



海 事 主 任 協 會
Marine Officers Association

香港中環海港政府大樓 21/F.

21/F, Harbour Building, Central, Hong Kong.

Our Ref. No.: (70) in MOA 16 -18

The Honourable POON Siu-Ping, BBS, MH
The Chairman
Panel on Public Service
Legislative Council

19 December 2017

Dear Hon. Poon,

Grade Structure Review for the Marine Officer Grade

The Marine Officers Association (MOA) is the staff association representing the officers of the Marine Officer (MO) grade in the Marine Department (MD). In recent years, the MO grade has been facing acute manpower shortage and difficulties in succession. In order to solve the problems, the Civil Service Bureau invited the Standing Commission on Civil Service Salaries and Conditions of Service (the Standing Commission) to conduct a Grade Structure Review (GSR) for the MO grade. The Standing Commission completed the GSR and submitted its Report No. 57: Grade Structure Review for Marine Officer and Surveyor of Ships Grades (the Report) to the Chief Executive in October 2017.

While conducting the GSR, the MOA was consulted by the MD Management and comments on the GSR proposal were provided. The MOA has gone through the Report and learnt that the Standing Commission has adopted most of the recommendations of MD in the GSR.

The MOA strongly believes the combined establishment of Assistant Marine Officer / Marine Officer as recommended in the Report, would solve the manpower shortage and succession problems of the MO grade. The MOA considers that in the long term, the proposed arrangements would improve

the age profile and would help further the healthy and sustainable development of the MO grade. To conclude, the MOA fully supports the findings and recommendations in the Report.

We learnt that the Panel of Public Service is going to consider the findings and recommendations in the Report. The MOA hopes that the Panel would support those recommendations and is looking forward to the fruitful result of the GSR for the MO grade.



Yours sincerely,

A handwritten signature in black ink, appearing to read "LAW Lap-keung".

(LAW Lap-keung)

Chairman

Marine Officers Association

c.c. Ms. Maisie Cheng Director of Marine