

As noted in our last review in 1979, the pay scale of the first rank is slightly on the high side and only about half of the Postal Officers work shifts. Neither are most of the Senior Postal Officers required to work shifts or involved in cash transactions. It is therefore arguable whether the starting pay of the second rank should be reduced. However, having regard to the relationship between the basic rank and the second rank, we do not propose to make any change in their pay relativities.

Staff have complained about the limited opportunities for promotion. We note that some improvements have been made in the past decade such as the appointment of outstanding staff at Senior Postal Officer level to the Matriculation grade of Controller of Posts and the merging of the Assistant Superintendent of Posts rank with the Superintendent of Posts rank. We urge the Administration and the departmental management to continue to identify opportunities for further improvement.

In the light of the changes in the benchmark and salary structure for grades in this group, we recommend the following pay scales for the grade :-

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Postal Officer	7 - 20	3 - 16	5 - 17
Senior Postal Officer	21 - 24	17 - 20	18 - 21
Superintendent of Posts	25 - 31	21 - 27	22 - 27

5.24 Supplies Supervisor

Supplies Supervisors are engaged in store-keeping duties. We recommend revising the pay scales of the grade as follows :-

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Supplies Supervisor II	5 - 18	1 - 14	3 - 15
Supplies Supervisor I	19 - 24	15 - 20	16 - 21
Senior Supplies Supervisor	25 - 31	21 - 27	22 - 27

5.25 Welfare Assistant

We support the proposal by staff to change the grade title to Social Security Assistant. We do not support upgrading the entry qualification to Matriculation as there is no evidence to suggest that a School Certificate is not adequate for discharging the duties competently. Having regard to the appointment requirements and the nature of work, we recommend adjusting the pay scales as follows :-

	<u>Existing</u>			<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>		<u>New MPS</u>
Welfare Assistant	9 - 20	5 - 16	Social Security Assistant	7 - 17
Principal Welfare Assistant	21 - 25	17 - 21	Senior Social Security Assistant	18 - 23

5.26 Welfare Worker

The appointment requirements and overall job weight of this grade are comparable to those of the Welfare Assistant grade. We propose a similar revision of the pay scales.

Some members of the grade are engaged in providing direct care and rehabilitation services to severely physically or mentally disabled persons. They should be paid an appropriate allowance.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Welfare Worker	9 - 20	5 - 16	7 - 17
Senior Welfare Worker	21 - 25	17 - 21	18 - 23

Group II

(Grades which are filled by holders of a full School Certificate with considerable experience or specific attributes)

5.27 Bailiff

The existing pay scales already take into account the qualification and experience required for appointment,

the nature of work including enforcement duties and the requirement to work irregular hours. We nonetheless consider that there is a case for improving the starting pay of the basic rank by one point. The existing pay scales of the upper ranks are appropriate.

Staff have requested upgrading the entry qualification to Matriculation and creating a new Principal Bailiff rank. We are unable to find sufficient evidence to support either proposal.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Bailiff	16 - 25	12 - 21	13 - 21
Senior Bailiff	26 - 32	22 - 28	22 - 28
Assistant Chief Bailiff	33 - 37	29 - 33	29 - 33
Chief Bailiff	38 - 43	34 - 39	34 - 39

5.28 Bank Examination Assistant

Having regard to the entry requirements, the nature of work performed and the responsibility exercised, we propose revising the pay scale as follows :-

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Bank Examination Assistant	13 - 23	9 - 19	10 - 19

5.29 Confidential Assistant

Members of this grade handle classified documents and work independently. For appointment, typing skills and a minimum of five years' government experience are required. Taking these factors into account, we recommend that the pay scales be revised as follows :-

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Confidential Assistant	11 - 20	7 - 16	9 - 17
Senior Confidential Assistant	21 - 28	17 - 24	18 - 24

5.30 Hostel Manager/Manageress

The request by staff to treat this grade as a 'social work' grade cannot be supported as there is a clear distinction between the nature of work of Hostel Managers/Manageresses and social workers. Having regard to the responsibilities and appointment requirements, we propose increasing the starting pay of the basic rank by one point.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Hostel Manager/Manageress	14 - 22	10 - 18	11 - 18
Senior Hostel Manager/ Manageress	23 - 32	19 - 28	19 - 28

5.31 Labour Inspector

This grade is deployed mainly in the Women and Young Persons Division and the Prosecutions Unit of the Labour Department. We do not find sufficient justification to support the proposed upgrading of the entry qualification to Matriculation or the creation of additional higher ranks. Taking into account the entry requirements and the nature of work, we recommend that the pay scales should be revised as follows :-

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Labour Inspector II	12 - 25	8 - 21	9 - 21
Labour Inspector I	26 - 32	22 - 28	22 - 28
Senior Labour Inspector	33 - 37	29 - 33	29 - 33
Chief Labour Inspector	38 - 43	34 - 39	34 - 39

5.32 Lighthouse Keeper

This grade has become obsolescent and we recommend its deletion.

5.33 Police Interpreter

This grade is experiencing serious recruitment and retention difficulties. To tackle the problem, we suggest that the appointment requirements should be revised. The existing requirement of a minimum of Grade C in both English and Chinese Languages in the Hong Kong

Certificate of Education Examination appears too stringent. We also recommend that candidates with a relevant higher qualification such as a Diploma in Language or Translation but without the requisite experience should also be accepted for appointment to help recruitment.

Furthermore, we propose improving the pay scales of the first three ranks to take account of the increased responsibilities and onerous working conditions.

We support the proposal to change the English title of the grade to Police Translator. The Chinese title should be resolved by the Administration in consultation with the parties concerned.

	<u>Existing</u>			<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>		<u>New MPS</u>
Police Interpreter II	12 - 24	8 - 20	Police Translator II	10 - 21
Police Interpreter I	25 - 30	21 - 26	Police Translator I	22 - 27
Senior Police Interpreter	31 - 37	27 - 33	Senior Police Translator	28 - 33
Chief Police Interpreter	38 - 43	34 - 39	Chief Police Translator	34 - 39

5.34 Supervisor of Typing Services

We note that this grade will be phased out in due course. Pending its deletion, the following pay scale should apply :-

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Supervisor of Typing Services	20 - 27	16 - 23	17 - 23 (pending deletion)

5.35 Tax Inspector

We cannot support the staff's proposal for restructuring the first three ranks because the existing operational structure is still appropriate. The pay scales proposed below take into account the nature of work, the irregular working hours and the appointment requirements.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Tax Inspector II	13 - 23	9 - 19	10 - 19
Tax Inspector I	24 - 32	20 - 28	20 - 28
Senior Tax Inspector	33 - 37	29 - 33	29 - 33
Chief Tax Inspector	38 - 43	34 - 39	34 - 39
Principal Tax Inspector	44 - 47	40 - 44	40 - 44

5.36 Taxation Officer

Having regard to the views of the departmental management and in the absence of sufficient functional justification, we are unable to support the proposal from staff for creating an additional rank. The pay scale of the grade has been aligned with that of Clerical Officer I rank and should be revised accordingly.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Taxation Officer	19 - 24	15 - 20	16 - 21

5.37 Trade Controls Officer

Taking into account the appointment requirements and working conditions, including the need to undertake enforcement duties, we recommend that the minimum pay of the basic rank be raised by one point. The existing pay scales of the upper ranks are appropriate.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Assistant Trade Controls Officer	13 - 25	9 - 21	10 - 21
Trade Controls Officer	26 - 32	22 - 28	22 - 28
Senior Trade Controls Officer	33 - 37	29 - 33	29 - 33
Chief Trade Controls Officer	38 - 47	34 - 44	34 - 44
Principal Trade Controls Officer	48 - 51	45 - 49	45 - 49

5.38 Transport Controller

Both the departmental management and staff have requested the creation of a Chief Transport Controller rank to meet the increased demand on tunnel management arising from the commissioning of new tunnels. However, we have not found sufficient evidence to support the case. The proposed pay scales reflect the nature of work performed, the appointment requirements, the shift work and the pattern of working hours.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Transport Controller II	15 - 23	11 - 19	12 - 19
Transport Controller I	24 - 29	20 - 25	20 - 25
Senior Transport Controller	30 - 37	26 - 33	26 - 33

5.39 Transport Inspector

We recommend increasing the minimum pay of the basic rank by one point in recognition of the appointment requirements, the pattern of working hours and the job weight. The pay scale of the senior rank is appropriate.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Transport Inspector	12 - 23	8 - 19	9 - 19
Senior Transport Inspector	24 - 27	20 - 23	20 - 23