

CHAPTER TEN

MODEL SCALE 1 GRADES

(This Chapter contains the recommendations for grades remunerated on Model Scale 1)

10.1 At present, the pay scales of Model Scale 1 grades are broadbanded into four segments : Senior Artisan, Artisan, Workman I and Workman II. In the Second Report, we recommended that the grades in the Senior Artisan and Artisan segments should be transferred to the Master Pay Scale, and that the existing Model Scale 1 should be revamped completely for the remaining grades in the Workman I and Workman II segments. Moreover, the benchmark for Workman II grades should have a value identical to that for Group I of the School Certificate Grades. We have therefore constructed a new Model Scale 1 which is shown in Table A at the end of this Chapter.

Salary Structure

10.2 We have continued to adopt the existing broadbanding approach for Model Scale 1 grades. That is to say, all grades are given a pay scale corresponding to either the Workman I segment or the Workman II segment, with no further fine-tuning. Relevant job factors, if any, are reflected in the placement of the grade in a suitable segment or recognised by the payment of job-related allowances. Having regard to the job weight of grades in the respective segments and the results of the Pay Comparison Surveys, we propose the following pay scales for the Workmen I and II segments :-

<u>Segment</u>	<u>Pay Scale</u>
Workman II	MOD 1 - 3
Workman I	MOD 4 - 8

Working Hours

10.3 At present, the conditioned working hours for Model Scale 1 staff are 45 hours net (i.e. excluding meal breaks) per week, due mainly to operational requirements. We note that comparable employees in the private sector generally work 45 hours net or more per week and recommend that the conditioned working hours of Model Scale 1 staff should remain unchanged. The proposed new pay scales have taken this into account.

10.4 Individual Grades

Our recommendations for individual grades are set out below.

10.5 Workman II

This is the only grade in the Workman II segment. Its pay scale should be revised to new MOD 1 - 3.

10.6 Barber

Car Park Attendant II

Depot Attendant

Ganger

Gardener

Lift Operator

Supplies Attendant

Ward Attendant

Watchman

Workman I

Workshop Attendant

The existing classification of these eleven grades in the Workman I segment is appropriate. Their pay scales should be revised to new MOD 4 - 8.

10.7 Domestic Servant II

Fisherman II

Meat Porter

 We note that these grades are no longer required
and recommend their deletion.

Table A

Proposed New Model Scale 1

<u>Point</u>	<u>(w.e.f. 1.10.89)</u>	<u>(w.e.f. 1.4.90)</u>
	<u>\$</u>	<u>\$</u>
8	4850	5580
7	4755	5470
6	4660	5360
5	4570	5255
4	4480	5150
3	4395	5055
2	4310	4955
1	4225	4860