We note that for certain streams, the student rank is still in use as no relevant Diploma is offered by the educational institutions. The existing entry requirement of the two student ranks is appropriate. Having regard to the requirement for trainees in both grades to spend a considerable amount of their time on functional duties, the pay scales of these ranks are set at new TPS 4 - 6.

Some of the duties of the functional ranks are more complex or at a higher level than those of comparable ranks in the group. Taking also into account other relevant job factors, we are satisfied that there is a case to revise the pay scales of the first two functional ranks. The existing pay of the Principal and Chief ranks are appropriate.

The Chief Technical Officer (CTO) rank is a common promotion rank for the Technical Officer grade as well as for a number of Technical Inspectorate grades. This arrangement is undesirable and we recommend that the CTO rank be used exclusively for the Technical Officer grade. CTO posts currently provided for the Technical Inspectorate grades should be re-titled. We also recommend that a new rank of Chief Survey Officer be created to accommodate the three CTO posts filled by members of the Survey Officer grade.

Survey Officer

	Existing	Proposed Under Existing MPS	Proposed Under New MPS/TPS
Survey Officer Trainee	TPS 5 - 7	-	TPS 4 - 6
Survey Officer	14 - 25	15 - 26	11 - 22
Senior Survey Officer	26 - 33	27 - 33	23 - 29
Principal Survey Officer	34 - 41	34 - 41	30 - 37
Chief Survey Officer (New Rank)	-	42 - 44	38 - 41

Technical Officer

	Existing	Proposed Under Existing MPS	Proposed Under New MPS/TPS
Technical Officer Trainee	TPS 5 - 7	-	TPS 4 - 6
Technical Officer	14 - 25	15 - 26	11 - 22
Senior Technical Officer	26 - 33	27 - 33	23 - 29
Principal Technical Officer	34 - 41	34 - 41	30 - 37
Chief Technical Officer	42 - 44	42 - 44	38 - 41

9.43   Technical Officer (Cultural Services)

Officers of this grade are responsible for design of exhibition displays, maintenance and repair of technical equipment and operation of technical facilities.   The existing pay scales are appropriate.

	Existing	Proposed Under Existing MPS	Proposed Under New MPS
Technical Officer II (Cultural Services)	14 - 25	14 - 25	10 - 21
Technical Officer I (Cultural Services)	26 - 32	26 - 32	22 - 28
Senior Technical Officer (Cultural Services)	33 - 37	33 - 37	29 - 33

9.44   Valuation Officer

In our last review of this grade in early 1989, we recommended that its pay be linked to that of the Survey Officer grade in recognition of their broadly comparable nature of work and appointment requirements. This link should continue and the pay scales of the grade should therefore be revised as follows :-

	Existing	Proposed Under Existing MPS	Under New MPS/TPS
Valuation Officer Trainee	TPS 5 - 7	-	TPS 4 - 6
Valuation Officer	14 - 25	15 - 26	11 - 22
Senior Valuation Officer	26 - 33	27 - 33	23 - 29
Principal Valuation Officer	34 - 41	34 - 41	30 - 37

9.45 Veterinary Laboratory Technician

We note that trainees spend a substantial amount of their time on functional duties and have taken this into account in setting the pay of the student rank. The existing pay scales of the functional ranks are appropriate.

	Existing	Proposed Under Existing MPS	Under New MPS/TPS
Student Veterinary Laboratory Technician	TPS 5 - 7	-	TPS 4 - 6
Veterinary Laboratory Technician II	14 - 25	14 - 25	10 - 21
Veterinary Laboratory Technician I	26 - 32	26 - 32	22 - 28
Veterinary Technologist	33 - 37	33 - 37	29 - 33

Group III

(Grades requiring at least a Form IV level of education plus two years' training or a full School Certificate plus one year's training)

9.46 Computer Operator

The pay scale of the student rank takes account of the significant amount of functional duties undertaken by trainees, the requirement to work shifts regularly and the retention difficulties. We recommend the omission of a point from the scale of the Computer Operator II rank in order to help retain staff. The pay scales of the first three functional ranks recognize the need for officers to work frequent shifts.

The departmental management has proposed the creation of a new rank of Computer Operation Manager to be responsible for the operation and control of computer installations and to relieve Systems Managers of some of their duties. We endorse the proposal and recommend a pay scale of MPS 38 - 43 for the new rank. We further propose that the existing rank of Computer Supervisor be re-titled as Assistant Computer Operation Manager.

	Existing	Proposed Under Existing MPS	Proposed Under New MPS/TPS
Student Computer Operator	TPS 6	-	TPS 5
Computer Operator II	12 - 19	12 - 19 (Omitted Point at 14)	8 - 15 (Omitted Point at 10)
Computer Operator I	20 - 24	20 - 24	16 - 20
Senior Computer Operator	25 - 32	25 - 32	21 - 28
Computer Supervisor (to be retitled as Assistant Computer Operation Manager)	33 - 37	33 - 37	29 - 33
Computer Operation Manager (New Rank)	-	38 - 43	34 - 39

9.47   Dental Hygienist

The existing pay scales of the grade are appropriate.

	Existing	Proposed Under Existing MPS	Proposed Under New MPS/TPS
Student Dental Hygienist	TPS 5	-	TPS 3
Dental Hygienist	11 - 23	11 - 23	7 - 19

9.48   Enrolled Nurse
        Enrolled Nurse (Psychiatric)

We recognize the stressful and onerous nature of the work of these grades. We are also aware of the need for frequent overnight shifts and work on Sundays and

public holidays. We therefore recommend a one-point increase in the minimum and maximum pay of the functional rank. To tackle the serious retention problem, we further propose to omit two points from the scale. Similar job factors, together with the fact that trainees spend a significant amount of time on functional duties, have also been taken into consideration in setting the pay scale of the training rank. We note that Pupil Nurses under training receive a residential allowance.

The proposed scales for the psychiatric stream have taken into account its traditional relativity with the general stream.

The Nursing and Allied Grades Review Committee has suggested a higher entry pay for Pupil Nurses who hold a School Certificate and the creation of a senior rank for Enrolled Nurses deployed on administrative duties. For the reason stated in paragraph 9.18, we are unable to support the proposal for awarding higher entry pay to candidates with above-minimum qualifications. As regards the request for a senior rank, we note that only a small number of Enrolled Nurses are engaged in simple administrative duties and consider the existing arrangement of paying them a responsibility allowance more appropriate.

Enrolled Nurse

	Existing	Proposed Under Existing MPS	Proposed Under New MPS/TPS
Pupil Nurse	TPS 4 - 5	-	TPS 4 - 5
Enrolled Nurse	12 - 24	13 - 25 (Omitted Points at 15, 19)	9 - 21 (Omitted Points at 11, 15)

Enrolled Nurse (Psychiatric)

	Existing	Proposed Under Existing MPS	Proposed Under New MPS/TPS
Pupil Nurse (Psychiatric)	TPS 6 - 7	-	TPS 6 - 7
Enrolled Nurse (Psychiatric)	14 - 26	15 - 27 (Omitted Points at 17, 21)	11 - 23 (Omitted Points at 13, 17)

9.49   Midwife

        We observe that Midwives are subject to similar working conditions as nurses and recommend that both their starting and maximum pay be increased by one point.

        We note that recruitment to the grade has ceased for almost 15 years, with vacancies being filled by Registered Nurses. We suggest that the departmental management should review the need for and the future role of the grade.

	Existing	Proposed	
		Under Existing MPS	Under New MPS
Midwife	12 - 24	13 - 25	9 - 21