

ITEM FOR FINANCE COMMITTEE

**HEAD 56 – GOVERNMENT SECRETARIAT :
PLANNING AND LANDS BUREAU AND WORKS
BUREAU
Subhead 106 Temporary staff**

Members are invited to approve revision of the rates of honoraria for new graduate trainees in the landscape architectural stream under the Works Bureau Graduate Training Scheme with effect from 1 August 2001, so that the rates are pegged to the Civil Service benchmark for Qualification Group 9 – Degree and Related Grades.

PROBLEM

We need to bring in line the rates of honoraria for graduate trainees in the landscape architectural stream (Landscape Architectural Graduates, LAG) under the Works Bureau Graduate Training Scheme (the Scheme) with those for other graduate trainees under the Scheme, and restore the relativity between such rates for LAG and the starting pay for civil servants recruited to the Assistant Landscape Architect (ALA) rank in the Landscape Architect grade.

PROPOSAL

2. The Secretary for Works (S for W) proposes to revise downwards the rates of honoraria for new LAG with effect from 1 August 2001 as follows –

- (a) the honorarium for first year trainees should be pegged to the Civil Service benchmark for Qualification Group 9 – Degree and Related Grades (currently MPS Point 11, \$16,095); and

/(b)

- (b) the honorarium for second year trainees should be set at one MPS point above that for first year trainees (currently MPS Point 12, \$17,100).

JUSTIFICATION

3. Graduate trainees under the Scheme do not occupy civil service posts but are paid an honorarium during the period of training. They are under no obligation to join the civil service, and the Government is not bound to employ them, after their training under the Scheme. Of the 308 graduate trainee places under the Scheme, three places are provided for LAG. LAG trainees are holders of a recognised degree or an equivalent qualification who have to undergo two years' practical training under supervision in order to satisfy the training requirement for corporate membership of the Hong Kong Institute of Landscape Architects (HKILA). If they join the Government after the training, they are recruited as ALA.

4. On 18 February 2000 Members approved vide FCR(1999-2000)63 the proposal to lower the benchmarks and salaries of the Civil Service with effect from 1 April 2000. On 12 May 2000, Members approved vide FCR(2000-01)10 the proposal to reduce the rates of honoraria for new graduate trainees under the Scheme and peg them to the Civil Service benchmark for Qualification Group 9 – Degree and Related Grades, so as to bring the rates in line with the new benchmarks and starting salaries for civil servants with similar qualifications. Accordingly, since 1 August 2000 the rates of honoraria for new trainees in the first, second and third years have been set at \$16,095, \$17,100 and \$18,140 (equivalent to MPS Points 11, 12 and 13) respectively.

5. On that occasion, we excluded the LAG from the revision in the rates of honoraria, and as a result, the honoraria for LAG have remained at \$17,460 and \$18,480 respectively for first and second year trainees. As we explained at that time in FCR(2000-01)10, the question of the honoraria for LAG is related to that of the pay for the ALA rank, and the pay for the ALA rank was being reviewed with a view to bringing it in line with those for similar assistant professional ranks. We undertook to make a separate submission to Members on the honoraria for LAG when the upgrading of the pay for ALA has been endorsed.

6. We have now formulated our proposal for increasing the entry pay for ALA. On 13 June 2001 the Establishment Subcommittee endorsed our

/proposal

Encl. proposal vide EC(2001-02)10, which was then approved by Members on 22 June 2001. For Members' ease of reference, EC(2001-02)10 is reproduced at Enclosure. In summary, Members agreed that given the ALA's revised appointment requirements, its starting pay should be raised from MPS Point 11 to MPS Point 13, to bring it in line with that of other assistant professional ranks requiring comparable post-qualification experience on appointment.

7. Even after the increase in ALA's starting pay, the current rates of honoraria of LAG are such that a second year LAG trainee would receive an honorarium (\$18,480) higher than the new starting pay of an ALA (at MPS Point 13, \$18,140). This would not be acceptable. We therefore propose to revise LAG's rates of honoraria in accordance with paragraph 2 above. The proposal will also bring in line these rates with those for trainees in other streams under the Scheme (see paragraph 4 above).

8. The following compares the existing rates of honoraria for LAG and the new rates determined in accordance with the proposal in paragraph 2 above –

	Rates of honoraria	Current	Proposed
		\$	\$
(a)	First year	17,460	16,095 (MPS Point 11)
(b)	Second year	18,480	17,100 (MPS Point 12)

9. We propose to use the new rates of honoraria for the appointment of LAG this summer. As graduate trainees are normally recruited upon their graduation, we propose the new rates to take effect from 1 August 2001.

FINANCIAL IMPLICATIONS

10. We recruit one to two LAG trainees each year. On this basis we estimate that the proposed reduction in the rates of honoraria will result in savings of \$21,840 in 2001-02, \$44,000 in 2002-03 and \$49,000 from 2003-04 onwards in recurrent expenditure.

/BACKGROUND

BACKGROUND INFORMATION

11. We have consulted the Legislative Council Panel on Planning, Lands and Works on the proposed revision of the rates of honoraria for new LAG by an Information Note. At the Panel's meeting on 4 June 2001, Members noted the Information Note and did not raise questions on the proposal.

12. Members approved on 12 May 2000 vide FCR(2000-01)10 the revised rates of honoraria for new trainees under the Scheme pegged to the Civil Service benchmark for Qualification Group 9 – Degree and Related Grades with effect from 1 August 2000.

13. On 22 June 2001, Members approved vide EC(2001-02)10, to revise the starting pay for the ALA rank in the Landscape Architect grade from MPS Point 11 to Point 13.

Works Bureau
June 2001

For discussion
on 13 June 2001

EC(2001-02)10

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

HEAD 25 - ARCHITECTURAL SERVICES DEPARTMENT
HEAD 91 - LANDS DEPARTMENT
HEAD 118 - PLANNING DEPARTMENT
HEAD 110 - TERRITORY DEVELOPMENT DEPARTMENT
Subhead 001 Salaries
HEAD 60 - HIGHWAYS DEPARTMENT
Subhead 000 Operational expenses

Members are invited to recommend to Finance Committee -

- (a) the revision of the starting pay for the Assistant Landscape Architect rank in the Landscape Architect grade from Master Pay Scale Point 11 (\$16,095) to Point 13 (\$18,140); and
- (b) the increase in the ceiling placed on the total notional annual mid-point salary value of all non-directorate posts in the permanent establishment in 2001-02 of the following Departments -

Head 25 - Architectural Services Department

from \$770,902,000 by \$72,270 to
\$770,974,270

Head 60 - Highways Department

from \$635,440,000 by \$52,560 to
\$635,492,560

/Head 91

Head 91 - Lands Department

from \$1,113,885,000 by \$13,140 to
\$1,113,898,140

Head 118 - Planning Department

from \$287,149,000 by \$26,280 to
\$287,175,280

Head 110 - Territory Development Department

from \$134,476,000 by \$39,420 to
\$134,515,420.

PROBLEM

The existing starting pay for the Assistant Landscape Architect (ALA) rank in the Landscape Architect (LA) grade does not correspond properly to the appointment requirements, which have been revised in 1998 to include an additional two years' post-qualification practical training/experience. It is pitched at Master Pay Scale (MPS) Point 11 and is two points below that for other assistant professional ranks requiring comparable post-qualification practical training/experience on appointment.

PROPOSAL

2. We propose to raise the starting pay for ALA by two points from MPS 11 to MPS 13. We also propose a total increase of \$203,670 in the notional annual mid-point salary (NAMS) ceilings of Architectural Services Department, Highways Department, Lands Department, Planning Department and Territory Development Department in 2001-02 as a result of the upward revision of the starting pay for the ALA.

/JUSTIFICATION

JUSTIFICATION

3. Prior to 1998, entry to the ALA rank required an appropriate academic qualification recognized by the Landscape Institute in the United Kingdom, 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, i.e. the benchmark for grades in the Degree and Related Grades Qualification Group.

4. In 1998, a Graduate Training Scheme for Landscape Architecture was introduced as part of the Works Bureau Graduate Training Scheme. Under this Training Scheme, fresh graduates in landscape architecture or equivalent would be appointed as Landscape Architectural Graduates (LAG), instead of as ALA as in the past, to undergo a two-year post-qualification practical training. LAG are not civil servants and do not occupy any post in the civil service establishment. On successful completion of the graduate training programme, LAG may apply for appointment as ALA, subject to availability of vacancies. Accordingly, the appointment requirements for ALA were revised in 1998 to "a degree/diploma in Landscape Architecture or a qualification for admission into the Hong Kong Institute of Landscape Architects (HKILA) Examination, plus two years' post-qualification practical training/experience satisfying the training requirements for corporate membership of the HKILA", to cater for this experience requirement.

5. Following the revision to the appointment requirements for ALA, the existing starting pay for ALA at MPS 11 is two points below that for other assistant professional ranks requiring comparable post-qualification experience on appointment. The experience requirements and pay scales of these assistant professional ranks are shown at Enclosure 1. To restore the pay parity among the assistant professional ranks requiring two years' post-qualification practical training/experience, we propose to raise the starting pay for ALA by two points from MPS 11 to MPS 13 with immediate effect.

Encl. 1

FINANCIAL IMPLICATIONS

6. Upon the proposed revision of the starting pay for ALA, the NAMS value for LA/ALA, a combined establishment, will have to be adjusted

/correspondingly

correspondingly from \$447,570 to \$454,140. As the upward adjustment of the NAMS value for LA/ALA has not been taken into account when the 2001-02 Estimates were prepared, it is necessary to increase the establishment ceilings for Architectural Services Department, Highways Department, Lands Department, Planning Department and Territory Development Department in which there are LA/ALA posts.

7. The total additional NAMS value required for the proposal at mid-point is \$203,670, with breakdown by departments as follows -

<u>Department</u>	<u>2001-02 Approved NAMS ceiling</u> (a) \$	<u>Additional NAMS value required*</u> (b) \$	<u>2001-02 Revised NAMS ceiling</u> (a)+(b)=(c) \$
Architectural Services Department	770,902,000	72,270	770,974,270
Highways Department	635,440,000	52,560	635,492,560
Lands Department	1,113,885,000	13,140	1,113,898,140
Planning Department	287,149,000	26,280	287,175,280
Territory Development Department	134,476,000	39,420	134,515,420
Total		203,670	

* The required increase is calculated by multiplying the additional NAMS value for LA/ALA (i.e. \$6,570) by the no. of LA/ALA posts in the department in 2001-2002.

8. A similar increase is not applicable for the Housing Department because its staff establishment is funded by the Housing Authority.

/BACKGROUND

BACKGROUND INFORMATION

9. The LA grade is classified under Group I of the "Professional and Related Grades". The grade is responsible for planning, design, implementation, maintenance and supervision of landscape projects in open spaces, estates, highways and adjoining areas; administration of landscape contracts; and advising on landscape proposals associated with private developments. LA is a common grade and comprises the ranks of Senior Landscape Architect (SLA), LA and ALA. The rank of ALA forms a combined establishment with LA. Whereas SLA, LA and ALA serving in the Architectural Services Department, Civil Engineering Department, Highways Department, Lands Department, Planning Department and Territory Development Department are under the grade management of Director of Architectural Services, Director of Housing is the Head of Grade for those working in the Housing Department. The distribution of posts in the LA grade in departments

Encl. 2 is at Enclosure 2.

10. We have consulted the Legislative Council Panel on Planning, Lands and Works on the proposed rationalization of the starting pay for ALA by an Information Note. Members have raised no questions on the proposal.

CIVIL SERVICE BUREAU COMMENTS

11. The Administration has examined the proposal carefully and supports the proposed revision of the starting pay for ALA by two points from MPS 11 to MPS 13, having regard to the revised appointment requirements for the rank and the established pay principles for assistant professional ranks requiring comparable post-qualification experience.

ADVICE OF THE STANDING COMMISSION ON CIVIL SERVICE SALARIES AND CONDITIONS OF SERVICE

12. The Standing Commission on Civil Service Salaries and Conditions of Service has advised that the proposed revision of starting pay for the ALA rank is appropriate.

Works Bureau
June 2001

Enclosure 1 to EC(2001-02)10

Experience Requirements for Appointment to Assistant Ranks of Professional and Related Grades (Group I)

Grade/Rank		Post-graduate Professional Experience (years)	Pay Scale (MPS)
1.	Assistant Assessor	Nil	11-22
2.	Assistant Bank Examiner	Nil	11-22
3.	Assistant Insurance Officer	Nil	11-22
4.	Assistant Landscape Architect	2	11-22
5.	Assistant Valuation Surveyor	2	13-22
6.	Assistant Telecommunication Engineer	2	13-22
7.	Assistant Building Surveyor	2	13-22
8.	Assistant Land Surveyor	2	13-22
9.	Assistant Maintenance Surveyor	2	13-22
10.	Assistant Building Services Engineer	2	13-22
11.	Assistant Electrical and Mechanical Engineer	2	13-22
12.	Assistant Electrical Engineer	2	13-22
13.	Assistant Electronics Engineer	2	13-22
14.	Assistant Mechanical Engineer	2	13-22
15.	Assistant Town Planner	2	13-22
16.	Assistant Architect	2	14-22
17.	Assistant Engineer	3	14-22
18.	Assistant Quantity Surveyor	3	14-22
19.	Assistant Geotechnical Engineer	3	14-22
20.	Assistant Structural Engineer	3	14-22

Enclosure 2 to EC(2001-02)10

**Distribution of Posts in the Landscape Architect Grade
in Departments in 2001-02**

Rank	Department	No. of Posts
Senior Landscape Architect	Architectural Services Department	5
	Territory Development Department	1
	Civil Engineering Department	1
	Highways Department	2
	Planning Department	1
	Lands Department	1
	Housing Department	3
	Sub-total	14
Landscape Architect/ Assistant Landscape Architect	Architectural Services Department	11
	Territory Development Department	6
	Highways Department	8
	Planning Department	4
	Lands Department	2
	Housing Department	15
	Sub-total	46
Total		60