

### List of Hardship Allowances

#### A. Hardship Allowances (Dangerous Duties) \$802 p.m. (Standard Rate : 9.3% of MPS 1)

	<u>Dept</u>	<u>Purpose</u>	<u>Claimants</u>
1.	Agriculture, Fisheries & Conservation Dept	Seed collection and surveying duties	Field Assistant, Artisan, Workman, Chainman
2.	Agriculture, Fisheries & Conservation Dept	Tree felling duty	Field Assistant, Artisan, Workman
3.	Civil Engineering Dept	Transportation, custody and handling of explosives	Explosives Depot Attendant, Motor Driver
4.	Civil Engineering Dept, Highways Dept, Housing Dept, Lands Dept, Water Supplies Dept	Surveying duty	Chainman, Workman
5.	Civil Engineering Dept	Monitoring of dangerous slope during rainy seasons	Survey Officer, Survey Officer Trainee
6.	Drainage Services Dept	Performing duties on roads with heavy traffic	Drain Chargeman, Leading Sewerman, Chainman, Special Driver, Motor Driver, Workman, Senior Artisan, Artisan

<u>Dept</u>	<u>Purpose</u>	<u>Claimants</u>
7. Electrical & Mechanical Services Dept	Working on high masts, elevated girders, suspended stagings over 6 meters from ground and expressways	Asst Electronic Inspector, Radio Mechanic, Works Supervisor, Artisan, Workman, Motor Driver
8. Environmental Protection Dept	High risk of exposure to toxic gas, poisonous chemicals, sewage, heavy traffic, falling into manhole	Workman
9. Police Force	Working on high masts/towers or antenna inspection	Asst Police Telecom Inspector, Radio Mechanic, Artisan
10. Housing Dept	Dangerous field survey duties	Workman, Chauffeur
11. Highways Dept	Performing maintenance duties on highways with traffic	Senior Artisan, Artisan, Chainman, Special Driver, Motor Driver, Workman
12. Marine Dept	Transportation of explosives	Senior Coxswain, Coxswain, Senior Launch Master, Launch Master, Senior Launch Mechanic, Launch Assistant
13. Marine Dept	Servicing lighthouses and buoys	Asst Electrical Inspector, Works Supervisor, Artisan, Senior Artisan, Launch Assistant

<u>Dept</u>	<u>Purpose</u>	<u>Claimants</u>
14. Marine Dept	Carry heavy and expensive equipment on/between vessels or from sampan to rocks	Chainman, Workman
15. Transport Dept, Water Supplies Dept	Working on carriageways with traffic	Artisan, Chainman, Workman
16. Leisure & Cultural Services Dept	Tree felling duty and frequent contact with animals	Amenities Assistant, Artisan, Workman

**B. Hardship Allowances (Obnoxious Duties)  
\$656 p.m. (Standard Rate : 7.6% of MPS 1)**

<u>Dept</u>	<u>Purpose</u>	<u>Claimants</u>
1. Agriculture, Fisheries & Conservation Dept	Husbandry duty and handling raw manure and waste water samples	Field Assistant, Laboratory Attendant, Artisan, Workman
2. Dept of Health	Obnoxious duty (e.g. handle dead bodies, human waste, contact with patients, etc)	Laboratory Attendant, Mortuary Attendant, Artisan, Office Assistant, Ward Attendant, Workman

<u>Dept</u>	<u>Purpose</u>	<u>Claimants</u>
3. Drainage Services Dept, Electrical & Mechanical Services Dept	Obnoxious duty (e.g. repair refuse collection vehicles/vessels/machines, handle obnoxious waste, etc)	Drain Chargeman, Leading Sewerman, Asst. EnI(Engineer) Assistant Mechanical Inspector, Mechanical/ Electrical Inspector, Works Supervisor, Senior Artisan, Artisan, Special Driver, Motor Driver, Senior Radio Mechanic, Radio Mechanic, Laboratory Attendant, Workman, Technician & Craft Apprentice
4. Environmental Protection Dept	Physical contact with dirt, vehicle exhaust fume, human and animal excrement etc	Environmental Protection Inspector Grade, Laboratory Attendant, Workman
5. Government Laboratory	Increased exposure to radiological risk	Laboratory Attendant
6. Housing Dept	Contact with dirt, rotten animal or vegetable when discharging hawker control duty	Foreman, Workman
7. Housing Dept	Contact with dirt, human and animal excrement when discharging squatter control duty	Foreman, Artisan, Workman

<u>Dept</u>	<u>Purpose</u>	<u>Claimants</u>
8. Housing Dept	Contact with dirt etc in clearing and repairing choked soil pipes, underground sewer, planting/pruning/ fertilizing of vegetation	Artisan, Workman working in estate offices and factory estates
9. Housing Dept	Collect/remove and dispose of refuse to public dumping areas	Motor driver
10. Housing Dept	Handling dirt and human waste	Senior Foreman, Foreman, Senior Artisan, Artisan, Motor Driver, Workman, Chainman
11. Police Force	Handling properties for prosecution purposes.	Clerical Grade
12. Marine Dept	Handling refuse and cleaning the refuse containers on board the refuse collection vessel	Launch Assistant, Workman
13. Official Receiver's Office	Performing outdoor duties in unpleasant settings (e.g. stock collection)	Clerical Grade
14. Food & Environmental Hygiene Dept	Street cleansing, cemetery patrol, dead bodies removal, coffin burial, meat dispatch, slaughtering and pest control, hawker control and vehicle cleansing duties	Senior Foreman, Foreman, Ganger, Artisan, Special Driver, Motor Driver, Works Supervisor, Butcher, Foreman Butcher, Workman

**C. Hardship Allowances (Management Considerations)  
(Non-Standard Rates)**

	<u>Dept</u>	<u>Purpose</u>	<u>Claimants</u>	<u>Rate</u>
1.	Service-wide	On duty when typhoon signal No. 8 or black rainstorm signal is hoisted	Various grades	1/140 of an officer's salary per hr
2.	Service-wide	Prolonged working hours, insufficient rest time, irregular working hours and on-call duty	Chauffeurs working for designated officers at D7 level and above	\$509 p.m.
3.	Agriculture, Fisheries & Conservation Dept	Tree-planting duties	Artisan, Workman, Forest Guard	\$802 p.m.
4.	Civil Aviation Dept, Correctional Services Dept, Electrical & Mechanical Services Dept, Dept of Health, Social Welfare Dept	Civilian staff working in penal/correctional institutions, Vietnamese Refugee Centres	Various grades	\$362 p.m. (level 1) \$656 p.m. (level 2)

Appendix III (cont'd)

5.	Correctional Services Dept, Dept of Health, Electrical & Mechanical Services Dept, Social Welfare Dept	Contact with mental patients	Various grades	\$362 p.m. (level 1)  \$656 p.m. (level 2)
6.	Printing Dept	Subject to tight security measures, regularly deal with security graded documents	At or below Senior Printing Technician working in the Security Division, Workman	\$6.5 per day
7.	Social Welfare Dept	Working in correctional homes and required to take up statutory responsibilities and custodial duties	Social Work Officer Grade, Social Work Assistant Grade, Welfare Workers	\$802 p.m.
8.	Social Welfare Dept	Cash delivery duty	Clerical Grade	\$362 p.m.
9.	Social Welfare Dept	Providing direct care and rehabilitation services to severely physical or mentally disabled persons	Senior Welfare Worker, Welfare Worker, Workshop Instructor	\$656 p.m.
10.	Social Welfare Dept	For staff without formal social work training exercising custodial responsibility over juveniles in SWD institutions	Hostel Manager, Workman, Property Attendant, Artisan	\$362 p.m.