

9.21 Air Traffic Control Assistant

Officers in the training rank and the first two functional ranks are required to work shifts regularly and this requirement is reflected in their pay scales. The pay scale of the training rank also takes account of the large amount of time spent by students on functional duties.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS/TPS</u>
Air Traffic Control TPS Assistant III	6 - 7	-	TPS 5 - 6
Air Traffic Control Assistant II	15 - 26	15 - 26	11 - 22
Air Traffic Control Assistant I	27 - 33	27 - 33	23 - 29
Senior Air Traffic Control Assistant	34 - 37	34 - 37	30 - 33

9.22 Audiology Technician

Having regard to the appointment requirements and the overall job weight, the pay scales of this grade are appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Audiology Technician II	14 - 25	14 - 25	10 - 21
Audiology Technician I	26 - 37	26 - 37	22 - 33

9.23 Co-operative Supervisor

The training rank of Assistant Co-operative Supervisor should be deleted as it has not been used for more than ten years. The existing pay scales of the functional ranks are appropriate.

We note that the number of co-operative societies has been decreasing. Thus, the Administration should review the future role of the grade in due course.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Assistant Co-operative Supervisor	TPS 5 - 7		Deletion
Co-operative Supervisor II	14 - 25	14 - 25	10 - 21
Co-operative Supervisor I	26 - 32	26 - 32	22 - 28
Senior Co-operative Supervisor	33 - 37	33 - 37	29 - 33
Senior Co-operative Officer II	38 - 43	38 - 43	34 - 39
Senior Co-operative Officer I	44 - 47	44 - 47	40 - 44

9.24 Dental Technician

Staff have suggested that recognition in pay be given to the three-year Diploma course required for appointment to this grade as opposed to a two-year course normally offered for other disciplines. We cannot accept this argument. Having regard to all the relevant factors, we consider the existing pay scales appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Dental Technician II	14 - 25	14 - 25	10 - 21
Dental Technician I	26 - 32	26 - 32	22 - 28
Dental Technologist	33 - 37	33 - 37	29 - 33
Senior Dental Technologist	38 - 43	38 - 43	34 - 39

9.25 Dispenser

In consideration of the difficulties in recruiting and retaining trainees and the substantial amount of functional duties undertaken by them, we recommend that Student Dispensers should be paid at new TPS 5-7. A point is omitted from the scale of Dispensers to help reduce wastage. The existing pay scales of other ranks are appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS/TPS</u>
Student Dispenser	TPS 5 - 7	-	TPS 5 - 7
Dispenser	14 - 25	14 - 25 (Omitted Point at 16)	10 - 21 (Omitted Point at 12)
Senior Dispenser	26 - 32	26 - 32	22 - 28
Chief Dispenser	33 - 37	33 - 37	29 - 33

9.26 Dredger Mate/Dredger Master

We are advised that the dredger vessel will be scrapped in mid-1990 and dredging thenceforth contracted out. Pending deletion of this grade, its pay scales should be as follows :-

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Dredger Mate	26 - 32	26 - 32	22 - 28
Dredger Master	33 - 37	33 - 37	29 - 33

9.27 Engineering Laboratory Technician

The pay scale of the student rank recognizes the need for trainees to spend a substantial amount of time on functional duties. The existing pay scales of the functional ranks are appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS/TPS</u>
Student Engineering Laboratory Technician	TPS 5 - 7	-	TPS 4 - 6
Engineering Laboratory Technician II	14 - 25	14 - 25	10 - 21
Engineering Laboratory Technician I	26 - 32	26 - 32	22 - 28

9.28 Environmental Protection Assistant

The departmental management has proposed deleting the training rank on the ground that there is an adequate supply of qualified candidates for direct appointment to the functional rank. It has also proposed creating a new rank of Chief Environmental Protection Assistant to take over the more complex duties of Senior Environmental Protection Assistant and some of the duties of Environmental Protection Officer. We endorse both proposals and recommend that the new rank be remunerated at MPS 33 - 37. The existing pay scales of the other ranks are appropriate.

	<u>Existing</u>	<u>Under Existing</u>	<u>Proposed</u> MPS	<u>Under New MPS</u>
Environmental Protection Assistant II	TPS 5 - 7			Deletion
Environmental Protection Assistant I (to be retitled)	14 - 25	14 - 25		10 - 21
Senior Environmental Protection Assistant	26 - 32	26 - 32		22 - 28
Chief Environmental Protection Assistant (New Rank)	-	33 - 37		29 - 33

9.29 Explosives Officer

We note that this grade will be transferred from the Labour Department to the Civil Engineering Services Department in April 1990. The pay scales of Assistant Explosives Officer and Explosives Officer II take account of the dangerous element of their duties.

	<u>Existing</u>	<u>Under Existing</u>	<u>Proposed</u> MPS	<u>Under New MPS/TPS</u>
Assistant Explosives Officer	TPS 6 - 7		-	TPS 4 - 5
Explosives Officer II	15 - 26	15 - 26		11 - 22
Explosives Officer I	27 - 37	27 - 37		23 - 33
Senior Explosives Officer	38 - 43	38 - 43		34 - 39
Chief Explosives Officer	44 - 47	44 - 47		40 - 44

9.30 Field Officer

As trainees are required to spend a substantial proportion of their time on functional duties, the pay scale of the student rank is set at new TPS 4 - 6. The existing pay scales of the functional ranks are appropriate.

	<u>Existing</u>	<u>Proposed</u> Under <u>Existing MPS</u>	Under <u>New MPS/TPS</u>
Assistant Field Officer	TPS 5 - 7	-	TPS 4 - 6
Field Officer II	14 - 25	14 - 25	10 - 21
Field Officer I	26 - 32	26 - 32	22 - 28
Senior Field Officer	33 - 37	33 - 37	29 - 33

9.31 Fisheries Laboratory Technician

There has been a change in the job nature of this grade from research to development and extension. As a result, much of its work overlaps that of the Fisheries Supervisor grade. There is therefore a prima facie case to merge them. Pending further study by the departmental management in conjunction with the Administration, we do not recommend any restructuring for the time being.

The pay scales of the functional ranks are appropriate whilst that of the student rank takes into account the substantial proportion of the trainee's time spent on functional duties.

	<u>Existing</u>	<u>Proposed</u> Under <u>Existing MPS</u>	Under <u>New MPS/TPS</u>
Student Fisheries Laboratory Technician	TPS 5 - 7	-	TPS 4 - 6
Fisheries Laboratory Technician II	14 - 25	14 - 25	10 - 21
Fisheries Laboratory Technician I	26 - 32	26 - 32	22 - 28

9.32 Fisheries Supervisor

The existing pay scales of the functional ranks are appropriate. The student rank's scale is set at new TPS 4-6 having regard to the significant amount of functional duties performed by trainees.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS/TPS</u>
Assistant Fisheries Supervisor	TPS 5 - 7	-	TPS 4 - 6
Fisheries Supervisor II	14 - 25	14 - 25	10 - 21
Fisheries Supervisor I	26 - 32	26 - 32	22 - 28
Senior Fisheries Supervisor	33 - 37	33 - 37	29 - 33

9.33 Laboratory Technician

We note that Laboratory Technicians III spend a substantial amount of their time on functional duties during training and hence have set their pay scale at new TPS 4-6. The existing pay scales of the functional ranks are appropriate.

	<u>Existing</u>	<u>Proposed</u>	
		<u>Under Existing MPS</u>	<u>Under New MPS/TPS</u>
Laboratory Technician III	TPS 5 - 7	-	TPS 4 - 6
Laboratory Technician II	14 - 25	14 - 25	10 - 21
Laboratory Technician I	26 - 32	26 - 32	22 - 28

9.34 Medical Laboratory Technician

We note that no students have been recruited since 1978 and agree with the departmental management that this rank should be deleted.

Both the staff and the management have requested a revision of the pay scales of the grade to reflect the change, from Diploma to Higher Diploma, in the level of the course in Medical Laboratory Science required for appointment. However, we understand that there has been no

significant change in the nature of work and level of responsibility of the grade. For the reasons explained in paragraph 9.6, we are unable to support this request.

To ease the retention difficulties in the first functional rank, we recommend that one point be omitted for this rank. The existing pay scales of the functional ranks are otherwise appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Student Medical Laboratory Technician	TPS 5 - 7		Deletion
Medical Laboratory Technician II	14 - 25	14 - 25 (Omitted Point at 16)	10 - 21 (Omitted Point at 12)
Medical Laboratory Technician I	26 - 32	26 - 32	22 - 28
Medical Technologist	33 - 37	33 - 37	29 - 33
Senior Medical Technologist	38 - 43	38 - 43	34 - 39
Chief Medical Technologist	44 - 47	44 - 47	40 - 44

9.35 Mould Laboratory Technician

In recognition of the amount of functional duties undertaken by trainees and the increasing recruitment difficulties, the pay scale of the student rank is set at new TPS 4 - 6. The existing pay scales of the functional ranks are appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS/TPS</u>
Student Mould Laboratory Technician	TPS 5 - 7	-	TPS 4 - 6
Mould Laboratory Technician	14 - 25	14 - 25	10 - 21
Senior Mould Laboratory Technician	26 - 32	26 - 32	22 - 28
Mould Laboratory Technologist	33 - 37	33 - 37	29 - 33

9.36 Pest Control Assistant

Officers of the grade are deployed on identifying zoological specimens, conducting biological and epidemiological surveys and carrying out investigatory field work. Having regard to the obnoxious nature of the job, we recommend that the minimum and maximum pay of the functional rank each be increased by one point. For the same reason, and in order to attract and retain staff, the student rank's scale is set at new TPS 5 - 7.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS/TPS</u>
Student Pest Control Assistant	TPS 5 - 7	-	TPS 5 - 7
Pest Control Assistant II	14 - 25	15 - 26	11 - 22

9.37 Printing Officer

The departmental management has advised that the student rank is no longer necessary. The existing pay scales of the functional ranks are appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Student Printing Officer	TPS 5 - 7		Deletion
Printing Officer	14 - 25	14 - 25	10 - 21
Senior Printing Officer	26 - 32	26 - 32	22 - 28
Chief Printing Officer	33 - 37	33 - 37	29 - 33
Printing Superintendent	38 - 47	38 - 47	34 - 44
Senior Printing Superintendent	48 - 51	48 - 51	45 - 49

9.38 Science Laboratory Technician

Having regard to the nature of work and the overall job weight, the existing pay scales of this grade are appropriate.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Science Laboratory Technician II	14 - 25	14 - 25	10 - 21
Science Laboratory Technician I	26 - 32	26 - 32	22 - 28
Science Laboratory Technologist	33 - 37	33 - 37	29 - 33

9.39 Scientific Assistant

Since Student Scientific Assistants are required to spend a significant percentage of their time on functional duties and to work shifts, the pay scale is set at new TPS 5 - 7. Those of the first two functional ranks take into account the requirement for shift duty.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS/TPS</u>
Student Scientific Assistant	TPS 6 - 8	-	TPS 5 - 7
Scientific Assistant	15 - 26	15 - 26	11 - 22
Senior Scientific Assistant	27 - 33	27 - 33	23 - 29
Chief Scientific Assistant	34 - 37	34 - 37	30 - 33

9.40 Social Work Assistant

This grade experiences serious recruitment and retention problems. We recommend a one-point increase in the starting pay and the omission of a point from the scale of Social Work Assistants. We also endorse the departmental management's proposal to create a new rank of Chief Social Work Assistant to take up duties requiring extensive social work experience. This new rank will provide a better supervisory structure for the grade and will improve career prospects.

In parallel with these proposed improvements, urgent action should be taken by the Administration to address other management issues which can have a positive effect on recruitment and retention. Furthermore, the Administration should consider expeditiously the request by the departmental management for paying an allowance to officers working in the correctional institutions of the Department to recognize the additional demands placed on such staff.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS</u>
Social Work Assistant	14 - 25	15 - 25 (Omitted Point at 17)	11 - 21 (Omitted Point at 13)
Senior Social Work Assistant	26 - 32	26 - 32	22 - 28
Chief Social Work Assistant (New Rank)	-	33 - 37	29 - 33

9.41 Statistical Officer

The pay scale of the student rank has given recognition to the need for students to spend a significant proportion of their time on functional duties. Staff have represented that there has been an increase in the complexity of their work resulting from the extensive use of computer technology. We have carefully considered their case but are unable to find sufficient justification to revise their pay. As we have explained in paragraphs 4.59 and 4.60 of the First Report, the introduction of new technology should be recognized as a relevant factor only if it brings about permanent and significant change to the nature of work.

	<u>Existing</u>	<u>Under Existing MPS</u>	<u>Proposed</u> <u>Under New MPS/TPS</u>
Student Statistical Officer	TPS 5 - 6	-	TPS 4 - 5
Statistical Officer II	14 - 25	14 - 25	10 - 21
Statistical Officer I	26 - 32	26 - 32	22 - 28
Senior Statistical Officer	33 - 37	33 - 37	29 - 33

9.42 Survey Officer
Technical Officer

We have reviewed the Survey Officer and the Technical Officer grades as a group in view of their traditionally close relationship and because many representations have been submitted jointly by the staff of these two grades.