

# 政府飛行服務隊空勤主任協會

Government Flying Service Aircrewman Officers Association

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俞局長

## 紀律部隊職系架構檢討報告書

就紀律人員薪俸及服務條件常務委員會(以下簡稱"紀常會")在二零零八年十一月發表的紀律部隊職系架構檢討報告書(以下簡稱"報告書")，本會深感遺憾及失望。本會曾向紀常會為職系架構檢討提供的建議書，現附上給俞局長參考。(附件一)

## 挽留人手與職系對比

在是次職系架構檢討事宜，由二零零七年年底開始，本會已多次向紀常會反映本職系的挽留人手問題。紀常會在報告書內亦提及(第7章，第7.30及7.31段)並認同在挽留三級空勤主任方面遇到頗大困難，並提出解決方法。但本會認為紀常會並沒有徹底了解該問題的主要原因。由一九九三年至二零零七年期間，本部門共招聘了三十七名三級空勤主任，其中二十七名三級空勤主任於首五年服務期間離職，當中有十七人轉職其他紀律部隊主任職級或政府文職部門。因此，本會堅持三級空勤主任高流失率的根源是在於其入職起薪點與其他紀律部隊主任職級出現嚴重偏差而導致。本會相信只有與其他紀律部隊主任職級入職起薪點看齊才是解決高流失率最可行的方法，這方面飛行服務隊的管理層亦有相同建議(第7章，第7.25段)。但是，紀常會在報告書內(第7.28段)，只是將三級空勤主任與見習機師作模糊的廣義對比，就把三級空勤主任的入職薪酬維持在現水平，這是不負責任及不可接受的。

本會認為三級空勤主任與見習機師是兩個不同職系的第一層職級，見習機師主要是一個受訓和見習的職級，而三級空勤主任則是一個執行職務的職級，所需訓練才可執行職務的時間亦大有不同；一般見習機師需要十八個月的訓練才能執行基本任務，而三級空勤主任在接受二至四個月的訓練已能夠執行拯救任務。至於在職系對比方面，一九九一年六月紀常會第一號報告書內提及（第3章，第3.4段），機師職系是以消防處行動組的薪級表作為對比基礎，而將空勤主任的職系薪級與機師職系作為對比基礎。但本會認為，基於訓練，執行職務上的責任，應將空勤主任職系與消防處救護主任職系的薪級作為對比基礎更為適合和合理。

### 直通職級

有關報告書 建議3.9內提出 “在沒有直通薪級的主任級職系內的第一層職級，加入兩個額外跳薪點，使已通過升級檢定考試的人員在其職級服務滿五年和八年後分別可獲一個跳薪點 ……”。本會認為這建議應包括飛行服務隊的三級空勤主任在內（第3章，第3.38段），原因有二：第一，三級空勤主任是飛行服務隊空勤主任職系內的第一層職級，目前亦沒有直通薪級安排，這正是報告書內 建議3.9所關注的人員；第二，假設三級空勤主任沒有該兩個額外跳薪點，只會令到三級空勤主任與其他紀律部隊主任職級的薪酬待遇相比進一步偏低，而導致挽留人手方面會遇到更大困難。所以，本會認為應該給予三級空勤主任這兩個額外跳薪點。

### 引用員方建議

在報告書（第7章，第7.29段），紀常會引用員方建議（……該建議是持有高級文憑／副學士學位者，起薪點應為一般紀律人員（主任級）薪級第1a點，而持有學士學位並於綜合招聘考試中取得及格者，起薪點則是一般紀律人員（主任級）薪級第1點……），但是根據本會向紀常會為職系架構檢討提供的建議書與及在紀常會到訪飛行服務隊時本會所作的簡佈內容，本會從沒有提及高級文憑／副學士學位的起薪點；而持有學士學位並於綜合招聘考試中取得及格者，本會建議的起薪點則是一般紀律人員（主任級）薪級第7點。對此誤差，本會已在二零零九年一月二十二日去信紀常

會要求澄清或修改內容，副本已抄送予俞局長，而俞局長亦可參考本會的建議書以作對比（附件一，第3章，第3.1段）。紀常會已在二零零九年二月三日回信答覆證實錯誤引用員方建議，已考慮就該內容作出修改。

## 總結

政府飛行服務隊在一九九三年成立至今，從未就職系架構上作出全面檢討。對於這次職系架構檢討，本會起初懷着十分積極的態度向紀常委提出建議，認為紀常會定能認真地協助解決目前本職系工作人員所面對的困難，但事與願違；紀常會把這次檢討視作一次性薪酬檢討，只在服務隊各職系員工的頂薪點上作出微調，忽略了服務隊及該職系在這十五年以來在工作性質上的巨大改變，本會認為這是一個粗疏籠統的做法。

就公務員事務局向各紀律部隊對職系架構檢討報告書的內容及建議進行全面的諮詢，本會期望俞局長能認真地正視空勤主任職系目前所面對的問題，並接受本會的建議；給予空勤主任職系一個合理、務實而積極的職系架構檢討。

此致



羅耀華

政府飛行服務隊空勤主任協會主席

二零零九年二月二十日

副本送： 紀律人員薪俸及服務條件常務委員會主席  
紀律部隊評議會(職方)  
政府飛行服務隊總監

Government Flying Service  
Aircrewman Officer Association  
Grade Structure Review Proposal

19 January 2008

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## Abbreviations

<b>ACCC</b>	Air Command & Control Center
<b>ACE</b>	Aircrewman Examiner
<b>ACMO</b>	Aircrewman Officer
<b>AED</b>	Automated External Defibrillator
<b>AM(Ops)</b>	Assistant Manager (Operations)
<b>AMS</b>	Aerial Monitoring System
<b>Casevac</b>	Casualty Evacuation
<b>COO</b>	Chief Operations Officer
<b>CRE</b>	Common Recruitment Examination
<b>CRM</b>	Crew Resource Management
<b>CTSO</b>	Chief Training & Standards Officer
<b>DLS</b>	Duty Line Supervisor
<b>DM(Ops)</b>	Deputy Manager (Operations)
<b>DOM</b>	Duty Operations Manager
<b>DOO</b>	Duty Operations Officer
<b>EAT</b>	Emergency Aeromedical Technician
<b>EMS</b>	Emergency Medical System
<b>ER</b>	Emergency Respond
<b>FLIR</b>	Forward Looking Infra Red
<b>GFS</b>	Government Flying Service
<b>HH</b>	Helicopter Handling
<b>HHI</b>	Helicopter Handling Instructor
<b>HUET</b>	Helicopter Underwater Escape Training
<b>HUSLE</b>	Helicopter Underslung Load Equipment
<b>NCSC</b>	Non-Civil Servant Contract
<b>NVG</b>	Night Vision Goggles
<b>OPS</b>	Operations
<b>P/OPS</b>	Police Operations
<b>QCI</b>	Qualified Crewman Instructor
<b>R/T</b>	Radiotelephony
<b>SACMO</b>	Senior Aircrewman Officer
<b>SAR</b>	Search & Rescue
<b>SDU</b>	Special Duties Unit (Police)
<b>SEP</b>	Safety Equipment and Procedures
<b>SH</b>	Support Helicopter
<b>SSO</b>	Safety Survival Officer

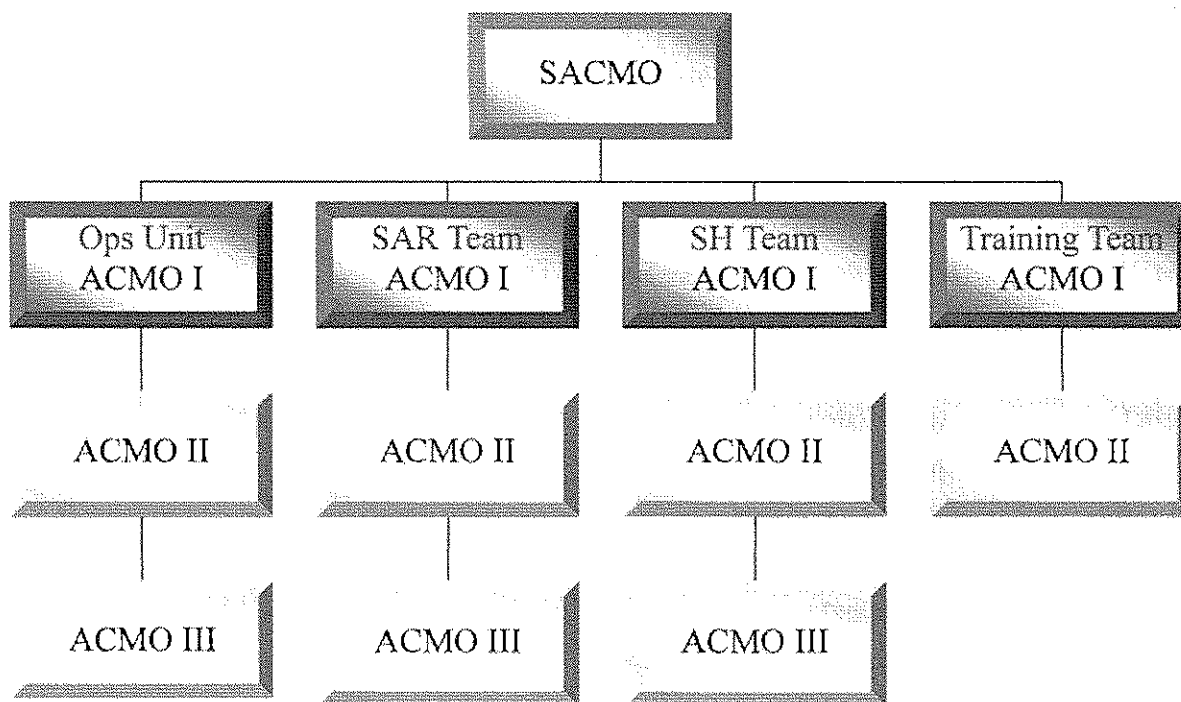
## Chapter 1 Introduction

### Aircrewman Officer Grade Structure

1.1 There are **Four Ranks** in the ACMO Grade. The Ranks include Senior Aircrewman Officer (SACMO), Aircrewman Officer I (ACMO I), Aircrewman Officer II (ACMO II) and Aircrewman Officer III (ACMO III).

### Aircrewman Officer Unit Structure

1.2 At present SACMO is the Head of ACMO Grade and he is the Manager for ACMO Unit. ACMO I, ACMO II and ACMO III are deployed to Operations Section or Training & Standards Section under the command of Chief Operations Officer (COO) and Chief Training and Standards Officer (CTSO), who are Heads of the Sections, for different Posts.



## Duties and Responsibilities of ACMO

1.3 GFS has introduced many new services and equipment (**Annex 1**) since 1998 to meet the raising expectations from our customers. Each ACMO is **multi-role** trained to support the role of GFS. The training for flying duties is divided into different levels (**Annex 2**). The principle Duties and Responsibilities include the following:

1.4 Flying Duties and Responsibilities include:

i. **Emergency Aeromedical Technician (EAT)**

This role was introduced to all ACMOs in recent years to enhance the medical service given to the patient or casualty in Casualty Evacuation (Casevac) and Search & Rescue (SAR) missions. This qualification allows ACMOs to use more **advance medical techniques and equipment** to deal with different medical situations. Some responsibilities include the basic vital signs monitoring with the equipment installed on the Emergency Medical System (EMS), providing Electric Shock with Automated External Defibrillator (AED) for a Cardiac Arrested Patient and the inserting of Laryngeal Mask Airway (LMA) for maintaining an open airway of an unconscious casualty.

The way forward for ACMO in this aspect will be "**Paramedics**" Training. In the future, the newly recruited ACMO will have to achieve this qualification and take up this responsibility. Paramedics is a worldwide recognized qualification for rescuers and medical care providers.

ii. **Winchman**

A winchman is trained to **work independently** of the aircraft and other rescue professionals. After being deployed on scene, with EAT knowledge background, a winchman has to **make critical decisions** according to the condition of patient / casualty for "Stay & Play" or "Load and Go" and the appropriate method of lift. If there are other personnel such as Policemen or Firemen, winchman also has to **supervise and give instructions** to those staff to assist his duties throughout the rescue.



iii. **Winch Operator**

This is a **Functional Leader** role during the winching phase of a rescue mission. Before lowering the winchman, the Winch Operator has to work out a rescue **execution plan**. Winch Operator is required to provide **voice marshalling** to the Aircraft Captain so as to maneuver the helicopter towards the target, whilst **controlling the Hoist** to safely **position the Winchman**. During the motion, the Winch Operator has to **monitor the closure of obstructions** and react immediately to any change in situation.

iv. **Aircrewman**

The duties of and Aircrewman include **supervising and ensuring the safety** of passengers in-flight, trooping of other disciplined personnel for **internal security** and **anti-terrorist operations** or fire fighting missions, casevac, aerial surveillance and **tracking of radioactive plume** in Nuclear Powered Vessel and Daya Bay Contingency Plans.

v. **Underslung Load (USL) Operator**

This is a Support Helicopter (SH) role which allows a qualified ACMO to perform **Fire Fighting** with Underslung Fire Bucket, **Emergency Evacuation with Heli-Basket** if a large number of people are trapped in a fire scene, **Oil Pollution Control** with the Vikoma TC3 Helicopter Oil Spill Dispersant Spray System and any other External Load Transportation.

vi. **Forward Looking Infra Red (FLIR) Operator**

The FLIR Operator can use the FLIR System to **locate survivors** during rescue missions or **criminals** and their vehicles or vessels during Law Enforcement Operations.

vii. **Search Radar Operator**

The Search Radar Operator can use the sophisticated Search Radar and FLIR System in Fixed Wing Aircraft to **locate survivors** during rescue mission or **criminals** and their vehicles or vessels during Law Enforcement

Operations.

**viii. Qualified Crewman Instructor (QCI)**

A QCI is an experienced ACMO and responsible to **conduct** initial and upgrade aircrewman techniques **training** to ACMOs.

**ix. Aircrewman Examiner (ACE)**

An ACMO is required to undertake a flying test at the end of any initial or upgrade training. Each ACMO is also required to be tested annually in a "Role Check" flight for each type of aircraft they can operate on. The ACE, who is a very experienced ACMO, is responsible to carry out these flying tests to ensure the individual is operating to the required **standard**.

**1.5 Non-Flying Duties and Responsibilities include:**

**i. Manager (Operations) (M(Ops))**

This is a post in the Air Command & Control Center (ACCC) for the rank of SACMO. M(Ops) is the head of Operations Unit.

**ii. Deputy Manager (Operations) (DM(Ops))**

This is a post in the ACCC for the rank of ACMO I.

**iii. Assistant Manager (Operations) (AM(Ops))**

This is a post in the ACCC for the rank of ACMO II.

**iv. Duty Operation Officer (DOO)**

This is a post in the ACCC for the rank of ACMO III.

**v. Duty Line Supervisor (DLS)**

Any experienced ACMO can be nominated by SACMO to act as DLS to **supervise** the manning of ACMO during the shift. The DLS is responsible for the following:

- (a) To **review** and co-ordinate the daily flying program for any abnormalities.
- (b) To **nominate** the daily standby crew for Emergency Respond (ER) and ensure that the standby aircraft is checked and ready for flight.
- (c) To **monitor** the flying program throughout the duty period and ensure that ACMOs are nominated for tasks, training flights or air test that arise at short notice.
- (d) To **liaise** closely with the DOO / Ops Officer and other DLS in assembling crews for ER callouts that arise within the DLS duty period.
- (e) To check the next day's flying program for abnormalities, ensuring that all preparations have been made and that sufficient crews and aircraft have been detailed to meet the requirement.
- (f) To assist the Rostering Officer or his deputy in ensuring that the Duty Roster is kept up to date. Where changes have occurred, the DLS is responsible for ensuring that the aircrew concerned is properly informed of the change in a timely and acceptable manner.
- (g) To ensure that the next DLS receives an adequate and up to date brief on the prevailing situation prior to their duty period.

**vi. Safety & Survival Officer (SSO)**

The SSO is responsible for the following:

- (a) Organize and conduct Safety & Survival **training for all aircrew members.**
- (b) Conduct relevant equipment evaluation.

**vii. Helicopter Handling Instructor (HHI)**

The HHI is responsible for the following:

- (a) Provide **training** to other ACMOs or staff from other client departments as per the Helicopter Handling HH Syllabus.
- (b) Conduct relevant equipment evaluation.
- (c) Rigging of any un-cleared loads.

**viii. Loader**

This is an ACMO who has qualified from the HH course. Loader's duty is to **prepare and inspect** all Helicopter Underslung Load Equipment (HUSLE) for USL Operations. On scene, loader has to **supervise and give instructions** to the staff of other departments for the loading and unloading of goods and equipment according to the Operations Plan.

**ix. Role Store Keeper**

GFS operates a wide range of SAR, SH, Survival & Medical Equipment for all kinds of missions. The operational equipment is kept in a Role Store Room under the **supervision** of the ACMO unit. ACMOs are assigned according to the responsibilities of their posts to monitor the quality and quantity of stocks under different categories. **Routine Inspection** for operational readiness and **Annual Inspection** according to the Government Store Keeping Procedures are carried by ACMOs.

## Training

1.6 Newly recruited ACMO will be at the Rank of ACMO III. Under Government Policy, **ACMO III** will be **under probation**, in contract terms, **for 3 years**. Unlike the other Disciplined Services, where their officers would attend the training course as a large batch in their departmental training school or institute for a fixed period, ACMO III are usually recruited in small numbers. They are provided with an induction program to build up their foundation for future development, before commencing in-flight training. Topics of the induction program include Leadership & Team Building Course, Crew Resource Management (CRM), Flight Radiotelephony (R/T) Operator Training, Medical Course, Safety Equipment & Procedures (SEP) Training and Helicopter Underwater Escape Training (HUET).

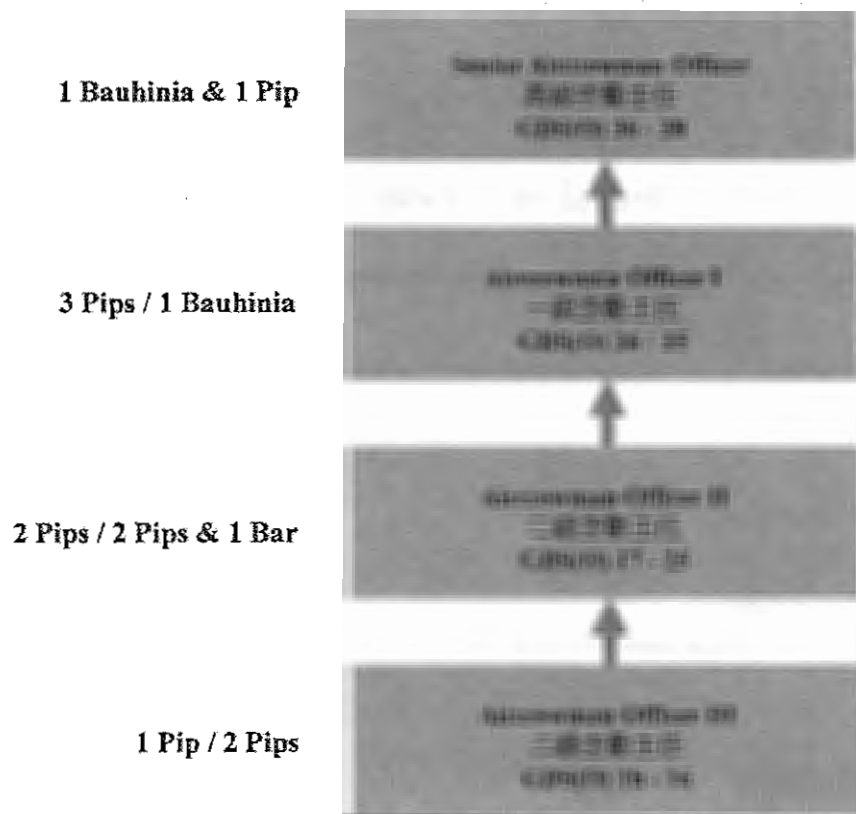
1.7 An ACMO III will then undergo a period of basic helicopter or fixed-wing aircrewman techniques training before becoming qualified to perform duties on either helicopter or fixed-wing aircraft. A newly qualified ACMO on helicopters is able to perform a lower level of duties such as passenger flights, casualty evacuation flights from outlying islands, and with experience, can also support police operations or fire-fighting operations. A fixed-wing ACMO is qualified to perform passenger flights and SAR Operations.

1.8 Subsequent training is provided to upgrade helicopter ACMO to perform **Winchman** duty in SAR operations. This normally takes place **within the first two years** of their appointment. This qualification is considered as the main criteria for confirming an ACMO III to become employed on the permanent terms and conditions.

1.9 As more experience is gained, an ACMO will then be considered for further training to become a fully operational crewmember. This training includes operating of Search Radar in Fixed Wing aircraft and Forward Looking Infra Red (FLIR) system, upgrade to Day & Night Winch Operator and Advanced Tactical Support Helicopter Crew in Anti-terrorist Operations. The total time from commencing training to becoming **fully operational** is around **6 years**. The concept of upgrade training in helicopter operations is shown in the **Annex 3**.

## Promotion Prospect

1.10 The promotion prospect for an ACMO is shown in the following diagram.



## Chapter 2 Problem

2.1 **Retention of ACMO III** has been a long term problem in the ACMO Grade.

2.2 Between 1993 to present, GFS has recruited 37 ACMO III. For the same period, **29 ACMO III have resigned**. The shortest length of service was 13 days and the longest 11 years & 5 months. The majority left **within the first Five Years of service**.

Length of Service	No. of ACMO
Less than 1 Year	9
1 - 5 years	18
Over 5 Years	2

### Causes of the Problem

2.3 For the past ten years, almost all the new recruited ACMO have been university graduates. However, ACMO Grade has only two entry starting salary points at GSD(O) 1b for Matriculation (2A3O) and GSD(R&F) 7 for 5 Subjects at Grade E in Hong Kong Certificate of Education Examination (HKCEE), those Degree Holders can only have a starting salary at Point 1b of GSD(O) when joining ACMO III. This **starting salary is the lowest** among the Officer Grades in the other Disciplined Services for Degree Holders. A comparison is shown in the following table:

Department	Grade	Pay Scale	Salary
HKP	Inspector	PPS 24*	\$ 28 845
ICAC	Investigator	ICACPS 18	\$ 29 540
FSD	Station Officer	GDS(O) 8*	\$ 27 265
CSD	Correctional Officer	GDS(O) 8*	\$ 27 265
C&E	Inspector	GDS(O) 8*	\$ 27 265
IMM	Immigration Officer	GDS(O) 6*	\$ 24 335
FSD	Ambulance Officer	GDS(O) 6*	\$ 24 335
GFS	Aircrewman Officer	GDS(O) 1b	\$ 17 105
* 1 Extra Point for having Degree and Level 1 In Use of Chinese & English in the Common Recruitment Exam (CRE) or equivalent.			

2.4 Unlike the other departments that have held a more frequent Promotion Exercise, for the past ten years, GFS have only promoted 3 ACMO III to ACMO II. There was **no Promotion Exercise between 2001 and 2005**. A summary of promotion status for ACMO grade is shown in the following table:

Year	Promotion to ACMO II (length of service in ACMO III)	Promotion to ACMO I (length of service in ACMO II)
1989	2 (7 & 6)	0
1992	3 (7, 6 & 2)	2
1993	0	1
1994	1 (3)	0
1995	1 (4)	0
1996	1 (3)	1
1998	1 (5)	1
1999	0	1
2000	1 (7)	0
2006	2 (12 & 9)	1 (13)



2.5 Another weakness in the present ACMO Grade Structure is that ACMO III has the **lowest maximum salary point** among the other similar ranks (2 Pips) of officer grades in the other Disciplined Services. All those officers have at least point 20 as the maximum point, whereas ACMO III can only reach point 16. Point 20 is a critical point to the entitlement of HFS Benefit. ACMO III is the only officer rank that cannot benefit from the HFS.

2.6 Due to the lowest starting salary, little promotion prospect, not being entitled to HFS, together with the inherent **High Risk** associated with the job, most of the new ACMO seem to leave as they cannot see any immediate or future improvement in their prospects. Joining the other Disciplined Services Officer Grades, which provide much better prospects, is a trend for them. Among those 29 resigned ACMO III, a total of 18 transferred to other Grades.

To Other Disciplined Services Officer Grades	11
To Other Disciplined Services R&F Grades	1
To Other General Grades	6

2.7 From the above analysis and the continuous comments from the members of GFS Aircrewman Officer Association, we have concluded that the early resignations of ACMO III are mainly due to the following reasons:

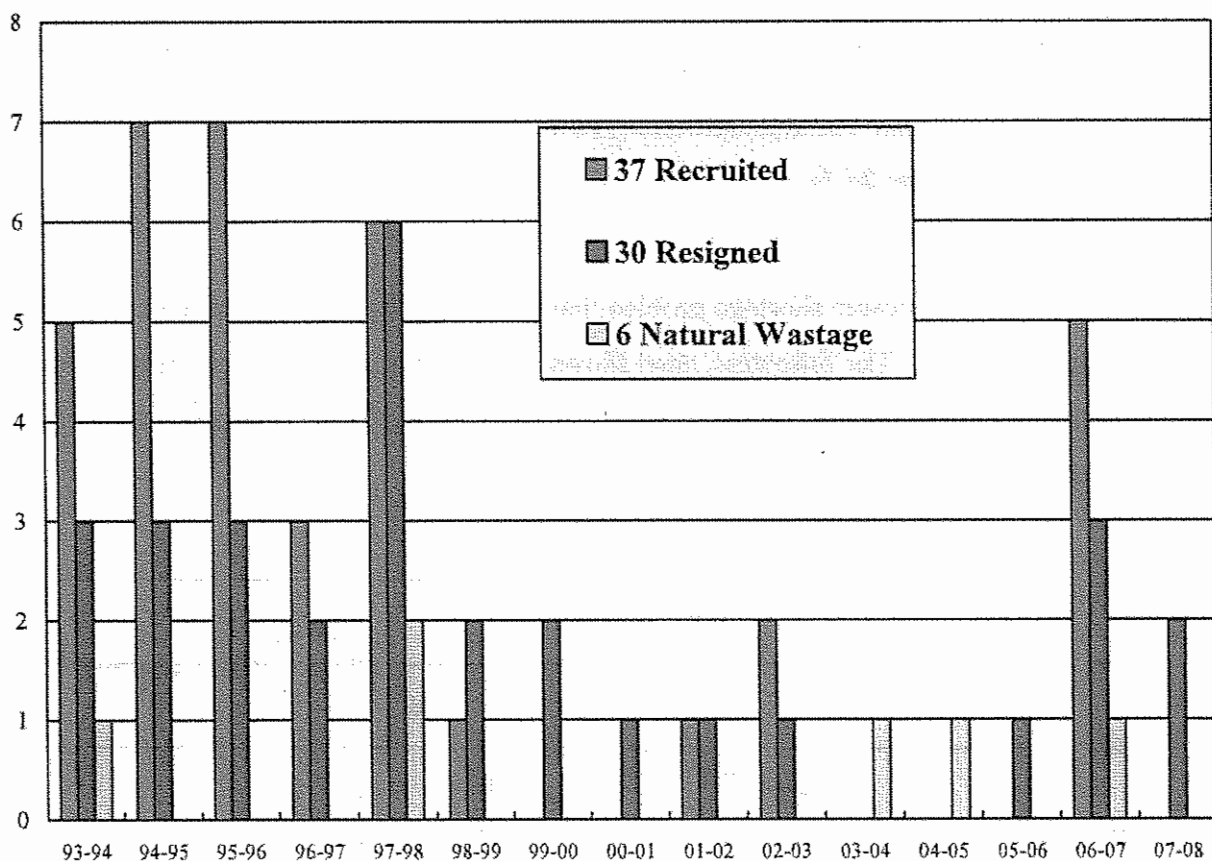
- i. **Low Salary Starting Point** (the lowest among the other Disciplined Grades)
- ii. **Little Prospect** (Small Unit)
- iii. **Low Maximum Salary Point 16** (No Home Financing Scheme (HFS) Benefit)
- iv. **Dangerous Working Environment** (High Risk)

2.8 We anticipate that the Retention Problem of ACMO III will worsen in the future because the International Agency for Research on Cancer (IARA) announced on their Press

Release No. 180 on 5 December 2007 that **Overnight Duty could cause Cancer**. Furthermore, new ACMOs are employed under the new General Policies and Employment Conditions, for which the terms and conditions of employment and fringe benefits are not the same as before.

## Impact

2.9 Since 1993, GFS has recruited 37 ACMO III. During the same period, 29 ACMO III and 1 ACMO II have resigned from the service. Together with the 6 ACMOs lost to Natural Wastage, the **number of ACMO was only increased by 1**. The following chart summaries the Intake and Wastage status for ACMO Grade from 1993.

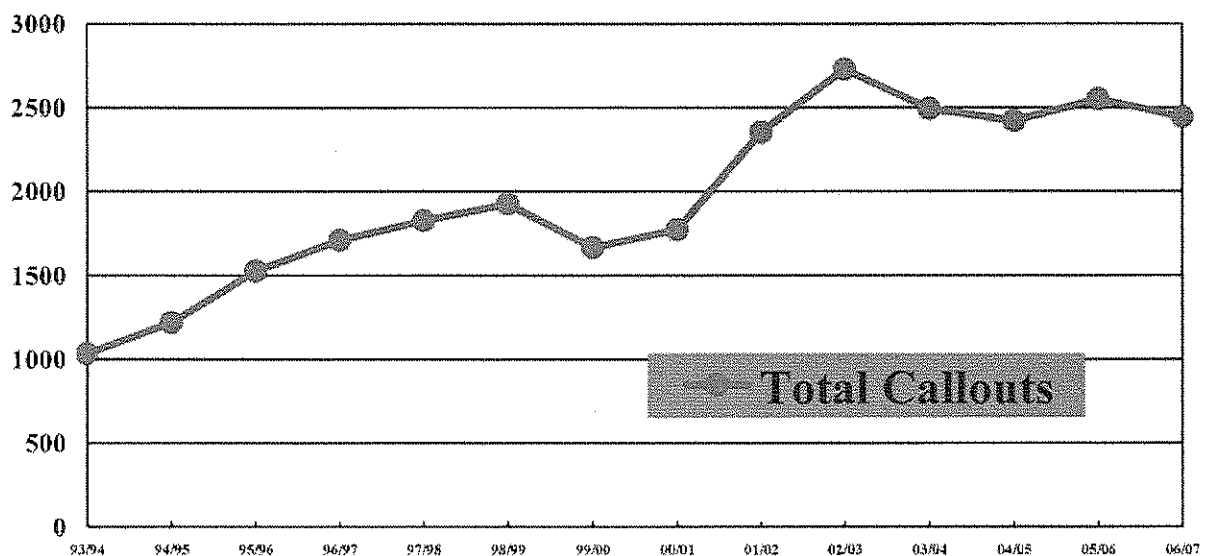


2.10 The following table shows the Establishment & Strength for ACMO Grade as at 31 Dec 2007. The ACMO Grade is undermanned by 5 ACMO III. This means a manpower shortage of **more than 18 %**.

Rank	Establishment	Strength	Shortage
Senior Aircrewman Officer	1	1	0
Aircrewman Officer I	4	4	0
Aircrewman Officer II	6	6	0
Aircrewman Officer III	16	11	5
	27	22	5

2.11 Another two ACMOs are due to retire in January and April 2008; the Manpower Storage will rise to **over 26 %**.

2.12 The manpower shortage problem has been magnified by the increased workload throughout the years. The following chart shows that the number of total **callouts** responded by GFS **has increased by 150 %** since 1993. All the extra workload generated was borne by the residual ACMOs.



## **Consequences**

2.13 Even though the Management of GFS recruited 4 Non-Civil Servant Contract (NCSC) Staff from the Royal Air Force and Singapore Air Force to perform ACOMO duties as a temporary solution to the manpower shortage problem, if the retention problem of ACOMO III persists, it would certainly lead to the following consequences:

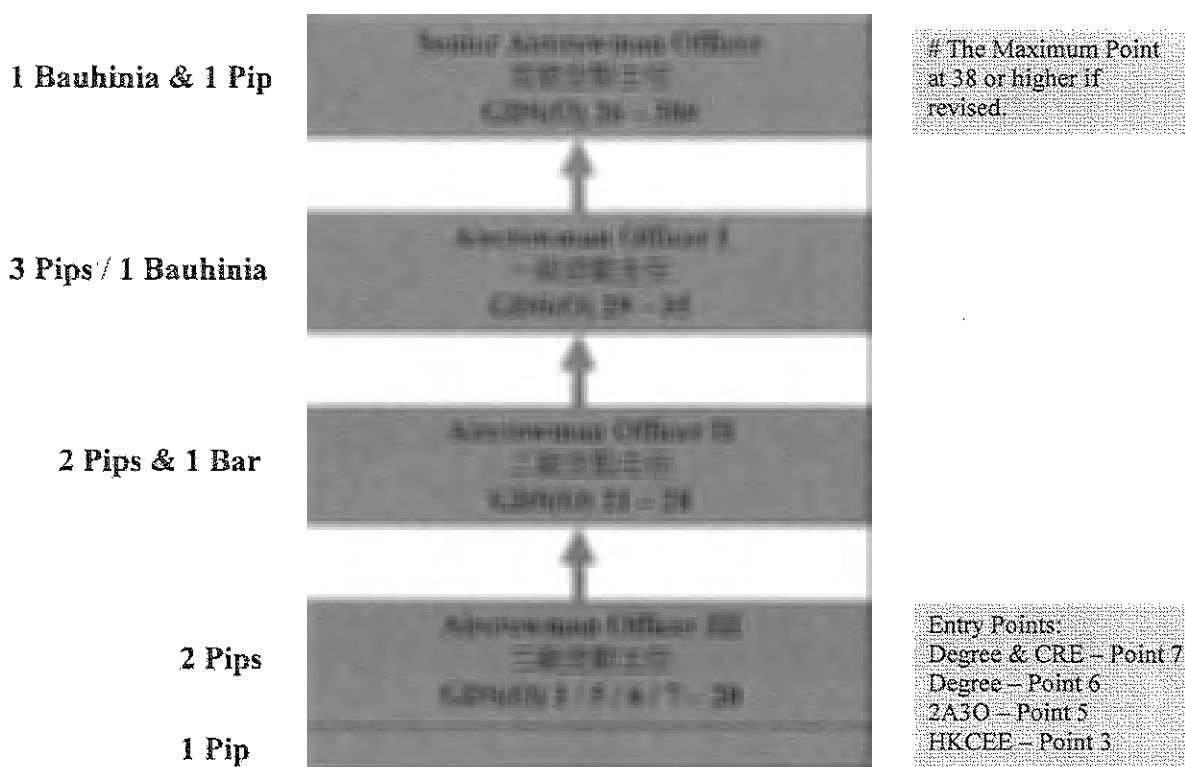
- **Creates extra workload for the remaining ACOMO**
- **Weakens our morale**
- **Increases overall operating costs**
- **Affects the training plan**
- **Affects the succession plan**
- **Experience cannot be accumulated, retained and passed on.**

## Chapter 3 Proposal

3.1 The Aircrewman Officer Association would like to raise the following suggestions:

- i. For **ACMO III**, introduce **Two New Starting Salaries** at **Point 7** for Degree with a pass at "Level 1" or above in 'Use of Chinese' and 'Use of English' in the Common Recruitment Examination / equivalent and **Point 6** for Degree Holder. **Revise Present Starting Salary** to **Point 5** for Matriculation (2A3O) & **Point 3** for HKCEE.
- ii. For **ACMO II**, revise Salary Points to **21 – 28**.
- iii. For **ACMO I**, revise Salary Points to **29 – 35**.
- iv. For **SACMO**, maintain the present Salary Points if GDS(O) Pay Scale ceiling is not lifted.

3.2 The Proposed Structure is shown on the following chart:



3.3 The proposal has been constructed using the following considerations:

- i. It has to be **in line with the other Officer Grades** in different Disciplined Services to provide similar prospect for ACMO. The Starting Salary for ACMO III must be competitive & the Grade Structure must be fair to reflect the ACMO's Responsibilities.
- ii. The EAT qualification and instructor roles of ACE, QCI, HHI & SSO are **additional responsibilities** for ACMO, but there is no means of recognition in GFS. Civilian SAR Operators in the UK recognize the extra responsibilities of Paramedic and Trainer Qualifications by raising 15% and 10% respectively to the basic salary for an Aircrewman who has these qualifications.
- iii. The monthly salary for the GFS Front Line NCSC Helicopter Crewman is over **HK\$ 40,000**.
- iv. The monthly salary for the GFS Front Line NCSC Helicopter Crewman with QCI & ACE qualifications is over **HK\$ 80,000**.
- v. The Duties and Responsibilities of an ACMO are unique. A trained ACMO has the characteristics of someone who is **Skillful, Experienced, Independent and Clear Minded**. They are handling matters of a "Life or Death" nature, on a day-to-day basis, and have to make decisions in a split second.
- vi. All of the new ACMO III recruited in the recent years are **degree holders**. They have gone through a tough selection exercise, which is not easier than those in the other disciplined grades recruitment, to show their strength on physical fitness, communication skills and use of English. The Proposed ACMO Grade Structure ensures that a newly recruited ACMO III would have very **similar prospects** in GFS when compared to the other Disciplined Departments, so that we can retain their services.

3.4 Our Expectations for this Proposal include:

- **Reduction in Manpower Wastage**
- **Experience retained and passed on**
- **A Succession Plan can be accurately launched**
- **Reduce Training Needs**
- **Reduce Operating Costs**
- **Raise Morale**
- **Sufficient Manpower can be maintained to respond to Emergencies and Prolonged or Large Scale Operations in order to serve the community**

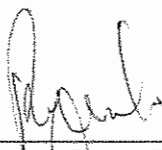
## Chapter 4 Conclusion

4.1 All Disciplined Departments play an important role to maintain the stabilization of the Hong Kong society. As a member of Disciplined Departments, Government Flying Service has to be "ALWAYS READY".

4.2 GFS has a well-established Management & Quality Assurance System. We also have advanced equipment & modern facilities. The achievements of today totally rely on the hard work, unity and trust among the present colleagues.

4.3 In the future, we need a well-planned structure to ensure that there will be successors to carry on the tradition and the services can be maintained for the Hong Kong Community and the International Aviation & Maritime Industries. For ACMO Grade, **retention of ACMO III is vital** so that experience can be accumulated and passed on. The GFS Aircrewman Officer Association hopes that our proposal, which provides **similar prospects** to the newly recruited ACMO III when compared to the other Disciplined Departments, can solve our problem effectively.

4.4 A **summary of the Proposed Structure** is shown together with the Present Structure in **Annex 4**.



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Ryan Y. W. Lo  
Chairman  
GFSAOA



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Edward K. C. Li  
Vice-chairman  
GFSAOA



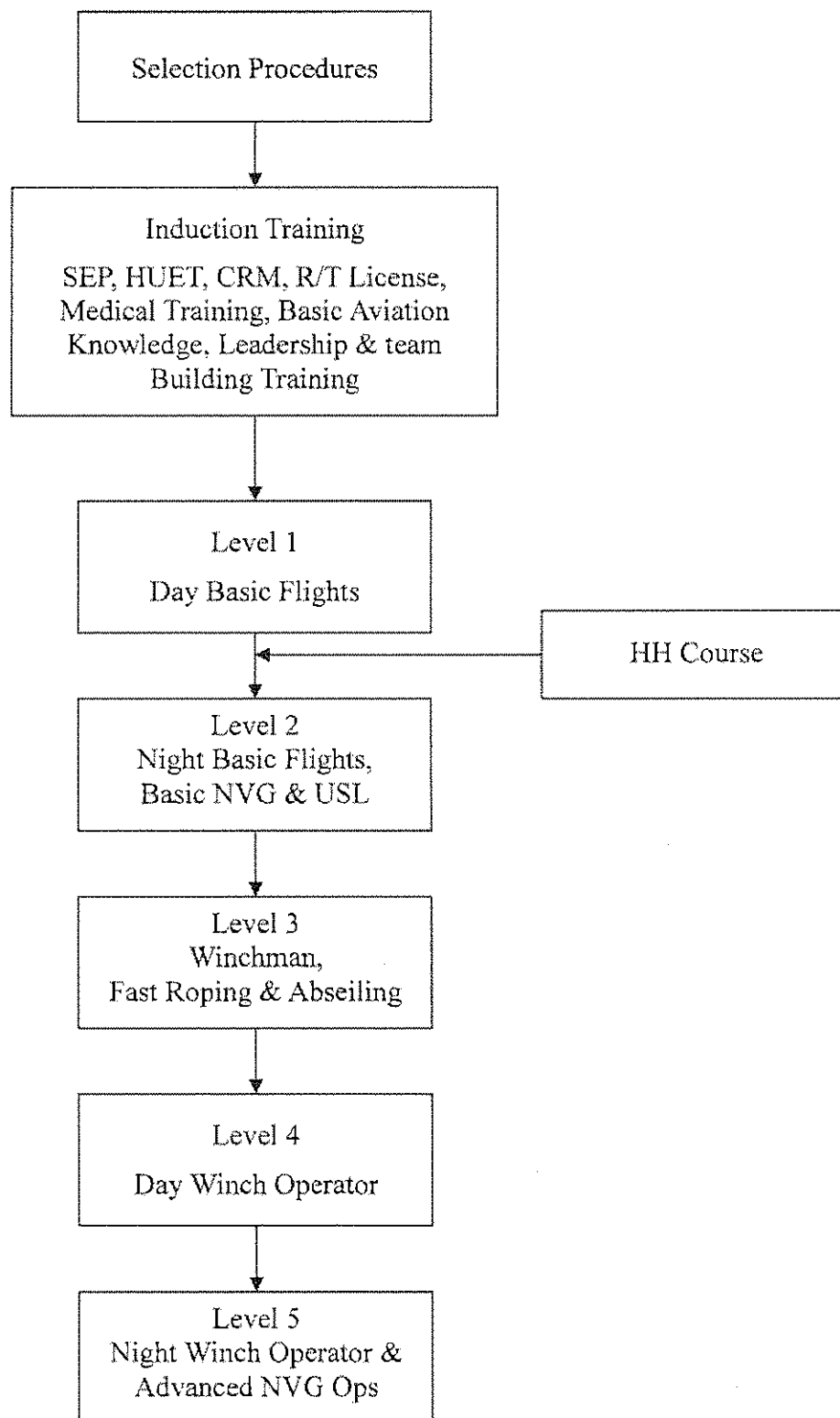
## **New Services & Equipment**

- New Aircrafts (for Longer SAR Range Coverage)
- Emergency Medical System (EMS) (for Medical Treatment)
- Automated External Defibrillator (AED) (for Medical Treatment)
- Fire Tank (for Fire Fighting Operations)
- Sims 600 Fire Bucket (for Fire Fighting Operations)
- Vikoma TC3 Helicopter Oil Spill Dispersant Spray System (for Oil Pollution Control)
- Rescue Basket (for Rescue Mission)
- Heli Basket (for evacuation of mass survivors at Fire Scene)
- Night Vision Goggles (for Night SAR & Internal Security Operations)
- Roadside Rescue (for Traffic Accident)
- Aerial Monitoring System (for Radioactive Plume Tracking)

## ACMO Flying Training and Qualification Table

	<b>EC155B1</b>	<b>AS332L2</b>	<b>BAe4100</b>
<b>Level 1</b>	Passenger / Troop Communication Flights, Casevac, Internal Freight (Day Only)	Passenger / Troop Communication Flights, Casevac, Internal Freight (Day Only).	Passenger Communication Flights, Photo Reconnaissance, Air Despatch of Smokes & Life Raft, Internal Freight.
<b>Level 2</b>	Level 1, plus Underslung loads, Nightsun Operation, Night Communication and Casevac	Level 1, plus Underslung Loads, Fire Fighting, Night Communication and Casevac.	Mission Operator, RADAR Operation, FLIR/TV Operation, DATA Link Operation.
<b>Level 3</b>	Level 2, plus Winchman Duties. SDU Deployment (Land Only)	Level 2, plus Winchman Duties. SDU Deployment (Land Only)	NA.
<b>Level 4</b>	Level 3, plus Winch Operator Duties (Day Only) SDU Deployment (Land and Sea)	Level 3, plus Winch Operator Duties (Day Only), SDU Deployment (Land and Sea)	NA.
<b>Level 5</b>	Level 4, plus Winch Operator Duties (Night)	Level 4, plus Winch Operator Duties (Night)	NA.

**Flow Chart of Helicopter Flying Training for ACMO**



# Summary of the Present and Proposed Structures

GDS(O)	Salary	Insignia	Present	Proposed
38	91756	1 Bauhinia & 1 Pip	Senior Aircrewman Officer 高級空勤主任 (Pay Band 38 - 39)	Senior Aircrewman Officer 高級空勤主任 (Pay Band 38 - 39)
37	88210	一個紫荊花及一粒花		
36	84660			
35	81495			
34	78475	1 Bauhinia		
33	75665	一個紫荊花	Aircrewman Officer I 一級空勤主任 (Pay Band 33 - 34)	Aircrewman Officer I 一級空勤主任 (Pay Band 33 - 34)
32	73025			
31	70410			
30	67860			
29	65420	3 Pips		
28	63015	三粒花		
27	60755			
26	58535			
25	56335			
24	54345	2 Pips & 1 Bar		
23	52375	兩粒花及一劃	Aircrewman Officer II 二級空勤主任 (Pay Band 23 - 24)	Aircrewman Officer II 二級空勤主任 (Pay Band 23 - 24)
22	50465			
21	48775			
20	47195			
19	45890			
18	44245			
17	42420	2 Pips		
16	40600	兩粒花		
15	38760			
14	36940			
13	35170			
12	33400			
11	31775			
10	30245			
9	28760			
8	27265			
7	25790			
6	24335			
5	22840	1 Pip		
4	21550	一粒花		
3	20535			
2	19510			
1	18675			
1a	17875			
1b	17105			

19<sup>th</sup> January 2008