades on the fisheries research vessel, i.e., Assistant Inspector (Telecommunications), Fisherman and Cook should remain unchanged.

Dredger Master/Dredger Mate grade

- (d) The pay scales of the Dredger Master/Dredger Mate grade should be revised as follows :

	<u>Existing</u>	<u>Proposed</u>
Dredger Master	MPS 31 - 36	MPS 33 - 37
Dredger Mate	MPS 25 - 30	MPS 26 - 32

- (e) The Dredger Master/Dredger Mate grade should be transferred to the Polytechnic Higher Diploma, Diploma and Related Grades group.

20 October 1982.

His Excellency Sir Edward Youde, K.C.M.G., M.B.E.,  
Governor of Hong Kong.

Your Excellency,

The Flight Technician Grade

We have been asked to advise on proposals to revise the entry qualifications and pay scales of the Flight Technician grade of the Royal Hong Kong Auxiliary Air Force. This arises because of continuing difficulties in recruiting and retaining staff and also because of the need to raise standards to match the growing technical complexity of the work.

2. The Flight Technician grade is in Group II of the Technical Inspectorate and Related Grades category. Staff of the grade are responsible for the inspection, maintenance and repair of all types of aircraft (and associated equipment) operated by the Royal Hong Kong Auxiliary Air Force and for ensuring that they are air-worthy and comply with Civil Aviation Authority Safety Standards. The present structure, establishment and pay scales of the grade are as follows :-

	<u>No. of Posts</u>	<u>Pay Scale</u>
Flight Technician	23	MPS 9 - 17
Senior Flight Technician	9	MPS 18 - 24
Chief Flight Technician	3	MPS 25 - 36

To meet the need to raise standards, it is proposed that the entry qualifications for the Flight Technician grade should be revised to :-

- (i) completion of a technician apprenticeship or equivalent in an appropriate trade (as opposed to "completion of an approved apprenticeship" as at present, which refers to a "craft" apprenticeship); or
- (ii) possession of a Hong Kong Polytechnic or Technical Institute certificate or equivalent in an appropriate trade.

These qualifications are in line with those required for other grades in Group II of the Technical Inspectorate and we endorse their introduction as qualifications for appointment to the Flight Technician grade.

3. As a consequence of these changes in entry qualifications we consider it appropriate that the pay scales of the grade should be revised as follows :-

	<u>Existing</u>	<u>Proposed</u>
Flight Technician	MPS 9 - 17	MPS 11 - 19
Senior Flight Technician	MPS 18 - 24	MPS 20 - 26
Chief Flight Technician	MPS 25 - 36	MPS 27 - 36

and we recommend accordingly. The revised pay scales take account of the pay scales of other grades within Group II of the Technical Inspectorate as well as job content.

4. If our proposals are accepted, we recommend that they should be implemented from a current date.

We have the honour to be  
Your Excellency's Obedient Servants,

(S. Y. Chung)  
Chairman