

gap, the existing pay scales are appropriate. There is insufficient justification for the new higher rank requested by staff. We propose a retitling of the ranks 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 Inspector of Works | 17 - 27         | 13 - 23        | Assistant Inspector of Works | 13 - 23         |
| Inspector of Works II        | 28 - 36         | 24 - 32        | Inspector of Works           | 24 - 33         |
| Inspector of Works I         | 38 - 41         | 34 - 37        | Senior Inspector of Works    | 34 - 37         |
| Chief Technical Officer      | 42 - 44         | 38 - 41        | Chief Inspector of Works     | 38 - 41         |

7.25 Laundry Manager

Linens Production Unit Manager

Linens Production Unit Supervisor

These three grades provide laundry, linen production and linen distribution and supply services for hospitals. Both the departmental management and staff have proposed a new Linen Services Officer grade to replace the three grades for the operation and management of all linen services. While this proposal may have some merits, we are unable to support it for three reasons. Firstly, the job requirements of Laundry Managers and Linen Production Unit Supervisors are substantially different and their staff are not interchangeable because of different training and experience. Secondly, linen production by the Hospital Services Department is dwindling as the bulk of the work has been transferred to the Correctional Services Department. Thirdly, it is appropriate for the Hospital Administrator grade to continue to oversee the supply, distribution and cleaning of linen.

The pay scale of the basic rank of the Laundry Manager grade takes into account the requirement to work shifts and the pattern of working hours. The scale maximum of the Laundry Manager rank is raised by one point to bring it into line with equivalent ranks in this group.

We note that the duties of Linen Production Unit Manager have now been taken over by the Hospital Administrator grade in accordance with our recommendation in Report No. 2 published in 1979. The grade should therefore be deleted.

The existing pay scale of the Linen Production Unit Supervisor grade is appropriate. In view of the diminishing role of the Linen Production Unit, the departmental management should review the long-term need for the grade.

|   | <u>Existing</u> |                | <u>Proposed</u> |
|---|-----------------|----------------|-----------------|
|   | <u>Old MPS</u>  | <u>New MPS</u> | <u>New MPS</u>  |
| <u>Laundry Manager</u>                  |                 |                |                 |
| Assistant Laundry Manager               | 18 - 27         | 14 - 23        | 14 - 24         |
| Laundry Manager                         | 28 - 36         | 24 - 32        | 24 - 33         |
| <u>Linen Production Unit Manager</u>    |                 |                |                 |
| Linen Production Unit Manager           | 34 - 43         | 30 - 39        | Deletion        |
| <u>Linen Production Unit Supervisor</u> |                 |                |                 |
| Linen Production Unit Supervisor        | 17 - 27         | 13 - 23        | 13 - 23         |

7.26 Marine Controller

In response to our suggestion in the Second Report, the departmental management has re-examined the Marine Officer grade and has concluded that the Assistant Marine Officer rank is ineffective either as a training or a professional support rank. It now proposes to delete the Assistant Marine Officer rank and to devolve its duties to a new grade of Marine Controller under this group as well as to the Marine Inspector grade under Group I of the School Certificate Grades. We support this proposal. The pay scales of the new grade take account of the appointment requirements, the scope of duties and the level of responsibility.

|                             | <u>New MPS</u> |
|-----------------------------|----------------|
| Assistant Marine Controller | 24 - 33        |
| Marine Controller           | 34 - 37        |

7.27 Mechanical Inspector

The existing pay scales of this grade are appropriate except that the scale of the Mechanical Inspector II rank should be extended by one point to remove the two-increment gap. 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 Mechanical Inspector | 17 - 27         | 13 - 23        | Assistant Mechanical Inspector | 13 - 23         |
| Mechanical Inspector II        | 28 - 36         | 24 - 32        | Mechanical Inspector           | 24 - 33         |
| Mechanical Inspector I         | 38 - 41         | 34 - 37        | Senior Mechanical Inspector    | 34 - 37         |
| Chief Technical Officer        | 42 - 44         | 38 - 41        | Chief Mechanical Inspector     | 38 - 41         |

7.28 Motor Vehicle Examiner

The departmental management has proposed a new rank of Chief Motor Vehicle Examiner to replace the post of Senior Transport Officer (Motor Vehicle Examination). We are unable to support this proposal in view of the nature of work of this post. The existing pay scales of the grade are appropriate except that the scale of the Motor Vehicle Examiner II rank should be extended to new MPS 33.

|                                  | <u>Existing</u> |                | <u>Proposed</u> |
|----------------------------------|-----------------|----------------|-----------------|
|                                  | <u>Old MPS</u>  | <u>New MPS</u> | <u>New MPS</u>  |
| Assistant Motor Vehicle Examiner | 17 - 27         | 13 - 23        | 13 - 23         |
| Motor Vehicle Examiner II        | 28 - 36         | 24 - 32        | 24 - 33         |
| Motor Vehicle Examiner I         | 38 - 41         | 34 - 37        | 34 - 37         |
| Senior Motor Vehicle Examiner    | 42 - 44         | 38 - 41        | 38 - 41         |

7.29 Police Telecommunications Assistant

We recommend the omission of one point from the scale of the basic rank to help retain staff and the extension of the scale of the second rank to new MPS 33 to remove the two-increment gap. The pay scales of the higher ranks are appropriate. The existing grade and rank titles are inconsistent with the general pattern in this group and should be rationalised.

|  | <u>Existing</u> |                | <u>Proposed</u>                  |
|--|-----------------|----------------|----------------------------------|
|  | <u>Old MPS</u>  | <u>New MPS</u> | <u>New MPS</u>                   |
| Police Telecommunications Assistant II     | 18 - 28         | 14 - 24        | 14 - 24<br>(Omitted Point at 16) |
| Police Telecommunications Assistant I      | 29 - 36         | 25 - 32        | 25 - 33                          |
| Senior Police Telecommunications Assistant | 38 - 41         | 34 - 37        | 34 - 37                          |
| Controller (Police Telecommunications)     | 42 - 47         | 38 - 44        | 38 - 44                          |

7.30 Quarry Manager

As the government quarry at Mount Butler will soon be privatised, the departmental management has commenced a detailed study of the future need for this grade in relation to the supervision and monitoring of private quarries. Pending the outcome of this study, we propose to maintain the existing pay scales except that the scale maximum of the Assistant Quarry Manager rank should be raised by one point. The third rank should be retitled as Senior Quarry Manager.

|                          | <u>Existing</u> |                |                          | <u>Proposed</u> |
|--------------------------|-----------------|----------------|--------------------------|-----------------|
|                          | <u>Old MPS</u>  | <u>New MPS</u> |                          | <u>New MPS</u>  |
| Assistant Quarry Manager | 28 - 36         | 24 - 32        | Assistant Quarry Manager | 24 - 33         |
| Quarry Manager           | 38 - 41         | 34 - 37        | Quarry Manager           | 34 - 37         |
| Chief Technical Officer  | 42 - 44         | 38 - 41        | Senior Quarry Manager    | 38 - 41         |

7.31 Radar Specialist Mechanic

Other than the proposed raising of the scale maximum of the Assistant Radar Specialist Mechanic rank by one point, the existing pay scales of this grade are appropriate. The proposed new rank titles are supported.

|                                     | <u>Existing</u> |                |                                  | <u>Proposed</u> |
|-------------------------------------|-----------------|----------------|----------------------------------|-----------------|
|                                     | <u>Old MPS</u>  | <u>New MPS</u> |                                  | <u>New MPS</u>  |
| Assistant Radar Specialist Mechanic | 28 - 36         | 24 - 32        | Radar Specialist Mechanic        | 24 - 33         |
| Radar Specialist Mechanic           | 38 - 41         | 34 - 37        | Senior Radar Specialist Mechanic | 34 - 37         |

7.32 Ship Inspector

The existing pay scales are appropriate except that the scale maximum of the Ship Inspector II rank should be raised to new MPS 33. 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 Ship Inspector | 17 - 27         | 13 - 23        | Assistant Ship Inspector | 13 - 23         |
| Ship Inspector II        | 28 - 36         | 24 - 32        | Ship Inspector           | 24 - 33         |
| Ship Inspector I         | 38 - 41         | 34 - 37        | Senior Ship Inspector    | 34 - 37         |
| Chief Technical Officer  | 42 - 44         | 38 - 41        | Chief Ship Inspector     | 38 - 41         |

7.33 Superintendent of Aids to Navigation

The pay scale of the Assistant Superintendent of Aids to Navigation rank should be extended by one point to remove the two-increment gap. The pay scale of the Superintendent of Aids to Navigation rank reflects the scope and level of responsibility involved.

|  | <u>Existing</u> |                | <u>Proposed</u> |
|--|-----------------|----------------|-----------------|
|  | <u>Old MPS</u>  | <u>New MPS</u> | <u>New MPS</u>  |
| Assistant Superintendent of Aids to Navigation | 28 - 36         | 24 - 32        | 24 - 33         |
| Superintendent of Aids to Navigation           | 38 - 47         | 34 - 44        | 34 - 44         |

7.34 Telecommunications Assistant

We recommend the omission of one point from the scale of Telecommunications Assistant II to help retain staff. The scale of the Telecommunications Assistant I rank should be extended by one point to remove the two-increment gap. At present, posts at the fourth level of this grade are provided in the rank of Controller (Telecommunications) in the Inspector (Telecommunications)/Controller (Telecommunications) grade. To rectify this anomaly, we recommend the creation of a new rank to replace the posts concerned. The Administration and departmental management should review the title of the grade.

|                                     | <u>Existing</u> |                | <u>Proposed</u>                  |
|-------------------------------------|-----------------|----------------|----------------------------------|
|                                     | <u>Old MPS</u>  | <u>New MPS</u> | <u>New MPS</u>                   |
| Telecommunications Assistant II     | 17 - 27         | 13 - 23        | 13 - 23<br>(Omitted Point at 15) |
| Telecommunications Assistant I      | 28 - 36         | 24 - 32        | 24 - 33                          |
| Senior Telecommunications Assistant | 38 - 41         | 34 - 37        | 34 - 37                          |
| New rank                            | -               | -              | 38 - 44                          |

7.35 Training Officer (Marine)

We recommend merging this grade with the second rank of the new Marine Controller grade as they have similar duties and levels of responsibility. Pending the merger and the subsequent deletion of the grade, the pay scale should be as follows :-

|                              | <u>Existing</u> |                | <u>Proposed</u>                  |
|------------------------------|-----------------|----------------|----------------------------------|
|                              | <u>Old MPS</u>  | <u>New MPS</u> | <u>New MPS</u>                   |
| Training Officer<br>(Marine) | 38 - 41         | 34 - 37        | 34 - 37<br>(pending<br>deletion) |

7.36 Transport Supervisor

Except for raising the scale maximum of the Transport Supervisor rank by one point, the existing pay scales of this grade are appropriate. We recommend the creation of a new rank with a pay scale of new MPS 38 - 41 to bridge the functional gap between the grade and the Government Transport Officer grade.

|   | <u>Existing</u> |                | <u>Proposed</u> |
|---|-----------------|----------------|-----------------|
|   | <u>Old MPS</u>  | <u>New MPS</u> | <u>New MPS</u>  |
| Assistant Transport<br>Supervisor           | 17 - 27         | 13 - 23        | 13 - 23         |
| Transport Supervisor                        | 28 - 36         | 24 - 32        | 24 - 33         |
| Senior Transport<br>Supervisor              | 38 - 41         | 34 - 37        | 34 - 37         |
| Chief Transport<br>Supervisor<br>(new rank) | -               | -              | 38 - 41         |

7.37 Waterworks Inspector

The existing pay scales are appropriate except that the scale of the Waterworks Inspector II rank should be extended to new MPS 33. There is insufficient justification for the new higher rank requested by staff. We propose a retitling of the ranks in accordance with the norm of this group.

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