

**BRIEF FOR THE LEGISLATIVE COUNCIL  
THE STARTING SALARIES REVIEW**

**INTRODUCTION**

At the meeting of the Executive Council on 14 December 1999, the Council ADVISED and the Chief Executive ORDERED that -

- a) the recommendations of the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) on the new benchmarks and starting salaries should be accepted;
- b) except for the starting salaries for officer rank of the Independent Commission Against Corruption (ICAC), the recommendations of the Standing Committee on Disciplined Services Salaries and Conditions of Service (Standing Committee) on how the results of the review of starting salaries should be applied to the disciplined services grades should be accepted;
- c) the Administration's recommendation on the revised starting salaries for the officer rank of ICAC should be accepted;
- d) the Administration's recommendations on arrangement for serving teachers, serving assistant/student/training ranks and serving Assistant Commission Against Corruption Officers should be accepted;
- e) the proposed pay model should be accepted;
- f) the new benchmarks and starting salaries and the pay model should apply to recruits and serving staff on in-service transfer;
- g) the recommendations of the Standing Committee on Judicial Salaries and Conditions of Service that the pay level including the entry pay for all grades of Judges and Judicial Officers should remain unchanged should be accepted; and

- h) the Administration's position on follow up reviews should be accepted.

## **BACKGROUND AND ARGUMENT**

### **A. Standing Commission and Standing Committee's Recommendations**

2 The Standing Commission's recommendations on the new benchmarks for the Qualification Groups (QG) and the new starting salaries for individual grades are set out in **Annex A** and **Annex B**. The Standing Committee's recommended approach to adjust the starting salaries for the disciplined grades and the revised starting salaries of individual grades are set out at **Annex C** and **Annex D**. The major features of the new pay model are at **Annex E**. The new benchmarks and pay model will apply to recruits and serving staff on in-service transfer.

### **B. Feedback From Staff Councils And Department/Grade Management**

3. We have conducted a series of meetings with staff and management to listen to their views on the proposals. We have received over 150 written submissions from civil service unions and department/grade management during the consultation period.

4. Both staff and management have remarked on the fact that the Standing Commission's review was conducted at a time when Hong Kong's economy was at its worst. The broad-banding Education Qualification Method which disregards job factors has also been criticised by the staff as they feel that the job factors unique to the civil service and individual grades have been ignored. They are very concerned that different starting salaries would result in a split in the civil service. There are also concerns from staff and management that some grades may face recruitment difficulties with the entry pay lowered. Some grade-specific issues have also been raised during the consultation period.

5. Comments received from the disciplined services are generally positive. Apart from the issue of pay parity between the rank and file of the disciplined grades and the Assistant Hawker Control Officer, they basically have no difficulties with Standing Committee's approach/recommendation to adjust their starting salaries and the resultant entry pay for the disciplined services. Some did make the point that given the increase in the standards of qualification held by recruits in recent years, Degree, instead of Matriculation, should be used as the reference point for setting the entry pay for officer grades. Some department-specific points were also raised.

6. Some staff in civilian grades have expressed objection to the Standing Committee's recommendations, which have resulted in a smaller entry pay reduction for the disciplined services and thus widen the gap between the disciplined services and civilian grades. They consider that the Administration has not been consistent in the treatment proposed for the civilians and the disciplined services by recognising the "special factors" and "job factors" of the latter only. We have explained to them that the approach adopted by the Standing Committee to preserve the portion of pay pertaining to job factors for the disciplined services is in line with the approach the Standing Commission adopted for the civilian grades - where job factors pertaining to all grades were taken as given assumptions.

### **C. Administration's Recommendations**

#### **(a) STARTING SALARIES REVIEW**

##### *Starting Salaries*

7. We accept the new benchmarks and starting salaries recommended by the Standing Commission and the Standing Committee (except for the starting salaries for Degree entrants officer rank of ICAC). The Administration's recommendation is at **Annex D**.

##### *Request for Individual Grade Reviews - Teaching Grades*

8. The review on starting salaries is not a review of the job factors of each and every grade, nor the groupings in each QG. Any request for a grade review will have to be considered separately on a case-by-case basis and the advice of Standing Commission and Standing Committee sought in accordance with the established practice. The non-Police disciplined services have reiterated their previous requests for pay reviews but generally accepted that these reviews have to be dealt with as separate from the current review on starting salaries and should be done in slower time.

9. There are, however, two grade specific issues which need to be resolved in the current Review. The first is whether we should pitch the starting salaries of graduate teachers and non-graduate teachers at the same point, i.e. MPS 12, the Standing Commission's recommended benchmarks. We do not consider having the same starting salaries for graduate teachers and non-graduate teachers is a problem as such. We accept the Standing Commission's recommendations.

10. The second, equally controversial issue, is whether serving teachers in the government and aided sectors should be treated as an homogeneous group as far as salaries are concerned. Given the Government policy to actively encourage the movement of teachers between schools, there are policy reasons not to make teachers worse off when they transfer between schools and not to draw a distinction among transfer between schools, be they aided schools or government schools. We will therefore allow teachers in the three teaching grades<sup>1</sup> on transfer between schools in the aided sector and the government sector to be subject to the same salary on transfer arrangements as civil servants i.e. they will be able to carry their current salary on transfer and will not be worse off in terms of pay. The same treatment will apply to government teachers employed on non civil service contract terms. We have considered whether any other groups justify similar treatment but can identify no directly comparable situations. The above exception will not therefore be extended to any other group.

### ***Assistant/Student/Training Ranks***

11. For most of the grades under the Professional and Related Grades (QG 11 and 12), there is an assistant rank (e.g. Assistant Architect) below the operational benchmark/entry rank (e.g. Architect). Similarly, there are a number of student/training ranks (e.g. Student Statistical Officer) in the Civil Service. Applying the results of the Review will mean these assistant/student/training officers will, on promotion to the operational benchmark ranks, be offered the new lower starting salaries.

12. As these officers are for all intent and purposes equivalent to serving officers, we will exceptionally allow the 1 500 serving assistant/student/training officers to enter the pay scale of the operational rank at the existing minimum salary point of the rank (or a salary under the prevailing salary on promotion rules if higher) when they are eventually promoted. They will also be subject to the existing maximum point of the assistant rank pay scale. Similarly, in ICAC, we will allow exceptional treatment for some 380 serving Assistant Commission Against Corruption Officers (ACACO) such that they be remunerated on the existing starting salaries when they are promoted to the Commission Against Corruption Officer (Middle/Lower)(CACO). We will make clear that this arrangement will not apply to recruits to the assistant/student/training/ACACO ranks who join after implementation of the revised benchmarks and salary scales. They will be subject to the pay scales

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<sup>1</sup> The three teaching grades are Education Officer, Primary School Master/Mistress and Certificated Master/Mistress in ED.

prevailing in the officer's year of promotion to the operational rank/CACO rank rather than the year of entry to the assistant/student/training/ACACO ranks, and to the prevailing salary on promotion rules.

### ***Hawker Control Officer Grade***

13. The management and staff of the disciplined services have protested that there is no reason why the starting salary of their rank and file should be reduced if that of the Assistant Hawker Control Officers is not. The benchmark of the Hawker Control grade is set having regard to the benchmark of Technician Related Grades. The latter remains the same according to the results of the pay survey conducted by the Standing Commission. The Hawker Control Officer grade, being a civilian grade, and the disciplined services are two distinct groups of officers and it is inappropriate to establish relativity between the two groups.

### **(b) NEW PAY MODEL**

#### ***Delinking of Benchmark from the Annual Pay Trend Survey***

14. We accept the Standing Commission's recommendation to delink the benchmarks from the annual pay trend adjustment as one of the features of the new pay model (**Annex E**). We will implement the delinking of the starting salaries, i.e. the entry point, to the civilians and disciplined services at the same time as we implement the new benchmarks and starting salaries.

15. We will also adopt the other new features of the pay model.

### **(c) ANNUAL UPDATING/BENCHMARK REVIEW MECHANISM**

16. On the future review mechanism, there is a general consensus among both staff and management that there should be more frequent reviews on entry pay to ensure that it is not too far out of step with the private sector. However, the Staff Sides are concerned that an annual updating/review on salary would affect the stability of the civil service and might also cause administrative difficulties for the Government. On the benchmark review, the Staff Sides have only made general comments as we have yet to discuss the details with them.

17. We support the Standing Commission's proposal to conduct benchmark reviews every 3 to 4 years to ensure the benchmark are kept in line with private sector pay in future, with an annual updating in the interim to ascertain the continuing broad comparability of civil service entry salaries with the private sector pay and to provide a trigger for the formal review at 3 or 4 year

intervals. We envisage that adjustments would most probably be made only following the formal benchmark review. We will develop our proposals on the benchmark review mechanism (e.g. the mechanism to ensure that incumbents would not be worse off than new comers should the benchmark pay go up) and discuss with staff and management during the second stage of the Review.

**(d) APPLICATION OF NEW BENCHMARKS AND PAY MODEL**

18. We will apply the new benchmarks and pay model to recruits and serving staff on in-service transfer. However, we will simplify the salary on transfer arrangement such that most officers on transfer to another grade, except those who transfer to a more junior grade, will get at least the minimum pay of the new grade or their existing pay, plus possibly one increment. For those who are able to carry their serving salary on transfer will generally be provided with the same level of fringe benefits.

**D. Follow-Up Reviews**

19. Arising from the Review, the Standing Commission has identified a number of issues for further examination, which includes the review of civil service pay beyond entry level, the present qualification groupings, the established internal relativities between QGs, the recruitment and retention factors pertaining to some grades and whether private sector pay data at the third quartile level should continue to be used as reference in setting civil service benchmarks.

20. We will implement the reduction in starting salaries and the new pay model for recruits as soon as possible.

21. As regards other issues -

- a) we have already followed up with Standing Commission on the recommendation to simplify the present QG groupings and doing away with those groups that consistently have no comparisons with the private sector;
- b) we will continue to review the rationale and justification for the established internal relativities between the QGs;

- c) we will revisit the need to conduct a review on the special job factors on recruitment and retention difficulties of particular grades after we have lifted the recruitment freeze; and
- d) given the need to set civil service remuneration at sufficiently attractive levels in order to attract officers of good calibre, we will continue to compare civil service pay with the third quartile pay level of the larger and more established companies in the private sector.

### **E. Implications on the Judiciary Starting Salaries**

22. The Standing Committee on Judicial Salaries and Conditions of Service (SCJS) has accepted the Judiciary Administrator's proposal that the pay level including the entry pay for all grades of Judges and Judicial Officers should remain unchanged. We accept SCJS's recommendations.

### **G. Timetable**

23. We plan to seek the Finance Committee of the Legislative Council's approval for the revised pay scales in February 2000. We aim to implement the new starting salaries and the new pay model on 1 April 2000.

## **FINANCIAL AND STAFFING IMPLICATIONS**

24. Based on an average of about 5 500 and 2 400 recruits to the civilian and disciplined grades respectively annually (as experienced in the three years 1996-97 to 1998-99 prior to the freeze from 1 April 1999), we estimate that we will achieve \$185 million in savings per annum on a cumulative basis when staff remunerated at lower starting salaries are recruited to fill vacancies arising from wastage and growth. In practice, we expect savings to be considerably smaller in the next few years as we are anticipating lower wastage rates and much smaller or even negative growth in civil service establishment with the implementation of the Enhanced Productivity Programme and other initiatives. The reduction in starting salaries will bring about similar financial benefits in the subvented sector, estimated at less than 0.3% of total payroll or about \$150 million each year on a cumulative basis until all serving staff at the entry rank are replaced through natural wastage. We have already advised subvented organisations the impact of the Starting Salaries Review on them and will put in place appropriate arrangements, through negotiations with the organisations where appropriate, to reflect the lower level of subvention. In so doing, we will reassure the organisations concerned that while appointments in the subvented sector are

matters between the respective subvented bodies as employers and their employees, we will provide sufficient funding for them to meet their obligations to existing staff who, like their civil service counterparts, need not be affected by the review.

## **ECONOMIC IMPLICATIONS**

25. Civil service salaries should be broadly comparable with those in the private sector, and should also be regarded as fair both by civil servants and by the public which they serve. The results of the starting salaries survey show that the pay offered for recruits by employers in the private sector are generally lower than those offered in the civil service. Suitable downward adjustment to the civil service starting salaries will merely render closer parity with private sector entry pay. As such, it is a move to follow, not lead, the market. Besides, the review is focused only on starting pay for the basic ranks. As to the effect on the overall labour market, given that the move pertains only to starting pay for the basic ranks, its actual significance should not be taken out of proportion.

## **PUBLICITY**

26. A press release was issued in the afternoon of 14 December 1999. A spokesman will handle media enquiries.

## **SUBJECT OFFICER**

27. Enquiries concerning this brief should be addressed to Cecilia Yen, Principal Assistant Secretary for the Civil Service (Special Duties) (Tel : 2810 3113).

Civil Service Bureau  
December 1999



**BRIEF FOR THE LEGISLATIVE COUNCIL  
THE STARTING SALARIES REVIEW**

**ANNEXES**

- A Existing and Proposed Benchmarks under the Starting Salaries Review (Civilian Grades)
- B New Starting Salaries for Individual Grades (Civilian Grades)
- C Standing Committee on Disciplined Services Salaries and Conditions of Service – Implications for the Disciplined Services
- D Proposed Starting Salaries for Disciplined Services
- E Features of New Pay Model

**Annex A**

**Existing and Proposed Benchmarks under the Starting Salaries Review**

<b>QG</b>	<b>Qualification Groups</b>	<b>Examples of Grades</b>	<b>Existing Benchmark</b>	<b>Proposed Benchmark</b>	<b>Reduction</b>
1	Grades not requiring a full School Certificate	Bailiff's Assistant, Clerical Assistant, Data Processor, Postman, Telephone Operator, Typist, Water Sampler	MPS 1 (\$8,625)	MPS 0 (\$8,125)	-1 point (-5.8%)
2	School Certificate Grades Group I	Calligraphist, Clerical Officer, Land Inspector, Personal Secretary, Supplies Supervisor, Welfare Worker	MPS 3 (\$9,785)	MPS 2 (\$9,180)	-1 point (-6.2%)
3	Group II	Confidential Assistant, Labour Inspector, Tax Inspector, Trade Controls Officer	N/A	Starting salaries to be determined having regard to internal relativity with QG2 ( <i>School Certificate Grades Group I</i> )	
4	Higher Diploma, Diploma and Related Grades Group I	Dental Therapist, Health Inspector, Occupational Therapist, Radiographer, Registered Nurse	MPS 13 (\$18,140)	MPS 11 (\$16,095)	-2 points (-11.3%)

<b>QG</b>	<b>Qualification Groups</b>	<b>Examples of Grades</b>	<b>Existing Benchmark</b>	<b>Proposed Benchmark</b>	<b>Reduction</b>
5	Group II	Aeronautical Communications Officer, Audiology Technician, Dispenser, Explosives Officer, Laboratory Technician, Printing Officer, Social Work Assistant, Statistical Officer	MPS 10 (\$15,160)	MPS 6 (\$11,820)	-4 points (-22.0%)
6	Group III	Computer Operator, Dental Hygienist, Enrolled Nurse, Midwife	MPS 7 (\$12,595)	MPS 3 (\$9,785)	-4 points (-22.3%)
7	Technical Inspectorate and Related Grades	Air-Conditioning Inspector, Building Supervisor, Clerk of Works, Electronics Inspector, Force Armourer, Marine Controller, Motor Vehicle Examiner	MPS 13 (\$18,140)	MPS 11 (\$16,095)	-2 points (-11.3%)
8	Technician, Supervisory and Related Grades Group I	Amenities Assistant, Armourer, Butcher, Foreman, Launch Master, Mortuary Technician, Printing Technician, Sailor	MPS 6 (\$11,820)	MPS 6 (\$11,820)	- -
9	Group II	Artisan, Cook, Darkroom Technician, Domestic Servant, Leading Sewerman, Motor Driver	MPS 6 (\$11,820)	MPS 5 (\$11,115)	-1 point (-6.0%)
10	Matriculation Grades	Amenities Officer, Assistant Registrar, Court Prosecutor, Housing Manager, Judicial Clerk, Land Executive, Liaison Officer, Social Security Officer	MPS 10 (\$15,160)	MPS 4 (\$10,420)	-6 points (-31.3%)

<b>QG</b>	<b>Qualification Groups</b>	<b>Examples of Grades</b>	<b>Existing Benchmark</b>	<b>Proposed Benchmark</b>	<b>Reduction</b>
11	Professional and Related Grades Group I	Architect, Assessor, Auditor, Building Surveyor, Dental Officer, Electrical Engineer, Insurance Officer, Medical and Health Officer, Solicitor	MPS 27 (\$35,285)	MPS 22 (\$28,075)	-5 points (-20.4%)
12	Group II	Administrative Officer, Agricultural Officer, Cartographer, Chemist, Economist, Forestry Officer, Pharmacist, Physicist	MPS 27 (\$35,285)	MPS 22 (\$28,075)	-5 points (-20.4%)
13	Degree and Related Grades	Accounting Officer, Chinese Language Officer, Executive Officer, Hospital Administrator, Labour Officer, Librarian, Social Work Officer, Trade Officer	MPS 16 (\$21,010)	MPS 11 (\$16,095)	-5 points (-23.4%)
14	Model Scale 1 Grades	Workman II, Car Park Attendant II, Ganger, Lift Operator, Ward Attendant	MOD1 (\$9,785)	MOD0 (\$8,615)	-1 point (-12.0%)
15	Education Grades	Certificated Master/Mistress, Education Officer, Inspector (Graduate), Primary School Master/Mistress	N/A	Starting salaries to be determined having regard to established relativity with QG 4 and QG 13	N/A

QG	Qualification Groups	Examples of Grades	Existing Benchmark	Proposed Benchmark	Reduction
16	Other Grades	Air Traffic Control Officer, Chauffeur, Chef, Driving Examiner, Domestic Staff, Legal Aid Assistant, Photographer, Proof Reader, Protocol Officer, Traffic Warden	N/A	Starting salaries to be determined by reference to (a) traditional relativities with other QGs and (b) where such relativities are not available, the relevant educational attainment stipulated in the appointment requirements	N/A

## Annex B

### ***QGI - GRADES NOT REQUIRING A FULL SCHOOL CERTIFICATE***

Existing Benchmark : MPS 1 (\$8,625)

Proposed Benchmark : MPS 0 (\$8,125)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
Bailiff's Assistant	Bailiff's Assistant	MPS 3	MPS 2
Clerical Assistant	Clerical Assistant	MPS 1	MPS 0
Communications Controller	Communications Controller	MPS 4	MPS 3
Cultural Services Assistant	Cultural Services Assistant II	MPS 1	MPS 0
Data Processor	Data Processor	MPS 2	MPS 1
Draughtsman	Draughtsman	MPS 3	MPS 2
Meter Reader	Meter Reader II	MPS 2	MPS 1
Office Assistant	Office Assistant	MPS 1	MPS 0
Photogrammetric Operator	Photogrammetric Operator	MPS 4	MPS 3
Photoprinter	Photoprinter II	MPS 2	MPS 1
Police Communications Assistant	Police Communications Assistant	MPS 4	MPS 3
Postman	Postman	MPS 4	MPS 3
Supplies Assistant	Supplies Assistant	MPS 1	MPS 0
Tally Clerk	Tally Clerk	MPS 3	MPS 2
Telephone Operator	Telephone Operator	MPS 2	MPS 1
Timekeeper / Checker	Timekeeper / Checker	MPS 2	MPS 1
Tracer	Tracer	MPS 1	MPS 0
Traffic Assistant	Traffic Assistant	MPS 2	MPS 1
<i>Transport Assistant</i>	<i>Transport Assistant II *</i>	<i>MPS 3</i>	-----
Typist	Typist	MPS 2	MPS 1
Valuation Referencer	Valuation Referencer	MPS 3	MPS 2
Water Sampler	Water Sampler	MPS 2	MPS 1

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting scheduled for 12 January 2000

***QG2 - SCHOOL CERTIFICATE GRADES GROUP I***

Existing Benchmark : MPS 3 (\$9,785)

Proposed Benchmark : MPS 2 (\$9,180)

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
<i>Airfield Supervisor</i>	<i>Airfield Supervisor *</i>	<i>MPS 9</i>	-----
<i>Airport Reception and Information Officer</i>	<i>Airport Reception and Information Officer III *</i>	<i>MPS 6</i>	-----
Calligraphist	Calligraphist	MPS 3	MPS 2
Census and Survey Officer	Assistant Census and Survey Officer	MPS 7	MPS 6
Clerical Officer	Assistant Clerical Officer	MPS 3	MPS 2
Dental Inspector	Dental Inspector	MPS 7	MPS 6
Dental Surgery Assistant	Dental Surgery Assistant	MPS 5	MPS 4
Land Inspector	Land Inspector II	MPS 4	MPS 3
Marine Inspector	Marine Inspector II	MPS 5	MPS 4
Mortuary Officer	Mortuary Officer	MPS 8	MPS 7
Personal Secretary	Personal Secretary II	MPS 4	MPS 3
Police Communications Officer	Police Communications Officer	MPS 6	MPS 5
Postal Officer	Postal Officer	MPS 5	MPS 4
Social Security Assistant	Social Security Assistant	MPS 7	MPS 6
Supplies Supervisor	Supplies Supervisor II	MPS 3	MPS 2
Welfare Worker	Welfare Worker	MPS 7	MPS 6

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**QG3 - SCHOOL CERTIFICATE GRADES GROUP II**

No benchmark is set for this group and the starting pay will be adjusted based on internal relativity with QG2, hence the starting pay is lowered by one point.

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Bailiff	Bailiff	MPS 13	MPS 12
Bank Examination Assistant	Bank Examination Assistant	MPS 10	MPS 9
Confidential Assistant	Confidential Assistant	MPS 9	MPS 8
Hostel Manager / Manageress	Hostel Manager / Manageress	MPS 11	MPS 10
Labour Inspector	Labour Inspector II	MPS 9	MPS 8
Police Translator	Police Translator II	MPS 10	MPS 9
Supervisor of Typing Services	Supervisor of Typing Services	MPS 17	MPS 16
Tax Inspector	Tax Inspector II	MPS 10	MPS 9
Taxation Officer	Assistant Taxation Officer	MPS 3	MPS 2
Trade Controls Officer	Assistant Trade Controls Officer	MPS 10	MPS 9
Transport Controller	Transport Controller II	MPS 12	MPS 11
Transport Inspector	Transport Inspector	MPS 9	MPS 8

**QG4 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES GROUP I**

Existing Benchmark : MPS 13 (\$18,140)

Proposed Benchmark : MPS 11 (\$16,095)

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Dental Therapist	Dental Therapist	MPS 13	MPS 11
Health Inspector	Health Inspector II	MPS 14	MPS 12
Occupational Safety Officer	Occupational Safety Officer II	MPS 13	MPS 11
Occupational Therapist	Occupational Therapist II	MPS 14	MPS 12
Optometrist	Optometrist	MPS 13	MPS 11
Orthoptist	Orthoptist II	MPS 13	MPS 11
Physiotherapist	Physiotherapist II	MPS 14	MPS 12
Radiographer	Radiographer II	MPS 14	MPS 12
Registered Nurse	Registered Nurse	MPS 15	MPS 13



**QG5 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES GROUP II**

Existing Benchmark : MPS 10 (\$15,160)

Proposed Benchmark : MPS 6 (\$11,820)

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Aeronautical Communications Officer	Aeronautical Communications Officer II	MPS 11	MPS 7
<i>Agricultural Laboratory Technician</i>	<i>Agricultural Laboratory Technician II *</i>	<i>MPS 10</i>	-----
Air Traffic Flight Services Officer	Air Traffic Flight Services Officer II	MPS 11	MPS 7
Audiology Technician	Audiology Technician II	MPS 10	MPS 6
Co-operative Supervisor	Co-operative Supervisor II	MPS 10	MPS 6
Dental Technician	Dental Technician II	MPS 10	MPS 6
Dispenser	Dispenser	MPS 10	MPS 6
Engineering Laboratory Technician	Engineering Laboratory Technician II	MPS 10	MPS 6
Environmental Protection Inspector	Environmental Protection Inspector	MPS 10	MPS 6
Explosives Officer	Explosives Officer II	MPS 11	MPS 7
Field Officer	Field Officer II	MPS 10	MPS 6
Fisheries Technical Officer	Fisheries Technical Officer II	MPS 10	MPS 6
Fisheries Supervisor	Fisheries Supervisor II	MPS 10	MPS 6
Laboratory Technician	Laboratory Technician II	MPS 10	MPS 6
Medical Laboratory Technician	Medical Laboratory Technician II	MPS 10	MPS 6
Pest Control Assistant	Pest Control Assistant II	MPS 11	MPS 7
Printing Officer	Printing Officer	MPS 10	MPS 6
Science Laboratory Technician	Science Laboratory Technician II	MPS 10	MPS 6
Scientific Assistant	Scientific Assistant	MPS 11	MPS 7
Social Work Assistant	Social Work Assistant	MPS 11	MPS 7
Statistical Officer	Statistical Officer II	MPS 10	MPS 6
Survey Officer	Survey Officer	MPS 11	MPS 7
Technical Officer	Technical Officer	MPS 11	MPS 7
Technical Officer (Cultural Services)	Technical Officer II (Cultural Services)	MPS 10	MPS 6
Valuation Officer	Valuation Officer	MPS 11	MPS 7
Veterinary Laboratory Technician	Veterinary Laboratory Technician II	MPS 10	MPS 6

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting scheduled for 12 January 2000

***QG6 - HIGHER DIPLOMA, DIPLOMA AND RELATED GRADES GROUP III***

Existing Benchmark : MPS 7 (\$12,595)

Proposed Benchmark : MPS 3 (\$9,785)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
Computer Operator	Computer Operator II	MPS 8	MPS 4
Dental Hygienist	Dental Hygienist	MPS 7	MPS 3
Enrolled Nurse	Enrolled Nurse	MPS 9	MPS 5
Midwife	Midwife	MPS 9	MPS 5

***QG7 - TECHNICAL INSPECTORATE AND RELATED GRADES***

Existing Benchmark : MPS 13 (\$18,140)

Proposed Benchmark : MPS 11 (\$16,095)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
Air-Conditioning Inspector	Assistant Air-Conditioning Inspector	MPS 13	MPS 11
Building Services Inspector	Assistant Building Services Inspector	MPS 13	MPS 11
Building Supervisor	Assistant Building Supervisor	MPS 13	MPS 11
Clerk of Works	Assistant Clerk of Works	MPS 13	MPS 11
Electrical Inspector	Assistant Electrical Inspector	MPS 13	MPS 11
Electrical Technician	Electrical Technician	MPS 13	MPS 11
Electronics Inspector	Assistant Electronics Inspector	MPS 13	MPS 11
<i>Fire Services Ventilation Officer</i>	<i>Fire Services Ventilation Officer *</i>	<i>MPS 34</i>	-----
<i>Fisheries Craft Technician</i>	<i>Fisheries Craft Technician II*</i>	<i>MPS 13</i>	-----
Force Armourer	Force Armourer	MPS 34	MPS 32
Inspector of Apprentices	Inspector of Apprentices	MPS 13	MPS 11
Inspector of Works	Assistant Inspector of Works	MPS 13	MPS 11
Inspector (Telecommunications) / Controller (Telecommunications)	Assistant Inspector (Telecommunications)	MPS 13	MPS 11

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting scheduled for 12 January 2000

*QG7 (cont'd)*

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
Marine Controller	Assistant Marine Controller	MPS 24	MPS 22
Mechanical Inspector	Assistant Mechanical Inspector	MPS 13	MPS 11
Motor Vehicle Examiner	Assistant Motor Vehicle Examiner	MPS 13	MPS 11
Police Telecommunications Inspector	Assistant Police Telecommunications Inspector	MPS 14	MPS 12
Quarry Manager	Assistant Quarry Manager	MPS 24	MPS 22
Radar Specialist Mechanic	Radar Specialist Mechanic	MPS 24	MPS 22
<i>Regimental Armourer</i>	<i>Regimental Armourer</i> *	<i>MPS 34</i>	-----
Ship Inspector	Assistant Ship Inspector	MPS 13	MPS 11
Superintendent of Aids to Navigation	Assistant Superintendent of Aids to Navigation	MPS 24	MPS 22
<i>Training Officer (Marine)</i>	<i>Training Officer (Marine)</i> *	<i>MPS 34</i>	-----
Transport Services Officer	Transport Services Officer II	MPS 13	MPS 11
Waterworks Inspector	Assistant Waterworks Inspector	MPS 13	MPS 11

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting scheduled for 12 January 2000

***QG8 - TECHNICIAN, SUPERVISORY AND RELATED GRADES GROUP I***

Existing Benchmark : MPS 6 (\$11,820)

Proposed Benchmark : MPS 6 (\$11,820)

There are 5 grades with Assistant ranks, the pay scale of these ranks also remain unchanged.

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Amenities Assistant	Amenities Assistant III	MPS 7	MPS 7
Armourer	Armourer III	MPS 9	MPS 9
Butcher	Assistant Butcher	MPS 3	MPS 3
	Butcher	MPS 6	MPS 6
Consumer Services Inspector	Consumer Services Inspector	MPS 9	MPS 9
Field Assistant	Field Assistant	MPS 7	MPS 7
Foreman	Foreman	MPS 7	MPS 7
Hospital Foreman	Hospital Foreman	MPS 7	MPS 7
Launch Master	Launch Assistant	MPS 4	MPS 4
	Launch Master	MPS 8	MPS 8
Launch Mechanic	<i>Oiler *</i>	<i>MPS 3</i>	-----
	Launch Mechanic	MPS 6	MPS 6
Machinist / Tailor	<i>Machinist *</i>	<i>MPS 3</i>	-----
	Tailor	MPS 6	MPS 6
Marine Industrial Safety Inspector	Marine Industrial Safety Inspector	MPS 13	MPS 13
Mortuary Technician	Mortuary Technician	MPS 11	MPS 11
Occupational Therapy Assistant	Occupational Therapy Assistant	MPS 7	MPS 7
Printing Technician	Printing Technician II	MPS 6	MPS 6
Projectionist	Projectionist	MPS 6	MPS 6
Radio Mechanic	Radio Mechanic	MPS 6	MPS 6
Radiographic Technician	Radiographic Technician	MPS 7	MPS 7
Sailor	Sailor	MPS 3	MPS 3
	Coxswain	MPS 6	MPS 6
Vehicle Tester	Vehicle Tester	MPS 9	MPS 9
Works Supervisor	Works Supervisor II	MPS 9	MPS 9

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting scheduled for 12 January 2000

***QG9 - TECHNICIAN, SUPERVISORY AND RELATED GRADES GROUP II***

Existing Benchmark : MPS 6 (\$11,820)

Proposed Benchmark : MPS 5 (\$11,115)

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Artisan	Artisan	MPS 6	MPS 5
Car Park Attendant I	Car Park Attendant I	MPS 6	MPS 5
Chainman	Chainman	MPS 6	MPS 5
Cook	Cook	MPS 6	MPS 5
Darkroom Technician	Darkroom Technician	MPS 6	MPS 5
Domestic Servant	Domestic Servant	MPS 6	MPS 5
Forest Guard	Forest Guard	MPS 6	MPS 5
Head Property Attendant	Head Property Attendant	MPS 6	MPS 5
Laboratory Attendant	Laboratory Attendant	MPS 6	MPS 5
Leading Sewerman	Leading Sewerman	MPS 6	MPS 5
Motor Driver	Motor Driver	MPS 6	MPS 5
Drain Chargeman	Drain Chargeman	MPS 9	MPS 8
Mortuary Attendant	Mortuary Attendant	MPS 9	MPS 8
Senior Artisan	Senior Artisan	MPS 9	MPS 8
Special Driver	Special Driver	MPS 9	MPS 8

***QG10 - MATRICULATION GRADES***

Existing Benchmark : MPS 10 (\$15,160)

Proposed Benchmark : MPS 4 (\$10,420)

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Amenities Officer	Amenities Officer II	MPS 10	MPS 4
Assistant Registrar	Assistant Registrar II	MPS 12	MPS 6
Assistant Shipping Master	Assistant Shipping Master	MPS 11	MPS 5
Companies Registration Officer	Companies Registration Officer II	MPS 12	MPS 6
Controller of Posts	Assistant Controller of Posts II	MPS 12	MPS 6
Court Prosecutor	Court Prosecutor	MPS 15	MPS 9
Housing Manager	Housing Officer	MPS 11	MPS 5
Judicial Clerk	Judicial Clerk	MPS 10	MPS 4
Land Conveyancing Officer	Land Conveyancing Officer II	MPS 12	MPS 6
Land Executive	Land Executive	MPS 15	MPS 9
Land Registration Officer	Land Registration Officer II	MPS 12	MPS 6
Law Clerk	Law Clerk	MPS 10	MPS 4
Liaison Officer	Liaison Officer II	MPS 13	MPS 7
Rent Officer	Rent Officer II	MPS 10	MPS 4
Social Security Officer	Social Security Officer II	MPS 12	MPS 6
Statistics Supervisor	Statistics Supervisor	MPS 11	MPS 5
Supplies Officer	Assistant Supplies Officer	MPS 10	MPS 4

***QG11 - PROFESSIONAL AND RELATED GRADES GROUP I***

Existing Benchmark : MPS 27 (\$35,285)

Proposed Benchmark : MPS 22 (\$28,075)

There are 24 grades with Assistant ranks, the pay of which will be correspondingly lowered by 5 points on account of the lowering of the Benchmark for QG11 from MPS 27 to MPS 22. Both the starting point and maximum point of the ranks will be lowered by 5 points accordingly.

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u> <b>(Pay Range for Assistant Rank)</b></b>	<b><u>Proposed New Starting Pay Point</u> <b>(Pay Range for Assistant Rank)</b></b>
Architect	Assistant Architect	MPS 19 - 27	MPS 14 - 22
	Architect	MPS 32	MPS 27
Assessor	Assistant Assessor	MPS 16 - 27	MPS 11 - 22
	Assessor	MPS 30	MPS 25
Auditor	Auditor	MPS 29	MPS 24
Bank Examiner	Assistant Bank Examiner	MPS 16 - 27	MPS 11 - 22
	Bank Examiner	MPS 29	MPS 24
Building Services Engineer	Assistant Building Services Engineer	MPS 18 - 27	MPS 13 - 22
	Building Services Engineer	MPS 32	MPS 27
Building Surveyor	Assistant Building Surveyor	MPS 18 - 27	MPS 13 - 22
	Building Surveyor	MPS 30	MPS 25
Dental Officer	Dental Officer	MPS 30	MPS 25
Electrical and Mechanical Engineer	Assistant Electrical and Mechanical Engineer	MPS 18 - 27	MPS 13 - 22
	Electrical and Mechanical Engineer	MPS 32	MPS 27
Electrical Engineer	Assistant Electrical Engineer	MPS 18 - 27	MPS 13 - 22
	Electrical Engineer	MPS 32	MPS 27
Electronics Engineer	Assistant Electronics Engineer	MPS 18 - 27	MPS 13 - 22
	Electronics Engineer	MPS 32	MPS 27
Engineer	Assistant Engineer	MPS 19 - 27	MPS 14 - 22
	Engineer	MPS 32	MPS 27
Estate Surveyor	Assistant Estate Surveyor	MPS 18 - 27	MPS 13 - 22
	Estate Surveyor	MPS 30	MPS 25

QG11 (cont'd)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u> (Pay Range for Assistant Rank)	<u>Proposed New Starting Pay Point</u> (Pay Range for Assistant Rank)
Geotechnical Engineer	Assistant Geotechnical Engineer	MPS 19 - 27	MPS 14 - 22
	Geotechnical Engineer	MPS 32	MPS 27
Government Counsel	<i>Assistant Government Counsel *</i>	<i>MPS 27 - 29</i>	-----
	Government Counsel	MPS 32	MPS 27
Insurance Officer	Assistant Insurance Officer	MPS 16 - 27	MPS 11 - 22
	Insurance Officer	MPS 29	MPS 24
Land Surveyor	Assistant Land Surveyor	MPS 18 - 27	MPS 13 - 22
	Land Surveyor	MPS 30	MPS 25
Landscape Architect	Assistant Landscape Architect	MPS 16 - 27	MPS 11 - 22
	Landscape Architect	MPS 30	MPS 25
Legal Aid Counsel	Legal Aid Counsel	MPS 32	MPS 27
Maintenance Surveyor	Assistant Maintenance Surveyor	MPS 18 - 27	MPS 13 - 22
	Maintenance Surveyor	MPS 30	MPS 25
Marine Officer	Marine Officer	MPS 29	MPS 24
Mechanical Engineer	Assistant Mechanical Engineer	MPS 18 - 27	MPS 13 - 22
	Mechanical Engineer	MPS 32	MPS 27
Medical and Health Officer	Medical and Health Officer	MPS 32	MPS 27
Planning Officer	Assistant Planning Officer	MPS 18 - 27	MPS 13 - 22
	Planning Officer	MPS 31	MPS 26
Quantity Surveyor	Assistant Quantity Surveyor	MPS 19 - 27	MPS 14 - 22
	Quantity Surveyor	MPS 31	MPS 26
Shift Charge Engineer	<i>Assistant Shift Charge Engineer *</i>	<i>MPS 18 - 31</i>	-----
	Shift Charge Engineer	MPS 32	MPS 27
Shipping Safety Officer	Shipping Safety Officer	MPS 29	MPS 24
Solicitor	Solicitor	MPS 32	MPS 27
Structural Engineer	Assistant Structural Engineer	MPS 19 - 27	MPS 14 - 22
	Structural Engineer	MPS 32	MPS 27
Surveyor of Ships	Surveyor of Ships	MPS 34	MPS 29

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting scheduled for 12 January 2000



*QG11 (cont'd)*

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u> (Pay Range for Assistant Rank)	<u>Proposed New Starting Pay Point</u> (Pay Range for Assistant Rank)
Telecommunications Engineer	Assistant Telecommunications Engineer	MPS 18 - 27	MPS 13 - 22
	Telecommunications Engineer	MPS 32	MPS 27
Town Planner	Assistant Town Planner	MPS 18 - 27	MPS 13 - 22
	Town Planner	MPS 31	MPS 26
Treasury Accountant	Treasury Accountant	MPS 30	MPS 25
Valuation Surveyor	Assistant Valuation Surveyor	MPS 18 - 27	MPS 13 - 22
	Valuation Surveyor	MPS 30	MPS 25
Veterinary Officer	Veterinary Officer	MPS 29	MPS 24

***QG12 - PROFESSIONAL AND RELATED GRADES GROUP II***

Existing Benchmark : MPS 27 (\$35,285)

Proposed Benchmark : MPS 22 (\$28,075)

There are 9 grades with Assistant ranks, the pay of which will be correspondingly lowered by 5 points on account of the lowering of the Benchmark for QG12 from MPS 27 to MPS 22. Both the starting point and maximum point of the ranks will be lowered by 5 points accordingly.

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u> <b>(Pay Range for Assistant Rank)</b></b>	<b><u>Proposed New Starting Pay Point</u> <b>(Pay Range for Assistant Rank)</b></b>
Administrative Officer	Administrative Officer	MPS 27	MPS 22
Agricultural Officer	Assistant Agricultural Officer	MPS 16 – 21	MPS 11 - 16
	Agricultural Officer	MPS 27	MPS 22
Cartographer	Assistant Cartographer	MPS 16 - 21	MPS 11 - 16
	Cartographer	MPS 27	MPS 22
Chemist	Chemist	MPS 27	MPS 22
Clinical Psychologist	Clinical Psychologist	MPS 27	MPS 22
Economist	Economist	MPS 27	MPS 22
Environmental Protection Officer	Assistant Environmental Protection Officer	MPS 16 - 21	MPS 11 - 16
	Environmental Protection Officer	MPS 27	MPS 22
Fisheries Officer	Assistant Fisheries Officer	MPS 16 - 21	MPS 11 - 16
	Fisheries Officer	MPS 27	MPS 22
Forestry Officer	Assistant Forestry Officer	MPS 16 - 21	MPS 11 - 16
	Forestry Officer	MPS 27	MPS 22
Industrial Training Officer	<i>Assistant Industrial Training Officer *</i>	<i>MPS 18 - 22</i>	-----
	Industrial Training Officer	MPS 27	MPS 22
Occupational Hygienist	Assistant Occupational Hygienist	MPS 16 - 21	MPS 11 - 16
	Occupational Hygienist	MPS 27	MPS 22
Operations Officer	Assistant Operations Officer	MPS 16 - 21	MPS 11 - 16
	Operations Officer	MPS 27	MPS 22
Pest Control Officer	Assistant Pest Control Officer	MPS 16 - 21	MPS 11 - 16
	Pest Control Officer	MPS 27	MPS 22

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting scheduled for 12 January 2000

*QG12 (cont'd)*

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u> (Pay Range for Assistant Rank)	<u>Proposed New Starting Pay Point</u> (Pay Range for Assistant Rank)
Pharmacist	Pharmacist	MPS 27	MPS 22
Physicist	Physicist	MPS 27	MPS 22
Scientific Officer	Scientific Officer	MPS 27	MPS 22
Scientific Officer (Medical)	Scientific Officer (Medical)	MPS 27	MPS 22
Statistician	Statistician	MPS 27	MPS 22
Waterworks Chemist	Waterworks Chemist	MPS 27	MPS 22

***QG13 - DEGREE AND RELATED GRADES***

Existing Benchmark : MPS 16 (\$21,010)

Proposed Benchmark : MPS 11 (\$16,095)

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Accounting Officer	Accounting Officer II	MPS 16	MPS 11
<i>Airport Manager</i>	<i>Assistant Airport Manager *</i>	<i>MPS 16</i>	<i>-----</i>
Analyst / Programmer	Analyst / Programmer II	MPS 18	MPS 13
Archivist	Assistant Archivist	MPS 18	MPS 13
Chinese Language Officer	Chinese Language Officer II	MPS 16	MPS 11
Court Interpreter	Court Interpreter II	MPS 16	MPS 11
Curator	Assistant Curator II	MPS 16	MPS 11
Dietitian	Dietitian	MPS 18	MPS 13
Examiner	Examiner	MPS 16	MPS 11
Executive Officer	Executive Officer II	MPS 17	MPS 12
Experimental Officer	Experimental Officer	MPS 16	MPS 11
Government Transport Manager	Government Transport Manager	MPS 45	MPS 40
Hospital Administrator	Hospital Administrator II	MPS 16	MPS 11
Insolvency Officer	Insolvency Officer II	MPS 16	MPS 11
Investment Promotion Project Officer	Investment Promotion Project Officer	MPS 45	MPS 40
Intellectual Property Examiner	Intellectual Property Examiner II	MPS 16	MPS 11
Interpreter (Simultaneous Interpretation)	Interpreter (Simultaneous Interpretation)	MPS 34	MPS 29
Labour Officer	Assistant Labour Officer II	MPS 16	MPS 11
Law Translation Officer	Law Translation Officer	MPS 34	MPS 29
Librarian	Assistant Librarian II	MPS 16	MPS 11
Management Services Officer	Management Services Officer II	MPS 16	MPS 11
Manager, Cultural Services	Assistant Manager, Cultural Services	MPS 16	MPS 11
Social Work Officer	Assistant Social Work Officer	MPS 18	MPS 13
Speech Therapist	Speech Therapist	MPS 18	MPS 13
Trade Officer	Assistant Trade Officer II	MPS 16	MPS 11
Training Officer	Training Officer II	MPS 16	MPS 11
Transport Officer	Transport Officer II	MPS 16	MPS 11

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting scheduled for 12 January 2000

***QG14 - MODEL SCALE I GRADE***

Existing Benchmark : MOD 1 (\$9,785)

Proposed Benchmark : MOD 0 (\$8,615)

<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Workman II	MOD 1	MOD 0 (\$8,615)
Car Park Attendant II	MOD 4	MOD 3 (\$9,200)
Explosives Depot Attendant	MOD 4	MOD 3 (\$9,200)
Ganger	MOD 4	MOD 3 (\$9,200)
Gardener	MOD 4	MOD 3 (\$9,200)
Lift Operator	MOD 4	MOD 3 (\$9,200)
Property Attendant	MOD 4	MOD 3 (\$9,200)
Supplies Attendant	MOD 4	MOD 3 (\$9,200)
Ward Attendant	MOD 4	MOD 3 (\$9,200)
Workman I	MOD 4	MOD 3 (\$9,200)
Workshop Attendant	MOD 4	MOD 3 (\$9,200)

***QG15 - EDUCATION GRADES***

No benchmark is set for this group and the starting pay for the non-graduate and graduate grades will be determined having regard to their established relativities with QG4 and QG 13 respectively. Hence, 2 points will be lowered for non-graduate grades and 5 points will be lowered for graduate grades.

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Certificated Master / Mistress	Certificated Master / Mistress	MPS 14	MPS 12
Education Assistant	Education Assistant	MPS 19	MPS 17
Education Officer	Assistant Education Officer	MPS 17	MPS 12
Education Officer (Administration)	Assistant Education Officer (Administration)	MPS 23	MPS 18
Inspector (Graduate)	Assistant Inspector (Graduate)	MPS 25	MPS 20
Inspector (Non-Graduate)	Assistant Inspector (Non-Graduate)	MPS 19	MPS 17
Lecturer (Graduate)	Lecturer (Graduate)	MPS 25	MPS 20
Lecturer (Non-Graduate)	Assistant Lecturer	MPS 19	MPS 17

*QG15 (cont'd)*

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
Primary School Master / Mistress	Assistant Primary School Master / Mistress	MPS 17	MPS 12
Specialist (Education Services)	Specialist (Education Services) II	MPS 25	MPS 20

**QG16 - OTHER GRADES**

No benchmark is set for this group and the new starting pay will be determined by reference to (a) traditional relativities with relevant grades in other QGs and (b) where such relativities are not readily identifiable, the relevant educational attainment for the grades.

<u>Grade</u>	<u>Basic Rank</u>	<u>Linked to Other QG</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
Air Traffic Control Officer	Air Traffic Control Officer III	10	MPS 26	MPS 20
Chauffeur	Chauffeur	9	MPS 6	MPS 5
Chef	No. 2 Chef	8	MPS 8	MPS 8
Court Reporter	Court Reporter	2	MPS 28	MPS 27
Domestic Staff	Domestic Staff V	8	MPS 4	MPS 4
Driving Examiner	Driving Examiner II	2	MPS 13	MPS 12
Driving Instructor	Driving Instructor	2	MPS 9	MPS 8
Entertainment Standards Control Officer	Entertainment Standards Control Officer	13	MPS 16	MPS 11
Estate Assistant	Estate Assistant	9	MPS 3	MPS 2
Executive Assistant	Executive Assistant @	-	MPS 14	-----
Explosives Supervisor	Explosives Supervisor	1	MPS 3	MPS 2
Force Welfare Officer	Assistant Force Welfare Officer	13	MPS 27	MPS 22
Hawker Control Officer	Assistant Hawker Control Officer	8	MPS 8	MPS 8
Head Steward	Head Steward	8	MPS 8	MPS 8
Housekeeper	Housekeeper	8	MPS 26	MPS 26
Information Officer	Assistant Information Officer	13	MPS 16	MPS 11
Inoculator	Inoculator	6	MPS 4	MPS 0
Interviewer	Interviewer	13	MPS 35	MPS 30

@ denotes the rank which no recruitment will be conducted in future. The Standing Commission has not recommended a new starting salary for such rank.

QG16 - (cont'd)

<u>Grade</u>	<u>Basic Rank</u>	<u>Linked to Other QG</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
Laboratory Specialist Services Officer	Laboratory Specialist Services Officer	5	MPS 33	MPS 29
Legal Aid Assistant	Legal Aid Assistant	1	MPS 15	MPS 14
Master (Correctional Services)	Master (Correctional Services)	15 / 4	MPS 19	MPS 17
Music Officer	Assistant Music Officer II @	-	MPS 13	-----
Operations and Training Assistant	Operations and Training Assistant	1	MPS 3	MPS 2
Operations and Training Officer	Operations and Training Officer	2	MPS 11	MPS 10
Photographer	Photographer II	1	MPS 3	MPS 2
Physical Training Instructor	Assistant Physical Training Instructor *	-	MPS 20	-----
Police Research Officer	Assistant Police Research Officer	13	MPS 35	MPS 30
Programme Officer	Programme Assistant	2	MPS 3	MPS 2
Proof Reader	Proof Reader	1	MPS 3	MPS 2
Protocol Officer	Assistant Protocol Officer	13	MPS 28	MPS 23
Recreation and Sport Officer	Assistant Recreation and Sport Officer II	15 / 4	MPS 13	MPS 11
Security Assistant (LegCo Building)	Security Assistant (LegCo Building) *	-	MPS 15	-----
Security Officer (LegCo Building)	Security Officer (LegCo Building) *	-	MPS 29	-----
Social Secretary	Assistant Social Secretary	2	MPS 24	MPS 23
Special Photographer	Special Photographer II	1	MPS 8	MPS 7
Staff Officer, Auxiliary Medical Service	Staff Officer, Auxiliary Medical Service	2	MPS 34	MPS 33
Staff Officer, Civil Aid Service	Staff Officer, Civil Aid Service	2	MPS 45	MPS 44
Surveyor Attendant	Surveyor Attendant @	-	MPS 2	-----
Traffic Warden	Traffic Warden	1	MPS 6	MPS 5
Tribunal Officer	Tribunal Officer	10	MPS 27	MPS 21
Workshop Instructor	Workshop Instructor III	8	MPS 6	MPS 6

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting scheduled for 12 January 2000

@ denotes the rank which no recruitment will be conducted in future. The Standing Commission has not recommended a new starting salary for such rank.

## ***TRAINING GRADES***

The new benchmark for student ranks will be set having regard to the findings on the benchmark pay for holders of a school certificate (QG2), hence the new starting pay is lowered by one point.

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Aeronautical Communications Officer	Student Aeronautical Communications Officer	TPS 5	TPS 4
Air Traffic Control Officer	Student Air Traffic Control Officer	TPS 11	TPS 10
Air Traffic Flight Services Officer	Air Traffic Flight Services Officer III	TPS 5	TPS 4
Computer Operator	Student Computer Operator	TPS 5	TPS 4
<i>Dental Hygienist</i>	<i>Student Dental Hygienist *</i>	<i>TPS 3</i>	-----
Dental Therapist	Student Dental Therapist	TPS 5	TPS 4
Dispenser	Student Dispenser	TPS 5	TPS 4
Engineering Laboratory Technician	Student Engineering Laboratory Technician	TPS 4	TPS 3
Explosives Officer	Assistant Explosives Officer	TPS 4	TPS 3
Field Officer	Assistant Field Officer	TPS 4	TPS 3
Fisheries Supervisor	Assistant Fisheries Supervisor	TPS 4	TPS 3
Fisheries Technical Officer	Student Fisheries Technical Officer	TPS 4	TPS 3
Health Inspector	Student Health Inspector	TPS 5	TPS 4
Laboratory Technician	Laboratory Technician III	TPS 4	TPS 3
Pest Control Assistant	Student Pest Control Assistant	TPS 5	TPS 4
Registered Nurse	Student Nurse	TPS 6	TPS 5
Scientific Assistant	Student Scientific Assistant	TPS 5	TPS 4
Statistical Officer	Student Statistical Officer	TPS 4	TPS 3
Survey Officer	Survey Officer Trainee	TPS 4	TPS 3
Technical Officer	Technical Officer Trainee	TPS 4	TPS 3
Valuation Officer	Valuation Officer Trainee	TPS 4	TPS 3
Veterinary Laboratory Technician	Student Veterinary Laboratory Technician	TPS 4	TPS 3

\* denotes the rank that will be subject to deletion at the same Establishment Sub-Committee meeting scheduled for 12 January 2000



***CRAFT APPRENTICE GRADE***

The new benchmark for craft apprentice (enrollment does not require a school certificate) will be set by reference to the revised benchmark for QG1, hence the new starting pay is lowered by one point.

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Craft Apprentice	Craft Apprentice	CAPS 1	CAPS 0 (\$5,370)

***TECHNICIAN APPRENTICE GRADE***

The new benchmark for technician apprentice (enrollment requires a school certificate) will be set by reference to the revised benchmark for QG2, hence the new starting pay is lowered by one point.

<b><u>Grade</u></b>	<b><u>Basic Rank</u></b>	<b><u>Current Starting Pay Point</u></b>	<b><u>Proposed New Starting Pay Point</u></b>
Technician Apprentice	Technician Apprentice	TAPS 1	TAPS 0 (\$6,880)

**Standing Committee on  
Disciplined Services Salaries and Conditions of Service  
Implications for the Disciplined Services**

Having regard to the views of the disciplined services management and staff, the Standing Committee on Disciplined Services Salaries and Conditions of Service (Standing Committee) has made the following recommendations -

- (a) some adjustment to the starting salaries of recruits entering the disciplined services would be justified in order to maintain a broad comparability with the rest of the civil service; and
- (b) the pay advantage which the disciplined services now enjoy in recognition of "special factors" and "job factors" should not be reduced.

2. In arriving at the new starting salaries, the Standing Committee has -

- (a) confined adjustment to that element of disciplined services pay based on academic qualification benchmarks;
  - (b) concentrated on the two usual reference pay points, i.e. Matriculation for officers and School Certificate for the rank and file, and adjusted other entry points for recruits in step;
  - (c) used the Inspector of Police and Police Constable as the reference point for the officers and rank and file respectively in adjusting the entry pay of the other six disciplined services; and
  - (d) brought the salary adjustments as closely in line with existing relativities between the seven disciplined services as possible.
-

**Annex D**

**Proposed Starting Salaries for Disciplined Services  
I. Officer Grades**

Dept	Basic Rank	Entry Qualification	Existing Starting Salary		Proposed Starting Salary		Actual Decrease	
			Pay Point	\$	Pay Point	\$	\$	%
CSD C&ED FSD	Officer Inspector of Customs & Excise Station Officer (Operational)	Degree	GDS(O)10	30,585	GDS(O)7	26,075	4,510	14.75
		Higher Diploma	GDS(O)9	29,080	GDS(O)6	24,605	4,475	15.39
		2A 3O/Diploma	GDS(O)8	27,570	GDS(O)5	23,095	4,475	16.23
		5Es in HKCEE/ Higher Certificate/ Technical Diploma	GDS(O)6	24,605	GDS(O)3	20,765	3,840	15.61
CSD	Industrial Officer (Correctional Services)	Degree	GDS(O)10	30,585	GDS(O)7	26,075	4,510	14.75
		Higher Diploma	GDS(O)9	29,080	GDS(O)6	24,605	4,475	15.39
		2A 3O	GDS(O)8	27,570	GDS(O)5	23,095	4,475	16.23
		1A 3O	GDS(O)6	24,605	GDS(O)3	20,765	3,840	15.61
	Technical Instructor (Correctional Services)	Apprenticeship + Experience (not less than 10 years)	GDS(O)5	23,095	GDS(O)2	19,730	3,365	14.57
FSD ImmD	Station Officer(Control) Ambulance Officer Immigration Officer	Degree	GDS(O)8	27,570	GDS(O)5	23,095	4,475	16.23
		Higher Diploma	GDS(O)7	26,075	GDS(O)4	21,795	4,280	16.41
		2A 3O	GDS(O)6	24,605	GDS(O)3	20,765	3,840	15.61
		5Es in HKCEE	GDS(O)4	21,795	GDS(O)1	18,885	2,910	13.35
GFS	Air Crewman	2A 3O	GDS(O)1	18,885	GDS(O)1d	15,850	3,035	16.07
		5Es in HKCEE	GDS(R)9	16,725	GDS(R)4	14,100	2,625	15.70
	Aircraft Engineer	An aircraft maintenance engineer's licence plus 5 years' experience, or 10 years' experience in the operation, repair and servicing of aircraft	GDS(O)22	50,980	GDS(O)17	42,895	8,085	15.86
	Aircraft Technician	Apprenticeship	GDS(R)5	14,500	GDS(R)3	13,710	790	5.45
	Cadet Pilot	2A 3O	GDS(O)1	18,885	GDS(O)1d	15,850	3,035	16.07

Dept	Basic Rank	Entry Qualification	Existing Starting Salary		Proposed Starting Salary		Actual Decrease	
			Pay Point	\$	Pay Point	\$	\$	%
HKPF	Inspector of Police <sup>2</sup>	Degree	PPS27	32,380	PPS21	26,955	5,425	16.75
		Higher Diploma	PPS26	30,975	PPS20	26,245	4,730	15.27
		2A 3O	PPS25	30,050	PPS19	25,580	4,470	14.88
		5Es in HKCEE	PPS23	28,295	PPS17	24,175	4,120	14.56
ICAC	Commission Against Corruption Officer (Lower)	Degree <sup>3</sup>	ICAC15	31,195	ICAC12a	26,230	4,965	15.91
		Higher Diploma	ICAC14	29,870	ICAC11a	25,220	4,650	15.57
		2A 3O	ICAC13	28,555	ICAC10	24,540	4,015	14.06
		Lower than 2A 3O	ICAC11	25,895	ICAC8	21,915	3,980	15.37
ICAC	Commission Against Corruption Controller	Degree <sup>3</sup>			ICAC12a	26,230	-	-
		Higher Diploma	ICAC11	25,895	ICAC11a	25,220	-	-
		2A 3O			ICAC10	24,540	-	-
		Lower than 2A 3O			ICAC8	21,915	-	-

<sup>2</sup> An additional increment at the end of the first year (i.e. a jump over two pay points) and a further jump of increment (again a jump of two pay points) at the end of the second year.

<sup>3</sup> SCDS's original recommendation is \$25,895.

## II. Rank and File Grades

Dept	Basic Rank	Entry Qualification	Existing Starting Salary		Proposed Starting Salary		Actual Decrease	
			Pay Point	\$	Pay Point	\$	\$	%
CSD C&ED FSD	Assistant Officer II Customs Officer Ambulanceman Fireman	5Es in HKCEE including English	GDS(R)4	14,100	GDS(R)3	13,710	390	2.77
		3Es in HKCEE	GDS(R)3	13,710	GDS(R)2	13,305	405	2.95
		Up to completion of F.5	GDS(R)2	13,305	GDS(R)1	12,940	365	2.74
CSD	Instructor (Correctional Services)	5 years of experience or Apprenticeship in various trades	GDS(R)3	13,710	GDS(R)2	13,305	405	2.95
FSD	Senior Fireman (Control) Senior Fireman (Canteen Supervisor)	5 Es in HKCEE including English	GDS(R)14	19,535	GDS(R)13	18,965	570	2.92
ImmD	Immigration Assistant	5 Es in HKCEE including English	GDS(R)3	13,710	GDS(R)2	13,305	405	2.95
		3Es in HKCEE	GDS(R)2	13,305	GDS(R)1	12,940	365	2.74
		Up to completion of F.5	GDS(R)1	12,940	GDS(R)1a	12,585	355	2.74
HKPF	Police Constable	5Es in HKCEE including English	PPS3	15,995	PPS2	15,520	475	2.97
		3Es in HKCEE	PPS2	15,520	PPS1	15,065	455	2.93
		Up to completion of F.5	PPS1	15,065	PPS1a	14,625	440	2.92
ICAC	Assistant Commission Against Corruption Officer	5Es in HKCEE	ICAC2	14,500	ICAC2a	13,970	530	3.66
		Lower than 5Es in HKCEE	ICAC1	13,440	ICAC1a	12,950	490	3.65
	Commission Against Corruption Investigator (Main Stream)	5Es in HKCEE	ICAC2	14,500	ICAC2a	13,970	530	3.66
		Lower than 5Es in HKCEE	ICAC1	13,440	ICAC1a	12,950	490	3.65
	Commission Against Corruption Investigator (Attendant Stream)	5Es in HKCEE	ICAC2	14,500	ICAC2a	13,970	530	3.66
		Lower than 5Es in HKCEE	ICAC1	13,440	ICAC1a	12,950	490	3.65

**Features of New Pay Model**

The features of the system (the last two being the new features) are as follows -

- the current incremental pay scale system will be retained;
- officers will enter at the new minimum point on the respective pay scale, which is based on the new benchmarks/starting salaries;
- as in the current system, officers will be subject to the annual pay adjustment in accordance with the pay trend of the respective pay bands;
- we will ask the Heads of Departments/Grades to be more stringent in the application of the relevant provisions in the Civil Service Regulations in the granting of annual increment;
- the annual increment will be granted to the officer on his anniversary date\*;
- the benchmark/entry pay will be delinked from the annual pay trend survey; and
- serving staff on in-service transfer will be subject to the new starting salaries and the new salary on transfer rules whereby most officers on transfer to another grade, except those who transfer to a more junior grade, will get at least the minimum pay of the new grade or their existing pay, plus possibly one increment.

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Footnote \*: We have earlier proposed to standardise incremental date to 1 April each year. We received numerous comments on the proposal. We have decided not to take forward the proposal at this time.