

## CHAPTER SEVEN

### TECHNICAL INSPECTORATE AND RELATED GRADES

(This Chapter examines the grades classified under Group I of the Technical Inspectorate and Related Grades)

7.1 At present, grades under the category of Technical Inspectorate and Related Grades fall into two qualification groups: -

Group I : Grades which normally require a Higher Certificate from a polytechnic plus several years' post-qualification experience.

Group II : Grades normally filled by the appointment of experienced staff remunerated on the Artisan or Senior Artisan segments of Model Scale 1 or persons who have either obtained a Certificate from a polytechnic (or equivalent) or completed a recognised apprenticeship.

7.2 These two groups are in fact distinct from each other. Their appointment requirements differ significantly and the grades in the respective groups also have different levels of responsibility. Thus we recommend that the two groups should be put under separate categories : Group I should stand on its own in the existing category; Group II should be put in a new category of 'Technician, Supervisory and Related Grades' and is covered in Chapter 8.

#### Benchmark and Salary Structure

7.3 In the Second Report, we proposed that the benchmark for Group I should be set at new MPS 13 (or old MPS 17).

7.4 We should like to clarify one misconception about the benchmark for this group. We have received representations from a number of staff groups requesting greater recognition in pay for the entry requirement of a Higher Certificate and several years' post-qualification experience. As explained in Chapter 4 of the Second Report, the benchmark for a qualification group represents the level of pay considered broadly appropriate for entry level jobs in that group. It should not be taken to

reflect the value of the appointment qualification in isolation. The benchmark of new MPS 13 for this group is appropriate having regard to the nature of work and overall job weight of the entry level ranks. As regards the staff's request for establishing a benchmark for the qualification of Higher Certificate, we reaffirm the conclusion in our Report No. 8 published in 1982 that in the case of the Higher Certificate and Certificate, while these qualifications may have an assessable educational value, the nature of the training is such that this value cannot be divorced from the working experience gained while attending the courses, and the establishment of benchmarks for entry to the civil service on the basis of the formal qualifications alone would serve little useful purpose.

7.5 Notwithstanding this, in view of the development in technical education and vocational training and the changing demands for different technical qualifications, we consider that there is a case for examining critically whether the existing appointment requirements for Technical Inspectorate grades are still the minimum required for the competent performance of the job. We recommend that the Administration, in consultation with the departmental management and other relevant bodies, should conduct this review as soon as practicable. We note that a Diploma is now accepted as an alternative to a Higher Certificate for appointment to some grades. The Administration has advised that this arrangement is aimed at widening the recruitment net and it should not be taken that the value of a Higher Certificate is equated with a Diploma. Having regard to the concern of staff about the relative value of these two qualifications, we recommend that the arrangement should also be included in the review.

7.6 The existing four-tier salary structure for the group is generally appropriate. Where applicable, the pay scales of individual grades are fine-tuned to take account of relevant job factors.

7.7 We recommended in our First Report that the two-increment gap between the scale maximum of the second tier and the scale minimum of the third tier should be removed. We now propose to close this gap by extending the maximum of the second tier by one point.

7.8 There are now two salary scale patterns for the fourth tier, reflecting the differences in scope and level of responsibility of the ranks concerned. This is appropriate.

Increment for Obtaining Membership of Recognised  
Technical Institutions or Societies

7.9 At present, staff of some grades are granted an increment upon obtaining membership of a recognised technical institution or society. We note that the membership requirement for most of these institutions is equivalent to the stipulated entry requirement for the grades concerned. Furthermore, membership of a technical institution is not an essential qualification for the effective performance of the job and therefore should not attract additional pay. We recommend that this arrangement of granting an increment should cease to apply to new appointees forthwith.

Common Use of Chief Technical Officer Rank

7.10 Chief Technical Officer is a common rank for a number of grades in this group as well as for the Technical Officer and Survey Officer grades in Group II of the Higher Diploma, Diploma and Related Grades. In view of the different work performed, we recommend that a separate rank, in place of the existing Chief Technical Officer rank, should be provided for each of the grades concerned.

Titles

7.11 A number of ranks and grades have been retitled to reflect more accurately the nature of work and the level of responsibility. In some other cases, however, the Administration should work out the appropriate new titles after further consultation with staff and management.

Individual Grades

7.12 Our recommendations for individual grades are set out in the paragraphs below.

7.13 Air-Conditioning Inspector

We consider the existing pay scales appropriate except that the scale maximum of the Air-Conditioning

Inspector II rank should be raised by one point. We support the retitling of the senior ranks proposed by the departmental management.

	<u>Existing</u>			<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>		<u>New MPS</u>
Assistant Air-Conditioning Inspector	17 - 27	13 - 23	Assistant Air-Conditioning Inspector	13 - 23
Air-Conditioning Inspector II	28 - 36	24 - 32	Air-Conditioning Inspector	24 - 33
Air-Conditioning Inspector I	38 - 41	34 - 37	Senior Air- Conditioning Inspector	34 - 37
Chief Technical Officer	42 - 44	38 - 41	Chief Air- Conditioning Inspector	38 - 41

**7.14 Building Services Inspector**

We propose raising the scale maximum of the Building Services Inspector II rank to remove the two-increment gap. The existing pay scales are otherwise appropriate. The new rank titles proposed by the departmental management are supported.

	<u>Existing</u>			<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>		<u>New MPS</u>
Assistant Building Services Inspector	17 - 27	13 - 23	Assistant Building Services Inspector	13 - 23
Building Services Inspector II	28 - 36	24 - 32	Building Services Inspector	24 - 33
Building Services Inspector I	38 - 41	34 - 37	Senior Building Services Inspector	34 - 37
Chief Technical Officer	42 - 44	38 - 41	Chief Building Services Inspector	38 - 41

7.15 Building Supervisor

The existing pay scales are in line with those of comparable grades in this group. We propose to raise the scale maximum of the Building Supervisor II rank by one point and to revise the rank titles in accordance with the pattern in this group.

	<u>Existing</u>			<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>		<u>New MPS</u>
Assistant Building Supervisor	17 - 27	13 - 23	Assistant Building Supervisor	13 - 23
Building Supervisor II	28 - 36	24 - 32	Building Supervisor	24 - 33
Building Supervisor I	38 - 41	34 - 37	Senior Building Supervisor	34 - 37
Chief Technical Officer	42 - 44	38 - 41	Chief Building Supervisor	38 - 41

7.16 Clerk of Works

The scale maximum of the Clerk of Works II rank should be increased by one point. There is insufficient justification for the new higher rank requested by staff. We propose a retitling of the ranks to accord with the group pattern.

	<u>Existing</u>			<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>		<u>New MPS</u>
Assistant Clerk of Works	17 - 27	13 - 23	Assistant Clerk of Works	13 - 23
Clerk of Works II	28 - 36	24 - 32	Clerk of Works	24 - 33
Clerk of Works I	38 - 41	34 - 37	Senior Clerk of Works	34 - 37
Chief Technical Officer	42 - 44	38 - 41	Chief Clerk of Works	38 - 41

7.17 Craft Technician

The existing pay scales are appropriate except that the scale maximum of the Craft Technician I rank

should be raised by one point. As this grade is responsible for providing technical assistance and advice to fishermen, we recommend that the grade be retitled as 'Fisheries Craft Technician' to reflect its duties more appropriately.

	<u>Existing</u>			<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>		<u>New MPS</u>
Craft Technician II	17 - 27	13 - 23	Fisheries Craft Technician II	13 - 23
Craft Technician I	28 - 36	24 - 32	Fisheries Craft Technician I	24 - 33

### 7.18 Electrical Inspector

The existing pay scales are appropriate except that the two-increment gap between the Electrical Inspector I and II ranks should be removed. We support the new rank titles proposed by the management.

	<u>Existing</u>			<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>		<u>New MPS</u>
Assistant Electrical Inspector	17 - 27	13 - 23	Assistant Electrical Inspector	13 - 23
Electrical Inspector II	28 - 36	24 - 32	Electrical Inspector	24 - 33
Electrical Inspector I	38 - 41	34 - 37	Senior Electrical Inspector	34 - 37
Chief Technical Officer	42 - 44	38 - 41	Chief Electrical Inspector	38 - 41

### 7.19 Electrical Technician

Electrical Technicians assist Physicists in the routine maintenance and repair of radiological and related equipment in medical institutions. We are satisfied that a new senior rank is needed to take charge of x-ray workshops in major hospitals, to assist Physicists in developing the in-house maintenance service and to improve the supervisory structure of the grade. This new rank should be remunerated at new MPS 34 - 37. The pay scales of the existing ranks are appropriate except that the scale maximum of the Senior Electrical Technician rank should be raised by one point.

The grade title does not appropriately reflect the nature of work performed. The Administration and departmental management should work out an appropriate new title.

	<u>Existing</u>			<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>		<u>New MPS</u>
Electrical Technician	17 - 27	13 - 23	First tier	13 - 23
Senior Electrical Technician	28 - 36	24 - 32	Second tier	24 - 33
			New rank	34 - 37

**7.20 Fire Services Ventilation Officer**

In view of the small size of this grade and the nature of work being similar to that of the Building Services Inspector grade, we support the proposal by the departmental management for merging the two grades.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Fire Services Ventilation Officer	38 - 41	34 - 37	To merge with the Building Services Inspector grade
Senior Fire Services Ventilation Officer	42 - 44	38 - 41	

**7.21 Force Armourer**

This grade is responsible for the administration of the armoury in the Police Force. Having regard to the nature of work and overall job weight, the existing pay scales are appropriate.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Force Armourer	38 - 41	34 - 37	34 - 37
Senior Force Armourer	42 - 47	38 - 44	38 - 44

7.22 Inspector (Telecommunications)/  
Controller (Telecommunications)

To ease the retention difficulties in the basic rank, we recommend that one point be omitted from the pay scale. As in the case of equivalent ranks in this group, the scale maximum of the Inspector (Telecommunications) rank should be extended by one point to remove the two-increment gap. We have examined in detail the existing pay scales of the fourth and fifth ranks in relation to the scope and level of responsibility exercised and are satisfied that they are appropriate.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Assistant Inspector (Telecommunications)	17 - 27	13 - 23	13 - 23 (Omitted Point at 15)
Inspector (Telecommunications)	28 - 36	24 - 32	24 - 33
Assistant Controller (Telecommunications)	38 - 41	34 - 37	34 - 37
Controller (Telecommunications)	42 - 47	38 - 44	38 - 44
Senior Controller (Telecommunications)	48 - 51	45 - 49	45 - 49

7.23 Inspector of Apprentices

The pay scales are generally appropriate except that the scale maximum of the Senior Inspector of Apprentices rank should be raised by one point.

	<u>Existing</u>		<u>Proposed</u>
	<u>Old MPS</u>	<u>New MPS</u>	<u>New MPS</u>
Inspector of Apprentices	17 - 27	13 - 23	13 - 23
Senior Inspector of Apprentices	28 - 36	24 - 32	24 - 33

7.24 Inspector of Works

Other than the proposed extension of the scale of the Inspector of Works II rank to remove the two-increment