

Appendix I

CIVIL SERVICE QUALIFICATION GROUPS

Grades not requiring a full School Certificate

- (1) Group I : Grades which do not require more than 3 years' secondary education
- (2) Group II : Grades which generally require a minimum of 4 years' secondary education

School Certificate Grades

- (3) Group I : Standard direct entry grades
- (4) Group II : Grades whose basic ranks are usually filled by the appointment of persons with considerable experience either from within or outside the civil service

Polytechnic Higher Diploma, Diploma and Related Grades

- (5) Group I : Polytechnic Higher Diploma Related Grades
- (6) Group II : Polytechnic Diploma Related Grades
- (7) Group III : Grades which require Form IV plus two years' training or School Certificate plus one year's training

Technical Inspectorate and Related Grades

- (8) Group I : Grades for which the entry requirement is normally a Higher Certificate from the Hong Kong Polytechnic plus several years' relevant experience
- (9) Group II : Grades normally filled by the appointment of experienced Model Scale 1 staff or persons who have completed a recognized apprenticeship
- (10) Matriculation Grades

Appendix I (Cont'd)

Professional, Degree and Related Grades

- (11) Group I : Grades normally requiring membership of a professional institution and grades requiring qualifications traditionally accepted as comparable
- (12) 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) Group III : Other degree and related grades
- (14) Education Grades
- (15) Specialist Civilian Grades
- (16) Model Scale 1 Grades
- (17) Other Grades

QUALIFICATION BENCHMARKS

| <u>Educational Qualification</u> | <u>Benchmark*</u> |
|----------------------------------|-------------------|
| Form III | MPS 1 |
| Form IV | MPS 2 |
| School Certificate | MPS 5 |
| Matriculation | MPS 14 |
| Polytechnic Diploma | MPS 14 |
| Polytechnic Higher Diploma | MPS 17 |
| Degree | MPS 20 |
| Professional | MPS 31 |

* A benchmark is a level of pay defined by reference to a point in the pay scale, considered to be appropriate for a particular level of skill or qualification.