

Implications of the 2006 Starting Salaries survey findings on the subvented organisations in the healthcare sector.

On behalf of the Association of Therapeutic Radiographers, which represents over 90% of radiation therapists (previously called therapeutic radiographers) working in the Hospital Authority, we would like to express our deepest concern regarding the increase of starting salary based on the 2006 Starting Salaries survey findings. There are two major concerns as discussed below.

First, it is unfair in salary adjustment arrangement of the upward revision in starting salary for the serving staff who have joined the Hospital Authority after 2000. For any affected staff whose salary is the same or higher than the revised starting salary, only one pay point will be increased despite the number of years they have served in the Hospital Authority. Their working experience seems to be ignored in the report. It is very discouraging especially for those who had worked hard during the SARS period. In fact, the salary of all affected staff should be increased by their years of experience. It should be calculated in a way that one year of experience equals one pay point.

Second, we strongly urge the government and the Hospital Authority to increase the starting salary of radiation therapist II (entry rank) to a bachelor degree equivalent level. Before 1995, the academic requirement for an entry level radiation therapist II was simply a diploma. Since 1992, all radiation therapists have been trained in the Hong Kong Polytechnic University and have obtained a bachelor degree for the professional registration. Over the past 15 years, all the radiation therapists recruited were degree holders. Our current situation is of no difference with other allied health professionals who have degree level starting salary, such as speech therapists. The survey findings did not consider the change of academic requirements of the radiation therapists. If a job requires bachelor degree as an entry requirement, it should not be paid at diploma salary level.