

2 May 2001

The Honourable TUNG Chee Hwa
The Chief Executive of the
Hong Kong Special Administrative Region
of the People's Republic of China
Chief Executive's Office
Hong Kong

Dear Sir,

**Revision of Starting Pay for the
Assistant Landscape Architect Rank**

We have been invited by the Administration to advise, under Clause 1(b) of our Terms of Reference, on its proposal to revise the starting pay for the rank of Assistant Landscape Architect (ALA) from MPS 11 to MPS 13.

Background

2. Created in 1973, the Landscape Architect (LA) grade is classified under Group 1 of the "Professional and Related Grades" Group. Up to 1998, entry to the ALA rank required an appropriate academic qualification recognised by the Landscape Institute in UK, or equivalent. No post-qualification experience was required. In line with the established pay principles for assistant professional ranks which do not require post-qualification experience on appointment, the starting pay for the ALA rank has been pitched at MPS 11 (the benchmark for grades in the Degree and Related Grades Qualification Group). The pay for assistant ranks requiring post-qualification experience on appointment, on the other hand, starts from MPS 13 or 14, depending on the length of the experience.

Recent Developments

3. In 1996, the Hong Kong Institute of Landscape Architects (HKILA) was established under the Hong Kong Institute of Landscape Architects Incorporate Ordinance (Cap. 1162) and a Graduate Training Scheme for Landscape Architecture was introduced in 1998. Under this Training Scheme, fresh graduates in landscape architecture, or equivalent, would be appointed as LA Graduates instead of ALA as in the past, to undergo a two-year post-qualification training. On successful completion of the training programme, LA Graduates may apply for appointment as ALA, subject to the availability of vacancies. To cater for this experience requirement, the appointment requirement for ALA was revised in 1998 to “a degree/diploma in Landscape Architecture or a qualification which is acceptable to the HKILA as satisfying the academic requirements for admission into the HKILA Examination, plus two years’ post-qualification practical training/experience satisfying the training requirements for corporate membership of the HKILA”.

The Administration’s Proposal

4. Following this change, the existing entry pay for ALA at MPS 11 is two points below that for other assistant professional ranks requiring post-qualification experience on appointment. To remove this anomaly, the Administration proposes that the starting pay for ALA be raised by two points to MPS 13.

Staff Consultation

5. The staff association of the LA Grade under the grade management of the Director of Architectural Services has been consulted by the Administration and fully supports the proposal. The Director of Housing who is the Head of Grade of LAs working in the Housing Department has also raised no objection to the proposed revision.

Commission's Views and Recommendation

6. The Administration's proposal does not involve any addition to the pay of the ALA rank. It merely serves to remove an anomaly by bringing the starting pay of the ALA rank in line with the established pay principles for assistant ranks requiring post-qualification experience. The Administration's proposal has our full support.

Yours faithfully,

(Yeung Ka-sing)
Chairman
for and on behalf of
Members of the Standing Commission
on Civil Service Salaries and Conditions of Service