

CHAPTER II

THE PRESENT STRUCTURE

The Present Structure

11. There are 33 Government departments, divided for the purpose of salary into four main groups. They are:

Special Departments (4)

- Judiciary
- Colonial Secretariat
- Legal
- Secretariat for Chinese Affairs

Grade I Departments (11)

- Commerce and Industry
- Education
- Labour
- Marine
- Medical and Health
- New Territories Administration
- Police
- Public Works
- Resettlement
- Social Welfare
- Urban Services

Grade II Departments (16)

- Audit
- Broadcasting
- Civil Aviation
- Co-operative Development/Agriculture and Forestry
- Fire Services
- General Post Office
- Housing
- Information Services
- Inland Revenue
- Prisons
- Railway
- Rating and Valuation
- Registrar General
- Royal Observatory
- Stores
- Treasury

Grade III Departments (2)

- Immigration
- Printing

12. The present groupings are based on the structure recommended by the Platt Salaries Commission 1959, with certain amendments made with the approval of the Governor in Council on the advice of a Secretariat Working Party in 1960.

13. The structure within departments varies. The larger departments have one or more officers with the title of deputy director and several assistant directors. Some have a deputy director, but no assistant directors; others have assistant directors, but no deputy.

14. There are 227 officers in the superscale/upper scale. The main salary structure is as follows:

	Number of Posts	Salary \$ p.m.	Cost \$ p.m.	
Special Appointments:				
Chief Justice	2	7,000	14,000	14,000
Colonial Secretary				
Attorney General	3	6,300	18,900	18,900
Secretary for Chinese Affairs				
Financial Secretary				
Directors Grade I	13	5,900	76,700	106,200
Puisne Judges	4	5,900	23,600	
Political Adviser	1	5,900	5,900	
Solicitor General	1	5,600	5,600	5,600
Director Grade II	17	5,400	91,800	232,200
Deputies Grade I	10	5,400	54,000	
Equivalent Secretariat posts	8	5,400	43,200	
Senior Medical Specialists	8	5,400	43,200	
District Judges	6	5,200	31,200	72,800
Principal Crown Counsel	4	5,200	20,800	
Registrar Supreme Court	1	5,200	5,200	
Senior Assistant Commissioner of Police	3	5,200	15,600	
Director Grade III	2	4,900	9,800	431,200
Deputies Grade II	10	4,900	49,000	
Assistants Grade I and equivalent posts	42	4,900	205,800	
Medical Specialists	34	4,900	166,600	
Assistants Grade II and equivalent	12	4,700	56,400	56,400
Upperscale	44	4,500	198,000	198,000
Principal Magistrates	2	4,500	9,000	9,000
Total	227		\$1,144,300	\$1,144,300

15. The total cost of superscale/upper scale salaries at \$1,144,300 p.m. (\$13.7 m. p.a.) amounts to approximately 3% of Government's estimated total salary bill (including allowances and pensions) of \$460.2 m. for 1964-5.

16. This salary structure is also based broadly on the recommendations of the Platt Commission, but with certain differences in respect of the relative salaries of directors of grade II departments and deputy directors of grade I departments.

17. Government recently approved:

- (a) an interim allowance of 5% of salary;
- (b) a children's allowance, which for superscale/upper scale officers is \$76 p.m. for each child up to a maximum of three children;
- (c) education allowances for overseas officers in respect of children at boarding schools overseas. We examine the effect of these allowances in Chapter V of our Report.

18. The interim allowance will raise the cost of superscale/upper scale salaries to \$14.4 m. p.a. The cost of the children's allowances and education allowances will of course be variable.