

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)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
<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

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

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.

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
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)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
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)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
Aeronautical Communications Officer	Aeronautical Communications Officer II	MPS 11	MPS 7
Agricultural Laboratory Technician	Agricultural Laboratory Technician II *	MPS 10	-----
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

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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

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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

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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.

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
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

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QG9 - TECHNICIAN, SUPERVISORY AND RELATED GRADES GROUP II

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

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

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
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)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
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.

<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)
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

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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.

<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)
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>	<i>-----</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

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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)

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
Accounting Officer	Accounting Officer II	MPS 16	MPS 11
<i>Airport Manager</i>	<i>Assistant Airport Manager *</i>	<i>MPS 16</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

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QG14 - MODEL SCALE I GRADE

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

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

<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
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.

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
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.

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
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.

<u>Grade</u>	<u>Basic Rank</u>	<u>Current Starting Pay Point</u>	<u>Proposed New Starting Pay Point</u>
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.

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