

ITEM FOR FINANCE COMMITTEE

RECOMMENDATION OF THE ESTABLISHMENT SUBCOMMITTEE

Encl. At the Enclosure is a summary of the recommendation of the Establishment Subcommittee (ESC).

2. Agenda item EC(2020-21)7 was recommended by ESC at its meeting on 25 November 2020 to the Finance Committee for approval. The relevant paper considered by the ESC has previously been forwarded to all Members and is therefore not enclosed.

3. Members are invited to approve the ESC recommendation.

4. The up-to-date position of the establishment of directorate posts in the civil service is as follows –

	Permanent	Supernumerary	Total
Position including posts approved by Members as at 20 November 2020	1 677	54	1 731 (Note)
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Total	1 677	54	1 731

Note – Exclusive of 17 permanent posts in Independent Commission Against Corruption.

**Summary of the Recommendation of the Establishment Subcommittee
made at its meeting on 25 November 2020**

EC Item No.	Head of Expenditure	Recommendation
EC(2020-21)7	HEAD 22 – AGRICULTURE, FISHERIES AND CONSERVATION DEPARTMENT HEAD 37 – DEPARTMENT OF HEALTH	<p>To recommend to Finance Committee the following proposals in the Agriculture, Fisheries and Conservation Department and the Department of Health 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 tackle the recruitment and retention difficulties in the Veterinary Laboratory Technician (VLT) and Medical Laboratory Technician (MLT) grades –</p> <p>(a) the creation of the following new ranks –</p> <p>Associate Veterinary Technologist in the VLT grade (MPS Points 14 - 24, with an omitted point at MPS Point 17) (\$30,235 - \$48,860)</p> <p>Associate Medical Technologist in the MLT grade (MPS Points 14 - 24, with an omitted point at MPS Point 17) (\$30,235 - \$48,860)</p> <p>Senior Veterinary Technologist in the VLT grade (MPS Points 34 - 39) (\$74,515 - \$89,845)</p> <p>(b) the deletion of the following ranks –</p> <p>Student VLT (TPS Points 4 - 6) (\$14,935 - \$16,945) / VLT II (MPS Points 8 - 21) (\$21,340 - \$42,545)</p> <p>VLT I (MPS Points 22 - 28) (\$44,555 - \$58,635)</p> <p>MLT II (MPS Points 8 - 21, with an omitted point at MPS Point 12) (\$21,340 - \$42,545)</p>

EC Item No.	Head of Expenditure	Recommendation
EC(2020-21)7 (Cont'd)		MLT I (MPS Points 22 - 28) (\$44,555 - \$58,635)
		(c) the revision of pay scales of the Veterinary Technologist rank of the VLT grade and the Medical Technologist rank of the MLT grade (MPS Points 25 - 33A) (\$51,095 - \$74,515); and
		(d) the conversion arrangements for affected serving civil servants in both grades
