

CHAPTER ELEVEN

APPRENTICE RANKS

(The Apprentice ranks are dealt with in this Chapter)

11.1 Under the apprentice training scheme operated by the Government, apprentices are recruited as civil servants on temporary terms in two separate ranks - the Craft Apprentice rank and the Technician Apprentice rank. On satisfactory completion of the apprenticeship and the relevant courses, the apprentices will be considered for appointment to the appropriate grades where vacancies exist.

11.2 The Administration has recently completed a review of the apprentice training scheme and come up with a proposal that a substitute scheme similar to the Graduate Training Scheme should be provided for the training of Craft Apprentices and Technician Apprentices. Under the proposed new scheme, apprentices will not be accorded civil servant status and will be paid an appropriate training honorarium rather than from a civil service pay scale. These arrangements will provide the Administration with greater flexibility in determining the number of training places to be provided each year and in setting the level of honorarium. The Administration is working out the details of the new scheme with a view to implementing it in 1992/93.

11.3 Pending the introduction of the new scheme, it is appropriate to review the pay scales of the existing Craft Apprentice and Technician Apprentice ranks. In formulating our recommendations, we have taken account of the practice in the private sector, the revised benchmarks for Grades Not Requiring a Full School Certificate and School Certificate Grades, and other relevant factors. We are satisfied that there is justification to increase the pay of the Craft Apprentice and Technician Apprentice ranks by 20% and 15% respectively. The proposed pay scales of the two ranks are set out in Table B at the end of this Chapter.

Proposed Pay Scales for Apprentice Ranks

(a) Craft Apprentice Pay Scale

<u>Point</u>	<u>w.e.f.</u> <u>1.10.89</u>	<u>w.e.f.</u> <u>1.4.90</u>
	<u>\$</u>	<u>\$</u>
4	3300	3795
3	3020	3475
2	2735	3145
1	2455	2825

(b) Technician Apprentice Pay Scale

<u>Point</u>	<u>w.e.f.</u> <u>1.10.89</u>	<u>w.e.f.</u> <u>1.4.90</u>
	<u>\$</u>	<u>\$</u>
4	4180	4805
3	3800	4370
2	3440	3955
1	3165	3640