

## ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

### HEAD 22 – AGRICULTURE, FISHERIES AND CONSERVATION DEPARTMENT

#### Subhead 000 Operational expenses

### HEAD 37 – DEPARTMENT OF HEALTH

#### Subhead 000 Operational expenses

Members are invited to recommend to the Finance  
Committee –

(a) the creation of the following new ranks –

Associate Veterinary Technologist<sup>1</sup> in the  
Veterinary Laboratory Technician grade  
(MPS Points 14 - 24, with an omitted point at  
MPS Point 17) (\$30,235 - \$48,860)

Associate Medical Technologist<sup>2</sup> in the Medical  
Laboratory Technician grade  
(MPS Points 14 - 24, with an omitted point at  
MPS Point 17) (\$30,235 - \$48,860)

Senior Veterinary Technologist in the Veterinary  
Laboratory Technician grade  
(MPS Points 34 - 39) (\$74,515 - \$89,845)

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<sup>1</sup> This is a new entry rank formed by merging the existing Veterinary Laboratory Technician (VLT) II and VLT I ranks.

<sup>2</sup> This is a new entry rank formed by merging the existing Medical Laboratory Technician (MLT) II and MLT I ranks.

- (b) the deletion of the following ranks –

Student Veterinary Laboratory Technician  
(TPS Points 4 - 6) (\$14,935 - \$16,945)/  
Veterinary Laboratory Technician II  
(MPS Points 8 - 21) (\$21,340 - \$42,545) and

Veterinary Laboratory Technician I  
(MPS Points 22 - 28) (\$44,555 - \$58,635) in the  
Veterinary Laboratory Technician grade

Medical Laboratory Technician II  
(MPS Points 8 - 21, with an omitted point at  
MPS Point 12) (\$21,340 - \$42,545) and

Medical Laboratory Technician I  
(MPS Points 22 - 28) (\$44,555 - \$58,635) in the  
Medical Laboratory Technician grade

- (c) the revised pay scales of the Veterinary Technologist rank of the Veterinary Laboratory Technician grade and the Medical Technologist rank of the Medical Laboratory Technician grade (MPS Points 25 - 33A) (\$51,095 - \$74,515); and
- (d) the conversion arrangements for affected serving civil servants in both grades,

with effect from the first day of the month immediately following the month of approval by Finance Committee or 1 June 2021, whichever is later.

## **PROBLEM**

To implement the decisions of the Chief Executive-in-Council (CE-in-Council) on Report No. 61 (the Report) of the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) on the grade structure review (GSR) for the VLT and MLT grades of the Agriculture, Fisheries and Conservation Department (AFCD) and the Department of Health (DH)

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respectively, with a view to tackling the recruitment and retention difficulties in the VLT and MLT grades, we need to make changes to the grade structure of the two grades as well as their pay scales, and put in place appropriate conversion arrangements for the serving staff.

## PROPOSAL

2. We propose, with effect from the first day of the month immediately following the month of approval by Finance Committee or 1 June 2021, whichever is later, to –

- (a) create the following new ranks –
  - (i) Associate Veterinary Technologist (AVT) in the VLT grade (MPS Points 14 - 24, with an omitted point at MPS Point 17);
  - (ii) Associate Medical Technologist (AMT) in the MLT grade (MPS Points 14 - 24, with an omitted point at MPS Point 17); and
  - (iii) Senior Veterinary Technologist (SVT) in the VLT grade (MPS Points 34 - 39);
- (b) delete the following ranks –
  - (i) Student VLT (TPS Points 4 - 6) (\$14,935 - \$16,945)/ VLT II (MPS Points 8 - 21) (\$21,340 - \$42,545) and VLT I (MPS Points 22 - 28) (\$44,555 - \$58,635) in the VLT grade; and
  - (ii) MLT II (MPS Points 8 - 21, with an omitted point at MPS Point 12) (\$21,340 - \$42,545) and MLT I (MPS Points 22 - 28) (\$44,555- \$58,635) in the MLT grade;
- (c) revise the pay scales of the Veterinary Technologist (VT) rank of the VLT grade and the Medical Technologist (MT) rank of the MLT grade from MPS Points 29 - 33 to MPS Points 25 - 33A<sup>3</sup> (\$51,095 - \$74,515);
- (d) apply the normal conversion arrangements to affected serving staff in VLT and MLT grades for the merging of the ranks and pay scale conversion in accordance with the established practice;

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<sup>3</sup> The dollar value of MPS Point 33A is identical to MPS Point 34, but officers remunerated at MPS Point 33A are not entitled to the relevant housing benefits enjoyed by officers remunerated at MPS Point 34.

- (e) make a special conversion arrangement for VLT Is and MLT Is who are on the old minimum pay point (i.e. MPS Point 22) such that their pay will be converted to MPS Point 23; and
- (f) make an exceptional “grandfathering” arrangement for serving VLT IIs/VLT Is and MLT IIs/MLT Is, such that as and when they are promoted to the VT and MT ranks respectively, they will be remunerated at MPS Point 29 instead of Point 25.

## JUSTIFICATION

3. The VLT and MLT grades are Supplementary Medical Professions (SMP) grades under the management of AFCD and DH respectively<sup>4</sup>. Their major responsibilities include conducting routine and specialised laboratory tests and examinations; evaluating, validating and updating new testing protocols and methodologies; carrying out maintenance and calibration of laboratory apparatus; and maintaining the day-to-day operation of laboratories. The specific duties of the two grades are set out in Chapters 3 and 4 of the Report respectively. In terms of grade structure, the VLT grade has three ranks, namely the Student VLT/VLT II<sup>5</sup>, VLT I and VT, while the MLT grade has five ranks, namely the MLT II, MLT I, MT, Senior Medical Technologist (SMT) and Chief Medical Technologist (CMT). The establishment, strength and pay scales of the various ranks of the two grades are at Enclosure 1.

Encl. 1

4. As to entry requirements, both the VLT and MLT grades are classified under Qualification Group (QG)<sup>6</sup> 3 Group II: Diploma Grades. At present, the entry requirement for both grades is the possession of a Diploma in Medical Laboratory Science (or equivalent). Candidates should also be registered under Part II of the Register of the Medical Laboratory Technologists Board of Hong Kong under the Supplementary Medical Professions Ordinance (Cap. 359). The existing entry requirements for the VLT II and MLT II ranks are set out at Enclosure 2.

Encl. 2

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<sup>4</sup> Other than the VLT and MLT grades, the SMP grades also include the Occupational Therapist, Optometrist, Physiotherapist and Radiographer grades.

<sup>5</sup> VLT II rank forms a combined establishment with Student VLT rank, i.e. there is no specific limit on the number of posts in each of their constituent ranks. AFCD has not employed any Student VLT since 2001 and there is no incumbent staff or no intention to create new posts of Student VLT. The deletion of Student VLT rank would therefore have no financial implications.

<sup>6</sup> Basic ranks in the civil service are categorised into 11 QGs, with respective benchmark pay generally set having regard to factors including the entry pay for jobs in the private sector requiring similar educational qualifications and experience (if applicable) as determined with reference to the results shown in the previous Starting Salaries Survey.

## GSR for VLT and MLT Grades

5. In view of the serious recruitment and retention difficulties faced by the VLT grade of AFCD, the Government invited the Standing Commission in June 2018 to conduct a GSR for the grade as well as the MLT grade of DH which has similar job nature and qualification requirements as those of the VLT grade. The Standing Commission accepted the invitation and began the GSR in August 2018. Having considered the proposals and views received, the Standing Commission submitted its findings and recommendations vide the Report on 26 July 2019. The Report is available at <http://www.jsscs.gov.hk/reports/en/61/61.pdf>.

### *Review Findings*

6. The Standing Commission agreed that the VLT grade was facing persistent and serious recruitment and retention difficulties. In the five recruitment exercises for VLT II conducted between 2014 and 2019, AFCD could only identify candidates to fill around 8% to 14% of the vacancies each time. The average vacancy rate of the VLT grade in 2017, 2018 and 2019<sup>7</sup> stood high at 26%. As at 31 March 2019, the vacancy rate of the VLT II rank was as high as 36%. Given the small establishment of the grade and the high vacancy rate, extra workload inevitably had to be shared out by the existing staff which may further aggravate the staff turnover problem. The Standing Commission was also of the view that AFCD had not been able to recruit the younger generation to join the grade. If not properly addressed, this succession problem would be detrimental to the efficient operation of AFCD and adversely affect its role in the protection of public health.

7. As for the MLT grade, the Standing Commission noted that DH did encounter some difficulties in the recruitment for the entry rank of MLT II a few years ago, but the situation has improved in recent years. Given the low vacancy rate of the grade at the time of the GSR<sup>8</sup>, the Standing Commission was of the view that there are no proven persistent recruitment difficulties. Yet the MLT grade had been experiencing slight turnover problems, as evidenced by a higher-than-average resignation rate<sup>9</sup>. If not properly addressed, the turnover problem would deplete the department's training and recruitment resources thus adversely affecting the provision of testing and validation services necessary for the maintenance of public

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<sup>7</sup> As at 31 March in these three years.

<sup>8</sup> As provided in the Report, the average vacancy rate of the MLT grade in the past three years (i.e. as at 31 March of 2017, 2018 and 2019) was 1.16%. Sufficient candidates were identified to fill all vacancies in the recruitment exercise conducted in December 2017.

<sup>9</sup> The average resignation rate of the MLT grade from 2014-15 to 2018-19 was 1.81%, which was higher than the figure for the entire civil service during the same period at 0.69%.

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health in Hong Kong. Moreover, the Standing Commission considered the career progression of the MLT II rank not favourable due to the small establishment of the MLT I rank. On average, it takes an MLT II some 21.2 years to get promoted to MLT I. The Standing Commission acknowledged the need to improve the career development opportunity for the entry rank of MLT II in DH to boost staff morale and keep them in the grade.

8. In so far as job nature is concerned, the Standing Commission considered that, with technological advancement and social changes, the responsibilities and job complexity of both the VLT and MLT grades have increased over the past decades. Nevertheless, there are no fundamental changes in the job nature of the two grades.

*The Standing Commission's Recommendations and CE-in-Council's Decision*

9. The CE-in-Council decided that –
- (a) the recommendations in the Report should be accepted in full, which included –
    - (i) re-classifying the qualification grouping of the VLT and MLT grades from QG 3 Group II: Diploma Grades to QG 3 Group I: Higher Diploma or Associate Degree Grades, and raising their entry requirement to Higher Diploma level to be in line with the QG of the other SMP grades mentioned in paragraph 3 above. Both departmental managements consider that setting the minimum entry qualification at the Higher Diploma level is sufficient for the competent performance of the jobs of the grades concerned;
    - (ii) merging the VLT II and VLT I ranks to form a new entry rank of AVT and merging the MLT II and MLT I ranks to form a new entry rank of AMT. The two new ranks will have the same pay scale at MPS Points 14 - 24 and with an omitted point at MPS Point 17. The Standing Commission was of the view that this revision would make the pay scale of the entry rank of both the VLT and MLT grades more comparable to that of the Medical Laboratory Technologist grade of the Hospital Authority (HA), with a view to addressing the manpower problems of AFCD and DH;
    - (iii) revising the pay scales of the VT and MT ranks from MPS Points 29 - 33 to MPS Points 25 - 33A;

/(iv) .....

- (iv) creating a new promotion rank of SVT with a pay scale of MPS Points 34 - 39;
  - (v) the pay scale of the SMT rank should remain unchanged and the CMT rank should be retained;
  - (vi) the normal conversion arrangements should be adopted for the merging of the ranks and pay scale conversion in accordance with the established practice; and
  - (vii) a special conversion arrangement should be provided for VLT Is and MLT Is who are on the old minimum pay point (i.e. MPS Point 22), such that their pay point will be converted to MPS Point 23; and
- (b) an exceptional “grandfathering” arrangement should be offered to serving VLT IIs/VLT Is and MLT IIs/MLT Is, such that as and when they are promoted to VT and MT ranks respectively, they will be remunerated at MPS Point 29 instead of MPS Point 25.

### **Rank Merger and Creation of New Ranks**

*Creation of new entry rank by merging the current entry rank and the first promotion rank in both grades*

10. The proposed mergers set out in paragraph 9(a)(ii) are expected to help retain VLT IIs and MLT IIs because they can earn increments until they reach the maximum pay point of the two merged ranks, without having to wait for vacancies at the VLT I and MLT I ranks and promotion to those ranks for a salary increase upon promotion. This will provide better career paths for the two grades and improve staff morale.

11. In addition, the proposed pay scale of the new rank could help narrow the existing substantial pay gap between the entry ranks of the two grades and the Medical Laboratory Technologist grade in the HA, and hence addressing the manpower problems in both grades. The proposed omitted point at MPS Point 17 will also provide an incentive for AVTs and AMTs to stay on, as well as maintain or improve the attractiveness of the pay scale of the entry ranks of the two grades, thereby improving their manpower situations.

12. Apart from addressing the manpower problems, the enhancement of the structure of the two grades through merging the two relevant ranks will help enhance the overall operational efficiency of the two grades. Currently, the testing

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duties undertaken by VLT IIs and VLT Is are similar, with the major functional difference being their authority to issue laboratory test reports. After the proposed merger, the new AVT rank will in general take up all existing duties of both VLT II and VLT I ranks<sup>10</sup>. As for the MLT grade, there is no significant job difference between the MLT II and MLT I ranks. Both MLT IIs and MLT Is can be promoted to the MT rank provided that they are registered in Part I of the Register of Medical Laboratory Technologists under SMP Ordinance (Cap. 359) and have at least five years' continuous service in the MLT I or MLT II rank. The work flow will remain unchanged after the proposed merger<sup>11</sup>. Also, this simplified grade structure is indeed mirroring the structure of the comparable grade of Medical Laboratory Technologist in HA.

13. Given the creation of the new entry ranks of the two grades known as AVT and AMT respectively, we will rename the two grades to “Veterinary Laboratory Technologist” and “Medical Laboratory Technologist” accordingly at the same time upon the implementation of the proposals in paragraph 2 above.

*Creation of new promotion rank of SVT for the VLT grade*

14. AFCD is the only provider of government veterinary laboratory testing services in Hong Kong. With technological advancement, it is necessary to create a SVT rank to lead the VLT grade to fully uphold the quality of high-level and multi-faceted veterinary laboratory services. The proposed SVT rank, being the highest rank in the VLT grade, will assume a grade management role. In addition, with the emergence of different public health issues, there will be more laboratory activities associated with the development of Veterinary Laboratory Division in AFCD including the expansion of range of diagnostic service provided and number of tests conducted, setting up of a new veterinary laboratory in the future AFCD Animal Management and Animal Welfare Building Complex in Kai Tak. The new SVT rank will take up a supervisory role in the planning and coordination of all these activities, with specific tasks such as taking the lead in coordinating all preparatory work for the new laboratory, reviewing the laboratory testing protocols and practices and planning for the future development and advancement of the veterinary laboratory services. The proposed pay scale of MPS Points 34 - 39 is modelled on that of comparable ranks of the other SMP grades, including the SMT rank in the MLT grade.

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<sup>10</sup> According to the current policy and practice in AFCD, VLT Is are responsible for overseeing and counterchecking all the results of tests conducted by VLT IIs before the issue of reports (i.e. vertical crosschecking). An AVT in future can cross-check another AVT's report before issue (i.e. horizontal crosschecking), which could enhance work efficiency and is also in line with internationally accepted practice.

<sup>11</sup> The test reports submitted by MLT IIs and MLT Is are currently signed off by MTs or other officers at a higher rank.



15. With better promotion prospect arising from the creation of the new SVT rank, the attractiveness of the grade should be enhanced. This will, in turn, serve to improve the serious and persistent recruitment and retention situation in the VLT grade.

16. The revised grade structure will bring the structures and pay scales of the VLT and MLT grades more consistent with those of most of the other SMP grades (except for the single-rank Optometrist grade), and more similar to that of HA's Medical Laboratory Technologist grade. This will go a long way in helping the two grades in attracting and retaining talent. The outbreak of the COVID-19 since early this year has clearly demonstrated the need to have a stable team of laboratory technicians in the Government.

### **Revision of Pay Scale of Existing Ranks**

17. The proposed adjustment to the pay scale of VT and MT as set out in paragraph 9(a)(iii) above will align it with the pay scale of comparable ranks in the other SMP grades. The additional pay point at MPS Point 33A is proposed in recognition of the increase in responsibility and a higher level of expertise required of the VT and MT ranks in recent years. For example, VTs play an essential role in leading VLT Is and VLT IIs and providing them with advice on the test development, quality management programmes and overall operation of relevant laboratories, while MTs have to oversee the implementation of new and advanced technology in conducting laboratory tests and examinations, which includes providing relevant training to medical laboratory personnel, evaluating the testing results and preparing reports.

### **Conversion and "Grandfathering" Arrangements**

18. The primary objective of conducting a GSR for a civil service grade with recruitment and/or retention difficulties is to identify possible improvements to make its grade and/or salary structure more attractive to prospective candidates and serving officers. Whenever a GSR recommends any change to the grade and/or salary structure necessitating pay conversion for serving officers, the overriding principle is that no serving officer should become "worse-off", i.e. receiving less pay on conversion to the new scale.

19. In this regard, the normal conversion arrangement is proposed as set out in paragraph 9(a)(vi) above, which is a common feature of GSR when pay conversion of serving staff is involved. Specifically, for substantive VLT Is/MLT Is when the recommendations are implemented, they will be given a continuing option to retain his/her old scale on a personal basis until such time as

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it is to his/her advantage to transfer irrevocably to the new scale. We also propose making a special conversion arrangement for VLT Is and MLT Is who are on the old minimum (i.e. MPS Point 22) irrespective of whether they opt to convert to the new scale, such that their pay point will be converted to MPS Point 23. This is to ensure that the newly promoted VLT Is/MLT Is will not be worse off when compared with senior VLT IIs/MLT IIs who get an incremental jump from MPS Point 21 to MPS Point 23<sup>12</sup> upon normal conversion. An illustration of the conversion arrangements including the special conversion arrangement for the ranks concerned in both grades are at Enclosure 3.

Encl. 3

20. In addition, to ensure no serving staff would be worse off, we propose an exceptional “grandfathering” arrangement to serving VLT IIs/VLT Is and MLT IIs/MLT Is such that as and when they are promoted to VT and MT ranks respectively, they will be remunerated at MPS Point 29 (i.e. the existing instead of the new minimum pay point of the MT rank at MPS Point 25).

### **ALTERNATIVES CONSIDERED**

21. We have critically explored measures to address the recruitment and retention difficulties faced by the VLT grade and the turnover problem by the MLT grade. Given the relatively less attractive pay for both the VLT and MLT grades when compared with the counterparts in HA, and the keen competition for manpower in the private market, there is no alternative but to improve the grade structure and remuneration for the two grades.

### **FINANCIAL IMPLICATIONS**

22. The financial implications will be around \$2.78 million and \$6.84 million per year<sup>13</sup> which include the adoption of the conversion arrangements for the adjustment to the pay scales of the VLT and MLT grades respectively, in the form of additional payroll cost to the civil service per year; and the creation of additional posts<sup>14</sup> to strengthen the manpower of the VLT grade and the career prospect of the two grades.

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<sup>12</sup> Under normal conversion arrangements, when both the minimum and the maximum of the scale are raised and the revised scale has a maximum (i.e. MPS Point 24 for the merged AVT/AMT rank) which is two or more points higher than the old maximum (i.e. MPS Point 21 for the current VLT II/MLT II rank), a civil servant who has served for one or more years on the old maximum should convert to two points above his existing pay point (i.e. MPS Point 23 upon normal conversion).

<sup>13</sup> This estimate has not included the increase in pension payments and allowances pegged with monthly salary.

<sup>14</sup> The annual additional cost for the VLT grade includes the provision for two new permanent SVT posts.

23. Subject to the Legislative Council (LegCo)'s approval, AFCD and DH will reflect the resources required in the 2021-22 Estimates and that of subsequent years.

## **PUBLIC CONSULTATION**

24. We consulted the LegCo Panel on Public Service on 4 November 2019<sup>15</sup>. Members present supported in principle the Standing Commission's recommendations.

25. During the entire GSR process, we have maintained close contact with the staff side of the VLT and MLT grades.

26. After the Standing Commission published the Report in July 2019, majority of the VLT grade members considered that the Standing Commission's recommendations would have a significant and positive impact on the recruitment and retention of the VLT grade and generally supported the recommendations. They also hoped that the recommendations could be implemented as soon as possible.

27. The staff side of the MLT grade expressed after the release of the Report their objection against the proposed merger of the MLT II and MLT I ranks to form a new AMT rank. They argued that (i) many experienced serving MLT IIs and acting MLT Is would suffer significant loss in their "lifetime earnings" due to the "compressed" pay scale of the new AMT rank and the lowering of the minimum pay point of the MT rank from the current MPS Point 29 to Point 25; and (ii) 44 MLT I posts under the existing establishment would be subsumed into the new AMT rank under the proposed rank merger thereby seriously jeopardising the promotion prospect of serving MLT IIs.

28. DH management considers that the above staff side's concerns could be addressed by the "grandfathering" arrangement mentioned in paragraph 9(b) above. The staff side of the MLT grade have been sounded out on the "grandfathering" arrangement and they are agreeable.

## **/BACKGROUND .....**

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<sup>15</sup> Members of the LegCo Panel on Food Safety and Environmental Hygiene, Panel on Health Services and all other LegCo members were also invited to join the meeting.



## BACKGROUND

29. In view of the serious recruitment and retention difficulties faced by the VLT grade of AFCD, the Government invited the Standing Commission to conduct a GSR for the grade as well as the MLT grade of DH which has similar job nature and qualification requirement as those of the VLT grade. The Standing Commission submitted its report to the Chief Executive on 26 July 2019. The CE-in-Council decided on the recommendations with regard to the GSR at its meeting held on 22 September 2020.

## ESTABLISHMENT CHANGES

30. The establishment changes in AFCD and DH for the past two years are as follows –

Establishment (Note)	Number of Posts					
	VLT grade			MLT grade		
	Existing (as at 1 April 2020)	As at 1 April 2019	As at 1 April 2018	Existing (as at 1 April 2020)	As at 1 April 2019	As at 1 April 2018
A	-	-	-	-	-	-
B	-	-	-	19	19	19
C	46	46	46	242	242	240
<b>Total</b>	<b>46</b>	<b>46</b>	<b>46</b>	<b>261</b>	<b>261</b>	<b>259</b>

Note:

A – ranks in the directorate pay scale or equivalent

B – non-directorate ranks, the maximum pay point of which is above MPS point 33 or equivalent

C – non-directorate ranks, the maximum pay point of which is at or below MPS point 33 or equivalent

## CIVIL SERVICE BUREAU COMMENTS

31. The Civil Service Bureau supports the proposed creation of the new AVT and SVT ranks in the VLT grade and the new AMT rank in the MLT grade as well as the proposed deletion of the Student VLT/VLT II and VLT I ranks in the VLT grade and the MLT II and MLT I ranks in the MLT grade. It also supports the pay scales of the proposed new ranks and the revised pay scales of the VT rank of the VLT grade and the MT rank of the MLT grade; the adoption of the conversion arrangements for affected serving civil servants in both grades; and the exceptional “grandfathering” arrangement for serving VLT IIs/VLT Is and MLT II/MLT Is. The proposed ranking and pay scales are considered appropriate having regard to the level and scope of the responsibilities required.

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**ADVICE OF THE STANDING COMMITTEE ON CIVIL SERVICE  
SALARIES AND CONDITIONS OF SERVICE**

32. The proposals follow the recommendations of the Standing Commission.

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Food and Health Bureau  
November 2020



**Establishment, Strength and Pay Scales  
of the Veterinary Laboratory Technician (VLT) and Medical Laboratory  
Technician (MLT) Grades**

**VLT Grade**

Rank	MPS	Establishment (as at 30.6.2020)	Strength (as at 30.6.2020)
Veterinary Technologist (VT)	Points 29 - 33	9 <sup>1</sup>	9 <sup>1</sup>
VLT I	Points 22 - 28	13	10
VLT II	Points 8 - 21	25	18
<b>Total:</b>		<b>47</b>	<b>37</b>

**MLT Grade**

Rank	MPS	Establishment (as at 30.6.2020)	Strength (as at 30.6.2020)
Chief Medical Technologist (CMT)	Points 40 - 44	1	1
Senior Medical Technologist (SMT)	Points 34 - 39	18	12
Medical Technologist (MT)	Points 29 - 33	95	91
MLT I	Points 22 - 28	44	44
MLT II	Points 8 - 21 (omitted point at Point 12)	103	114 <sup>2</sup>
<b>Total:</b>		<b>261</b>	<b>262<sup>3</sup></b>

<sup>1</sup> Including one VT who was posted to the Leisure and Cultural Services Department.

<sup>2</sup> For the determination of the “Strength” of a rank, only substantive officers of that rank are taken into account while officers from a lower rank acting in that rank are excluded. The same principle has been adopted in the presentation of the two tables above.

<sup>3</sup> Including one SMT who is on pre-retirement leave until 30.11.2020.

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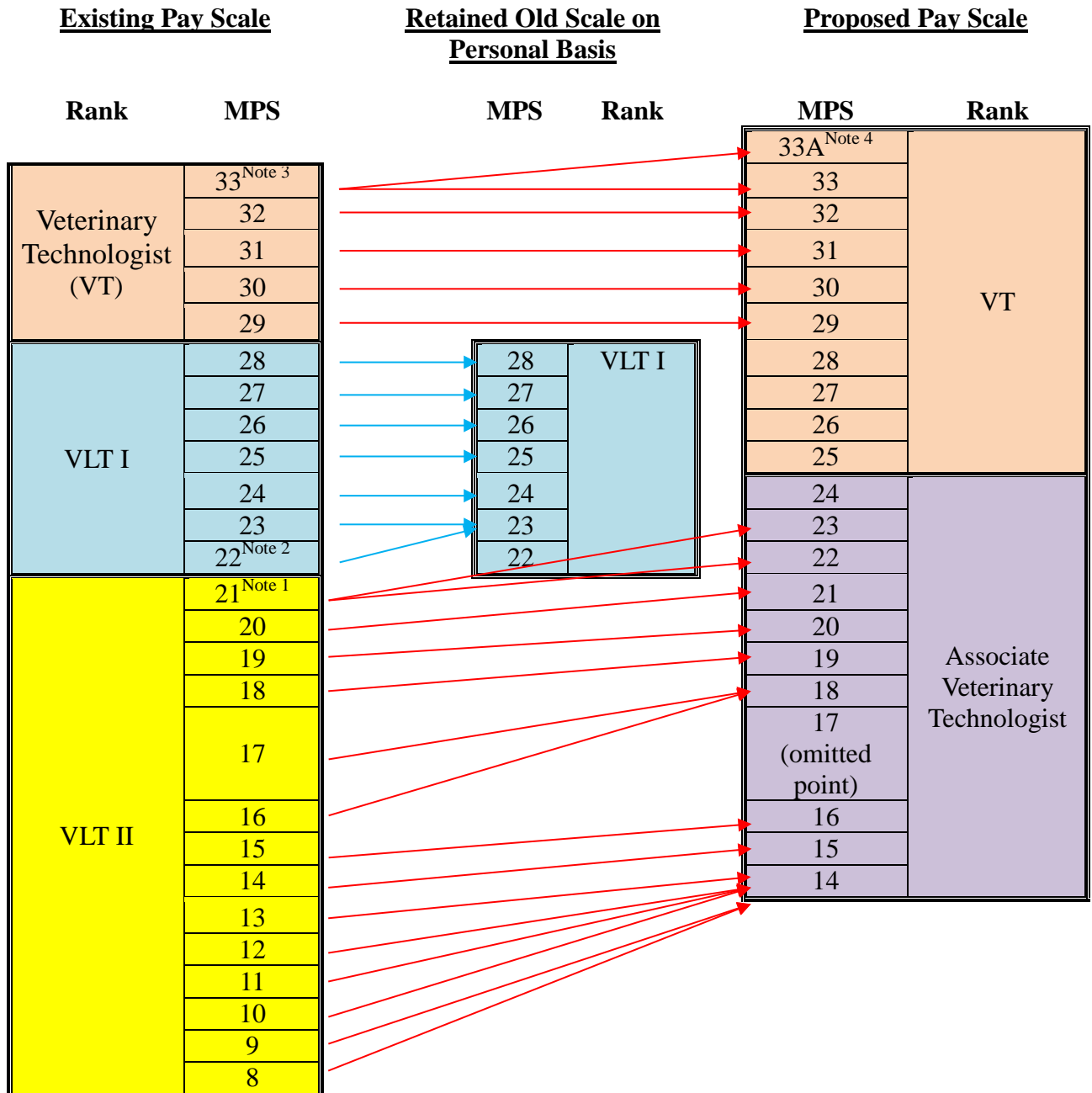
**Existing Entry Requirements for  
the Veterinary Laboratory Technician (VLT) II and Medical Laboratory  
Technician (MLT) II Ranks**



*(Extracted from Report No. 61 of the Standing Commission on  
“GSR for VLT and MLT Grades”)*

<b>VLT II rank</b>
Entry requirements –
(a) have a Diploma in Medical Laboratory Science (MLS) of the Hong Kong Polytechnic/Polytechnic University or equivalent;
(b) be registered under Part II of the Register of the Medical Laboratory Technologists Board (MLTB) of Hong Kong; and
(c) have met the language proficiency requirements of Level 2 or above in Chinese Language and English Language in the Hong Kong Diploma of Secondary Education Examination (HKDSEE) or Hong Kong Certificate of Education Examination (HKCEE) or equivalent.
<b>MLT II rank</b>
Entry requirements –
(a) have a Diploma in MLS from an institute recognised by the MLTB of Hong Kong, or equivalent;
(b) have registered in Hong Kong as a Medical Laboratory Technologist in Part II of the Register of Medical Laboratory Technologists under the Supplementary Medical Professions Ordinance (Cap. 359);
(c) have a valid Practising Certificate issued by the MLTB of Hong Kong; and
(d) have met the language proficiency requirements of Level 2 or above in Chinese Language and English Language in the HKDSEE or the HKCEE, or equivalent.

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**Proposed Conversion Arrangements for  
the Ranks Concerned of the Veterinary Laboratory Technician (VLT) Grade**



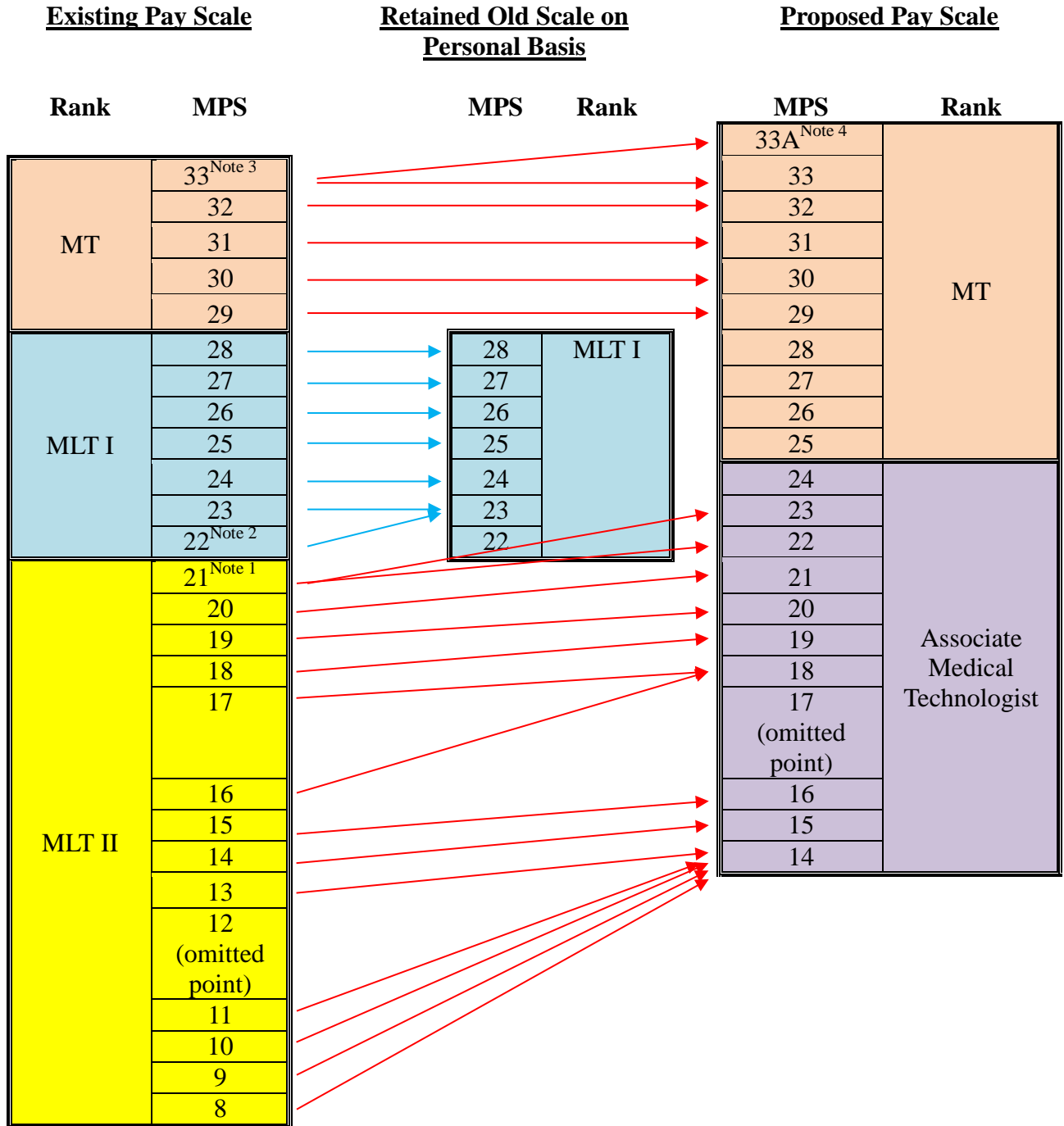
-  Normal conversion arrangement
-  Personal pay scale

/Note 1 .....

- Note 1 Where the revised scale has a maximum which is two or more points higher than the old maximum, a civil servant who has served for one or more years on the old maximum should convert to two points above his existing pay point.
- Note 2 It is proposed that an additional point be provided to MLT Is who are on the old minimum (MPS Point 22) irrespective of whether they opt to the new scale to ensure that the newly promoted MLT Is will not be worse off when compared with the senior MLT IIs who, after having served for one or more years on the old maximum, get an incremental jump from MPS Point 21 to Point 23 in accordance with the normal conversion as described in Note 1 above after the proposed rank merger. It is proposed that the same arrangement be applied to VLT Is as well.
- Note 3 When the minimum of the scale is lowered and the maximum is raised, (a) where a civil servant's pay is less than the maximum of the old scale or where he has served on the old maximum for less than one year, he should convert to the same numbered point on the revised scale; (b) where a civil servant has served for one or more years on the maximum of the old scale he should convert to the next higher numbered point on the revised scale.
- Note 4 The dollar value of MPS Point 33A is equivalent to MPS Point 34 but without housing benefit entitlement enjoyed by officers remunerated at MPS Point 34.

**/Proposed .....**

**Proposed Conversion Arrangements for the Ranks Concerned of the MLT Grade**



- Normal conversion arrangement
- Personal pay scale

/Note 1 .....

- Note 1      Where the revised scale has a maximum which is two or more points higher than the old maximum, a civil servant who has served for one or more years on the old maximum should convert to two points above his existing pay point.
- Note 2      It is proposed that an additional point be provided to Medical Laboratory Technician (MLT) Is who are on the old minimum (MPS Point 22) irrespective of whether they opt to the new scale to ensure that the newly promoted MLT Is will not be worse off when compared with the senior MLT IIs who, after having served for one or more years on the old maximum, get an incremental jump from MPS Point 21 to Point 23 in accordance with the normal conversion as described in Note 1 above after the proposed rank merger.
- Note 3      When the minimum of the scale is lowered and the maximum is raised, (a) where a civil servant's pay is less than the maximum of the old scale or where he has served on the old maximum for less than one year he should convert to the same numbered point on the revised scale; (b) where a civil servant has served for one or more years on the maximum of the old scale he should convert to the next higher numbered point on the revised scale.
- Note 4      The dollar value of MPS Point 33A is equivalent to MPS Point 34 but without housing benefit entitlement enjoyed by officers remunerated at MPS Point 34.

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