



Our Ref.: PU/GSR/CSB/01
Your Ref.: CSBCR/PG/4-085-001/57

22 February 2009

Miss Denise C Y YUE, GBS,JP
Secretary for the Civil Service,
10/F, West Wing, Central Government Offices,
11 Ice House Street, Central
Hong Kong.

Dear Miss YUE,

Graded Structure Review for the Disciplined Services

In response to the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) Grade Structure Review (GSR) for the Disciplined Services report date November 2008. The Government Flying Service Pilots Union (GFSPU) has the following comments.

The Government Flying Service (GFS) is facing with pilots retention problem. Over the last twelve months, there have been a significant number of pilots at different experience levels leaving GFS to join the commercial airlines. This corresponding loss of operational experience that is built from many years of flying cannot simply filled by intakes of new pilots. It is critical for GFS to retain these experienced pilots or otherwise our service to the public will inevitably be affected.

The GFSPU disagree paragraph 7.19 stated the reasons for GFS pilots to leave GFS for private sector. The SCDS did not mention which part of the private sector they were comparing with GFS but apart from the major airliners there are expending private jet business right next door to GFS headquarters who demand pilots with a little more experience than just passing out from the flying school. SCDS did not make any comments to Pilot I and Senior Pilots.

Paragraph 7.20 stated GFS aircrew are mission orientated. It also stated the unbalance of the salary and fringe benefits do not match with the commercial market. The GFSPU believes that our terms and conditions of employment have been modified over the years and it is comparable with commercial sector; however our salary and fringe benefits is not matched with the commercial sector. The remuneration package, coupled with the intangible factors is considered not fair and not reasonable to the GFS pilots. GFS is losing variable pilots to the commercial sector and it is a total loss to the community at large.

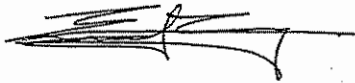
Paragraph 7.22(a) recommended two additional incremental jumps to Pilot II who obtained dual licences for both helicopter and fixed wing aircraft and to perform Pilot I flying duties frequently. This recommendation truly reflects SCDS do not understand the complexity of GFS operations. Let alone the time and cost to train a pilot with dual licences at operational level, it is contradicted to flight safety.

Paragraph 7.22(b) that two incremental jumps should be given to Pilot IIs who have obtained an instrument rating, qualified to operate in coastal and day search and rescue. Pilot II who achieved the captain qualification for offshore search and rescue is an advance level of qualification and pilots at this stage are normally ready for promotion to Pilot I.

Paragraph 7.23 concerning to increase the Pilot I post for eligible Pilot II. SCDS did not consider carefully of the GFS pilot grade over the years. At the earlier stage of GFS history, there is more demand on local pilots at Pilot II level. These local pilots are now either promoted or ready to promote to Pilots I level. However the existing available Pilot I post is not sufficient for the demand. Also the demand of Pilot II post is reduced therefore the available Pilot II post becomes redundant. SCDS did not clearly indicate whether they supported GFSPU recommendation to speed up this process.

We would be grateful if you could consider our report and proposal carefully.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Erik Young Sei Lap', with a horizontal line extending to the right.

YOUNG Sei Lap, Erik
Chairman GFSPU

c.c.

Controller, Government Flying Service

External

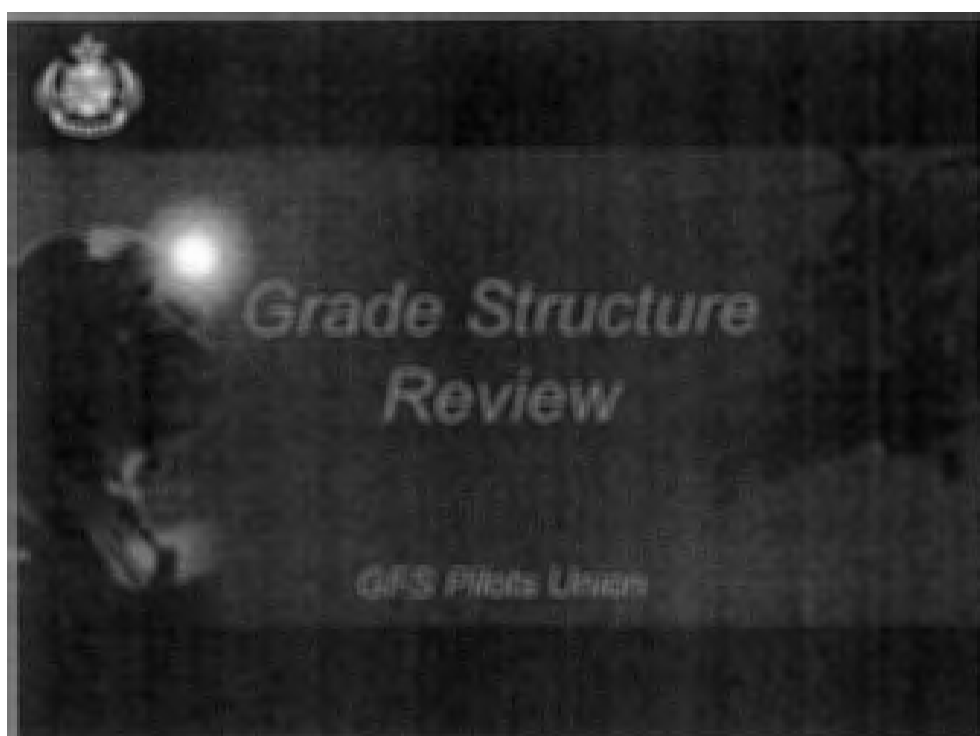
Disciplined Services Consultative Council

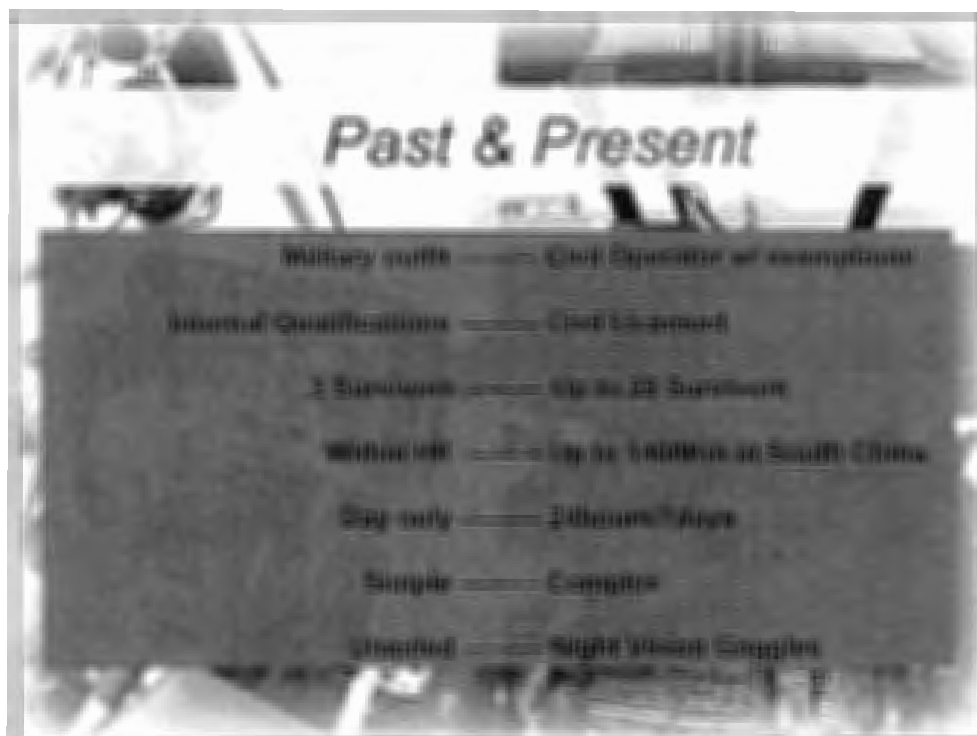
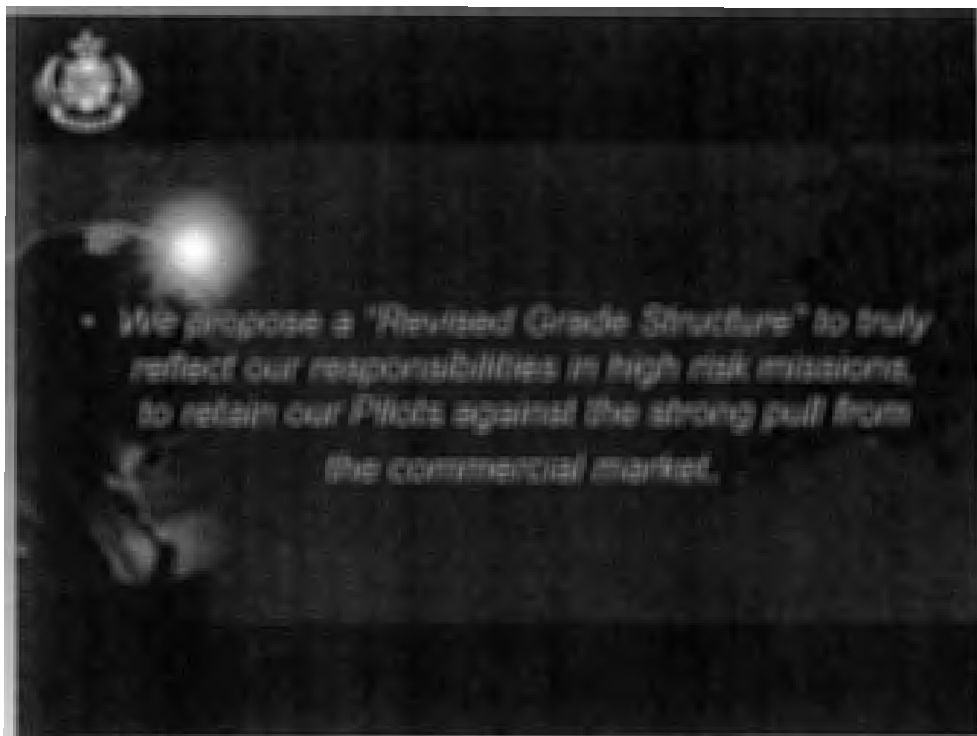
Standing Committee on Disciplined Services Salaries and Conditions of Service

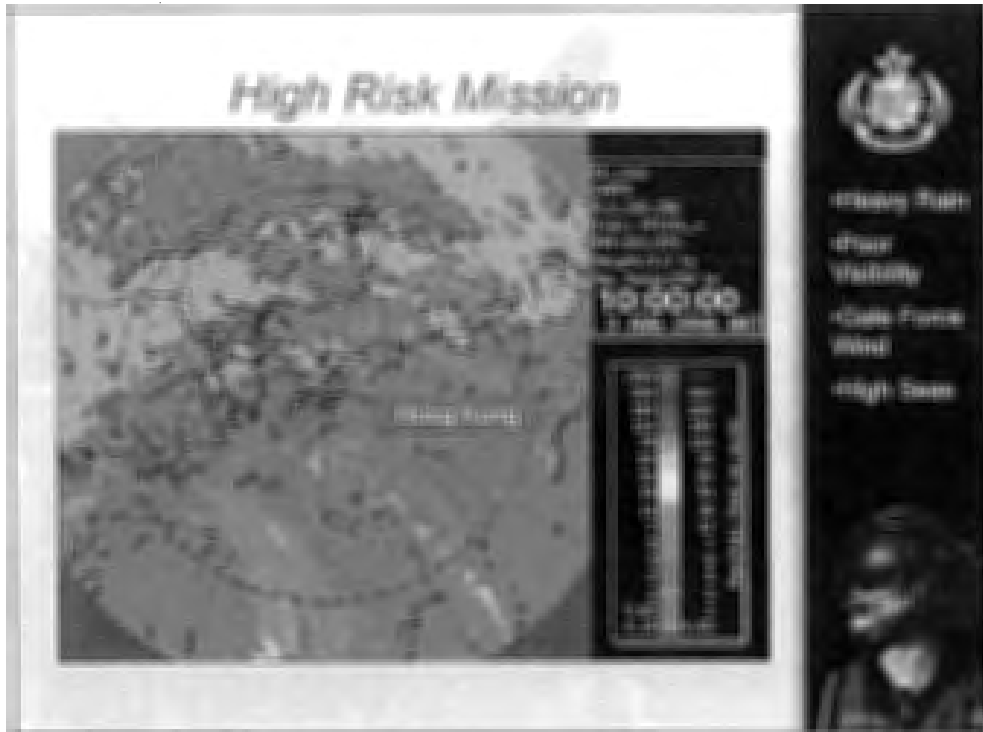
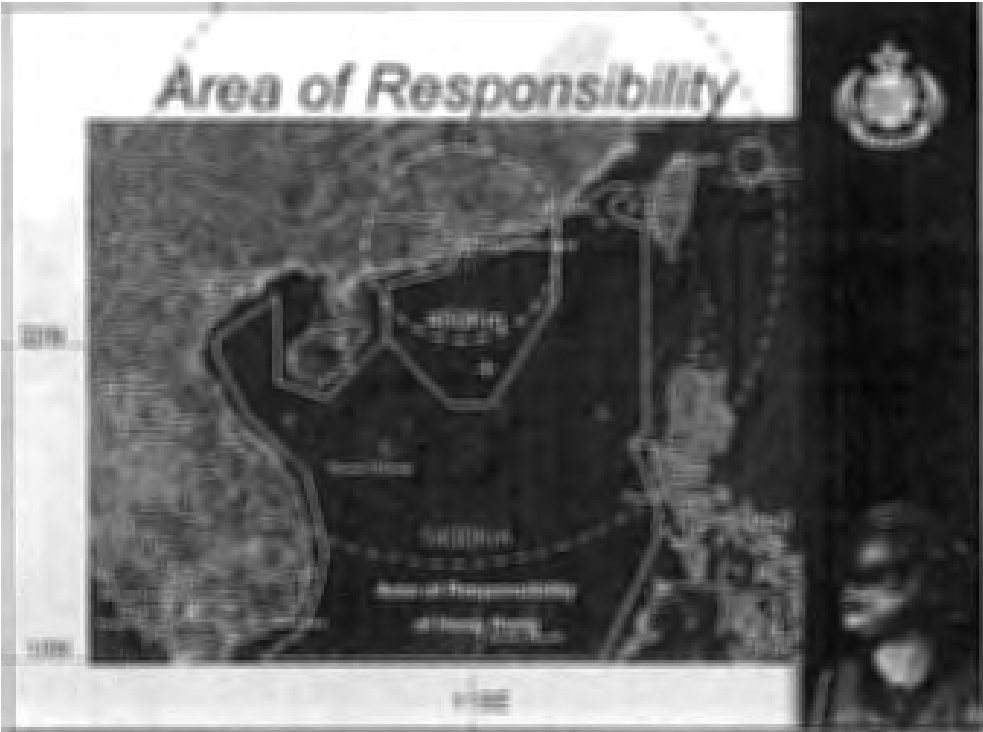
**Grade Structure Review for the
Disciplined Services**

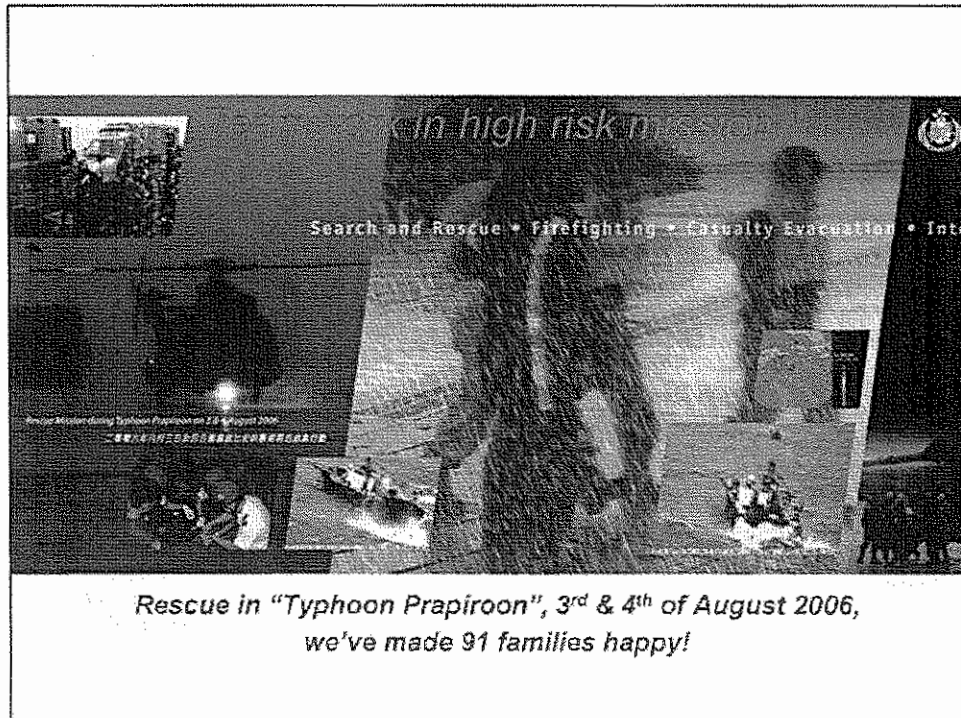
**Government Flying Service
Pilots Union**

4th January 2008










Government Flying Service
Operations Manual (General)

Volume 1



SECTION 3 *Commander's Responsibilities*

Chapter 1 General

1 INTRODUCTION

The Aircraft Commander has overall responsibility for all aspects of the operation of the flight and the related safety of his crew, its occupants and the aircraft.


This section of Volume One is therefore not intended as, nor can it be, an exhaustive list of the whole of the Commander's responsibilities. It is however, intended to bring to the attention of a Commander important aspects of his responsibilities in the operation and conduct of a flight. Refer to Article 32 of the AN(HK)O 1995 as amended, for the pre-flight actions required by commanders of aircraft.

2 FLIGHT AUTHORISATION

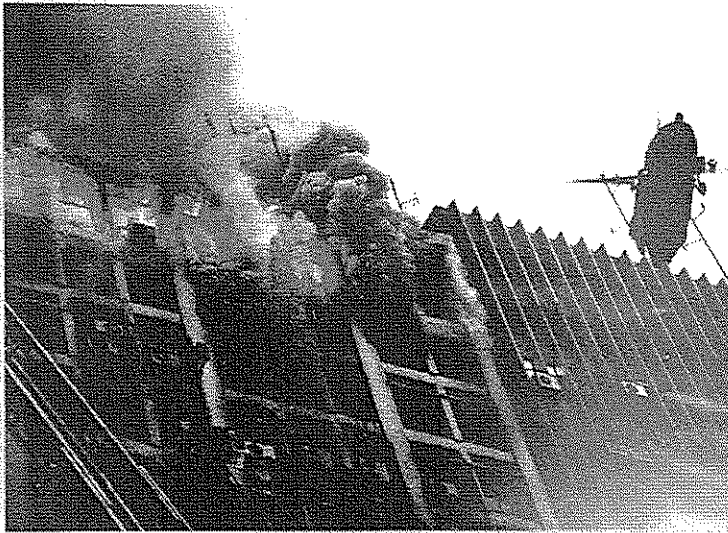
The Commander is to ensure that the flight is correctly authorised and briefed as per the appropriate pre-flight briefing board and in accordance with SOP's.

For a training sortie, the Commander will co-ordinate with a member of the training staff his own training requirements against those of his crew and will produce a composite sortie profile which he must then authorise.

In the event of an airborne diversion and change of task detail the Commander must request the AGCC to make an adjustment to the authorisation and pass the



Commander Responsibility



GFS Pilot's Training Investment

Up to 10 yrs of Mission Specific Training

New
Recruit



- Night SAR
- NVG
- VIP
- Firefighting



Global Pilot shortage

Newsweek

Airlines In The Brace Position

Sponsored By
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Air travel is booming as the world gets richer. But one issue looms: who will pilot all those planes?

By George Wehrfritz
NEWSWEEK
Updated 12:45 PM ET 11/11/00

Pilot shortage problem

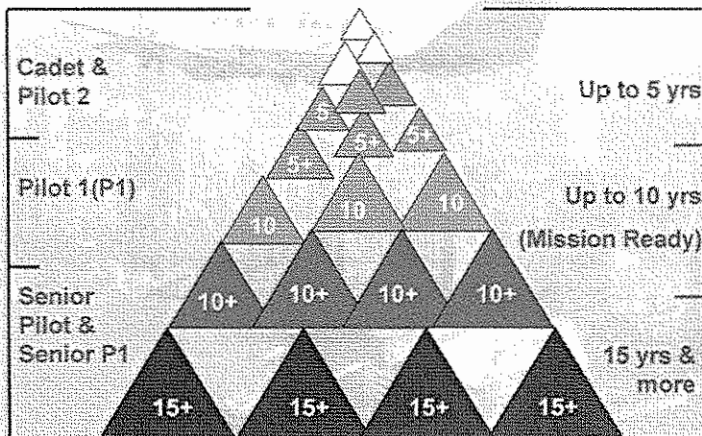
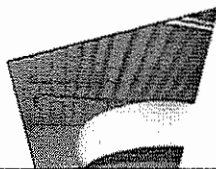
Chinese airlines in dogfight for scarce pilots
By Robert Hartmann

HONG KONG - The rapid development of China's civil aviation industry has led to a serious shortage of pilots.

According to published figures, 11,000 pilots serve in China's civil aviation industry. It is predicted that by 2010, China will have 1,250 aircraft. To help ease the increasing demand for pilots, the industry will require at least 6,500 more civilian pilots by then.

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Pyramid of Pilots' Experience



Existing Pilot's Pay Scale

	CP		GDS(C) 1
	SP		GDS(O) 38
	PI		GDS(O) 36
	PII		GDS(O) 26
			GDS(O) 14
			GDS(O) 2
	Cdt.		GDS(O) 1b
	GFS		

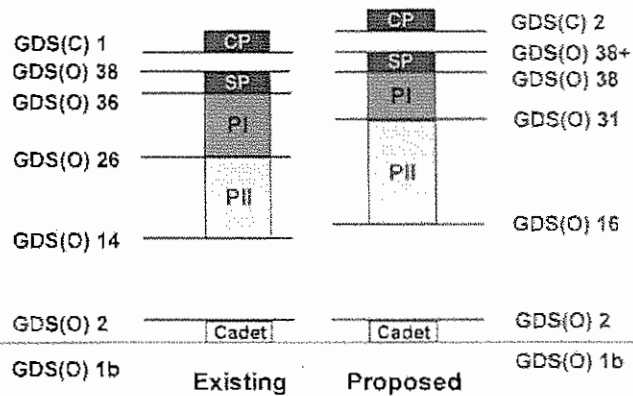


Market Comparison on Pay Scale

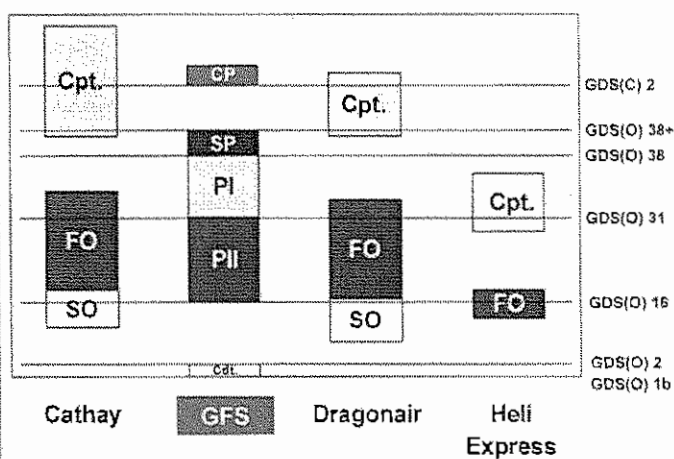
Cpt.	CP	Cpt.		GDS(C) 1
	SP			GDS(O) 38
	PI		Cpt.	GDS(O) 36
FO	PII	FO		GDS(O) 26
SO		SO	FO	GDS(O) 14
				GDS(O) 2
	Cdt.			GDS(O) 1b
Cathay	GFS	Dragonair	Heli Express	

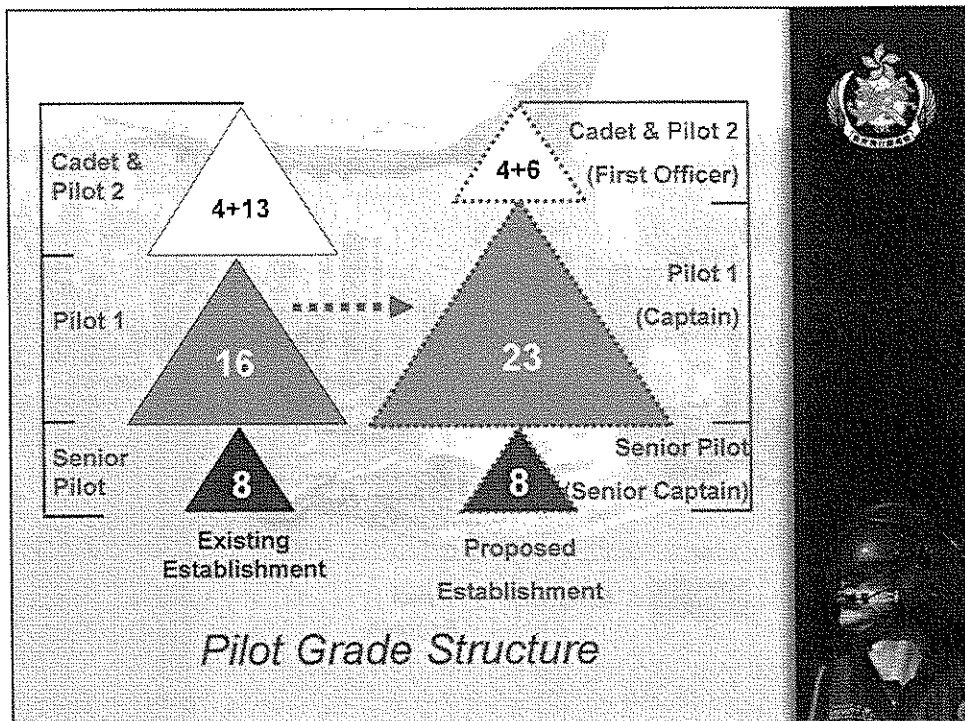
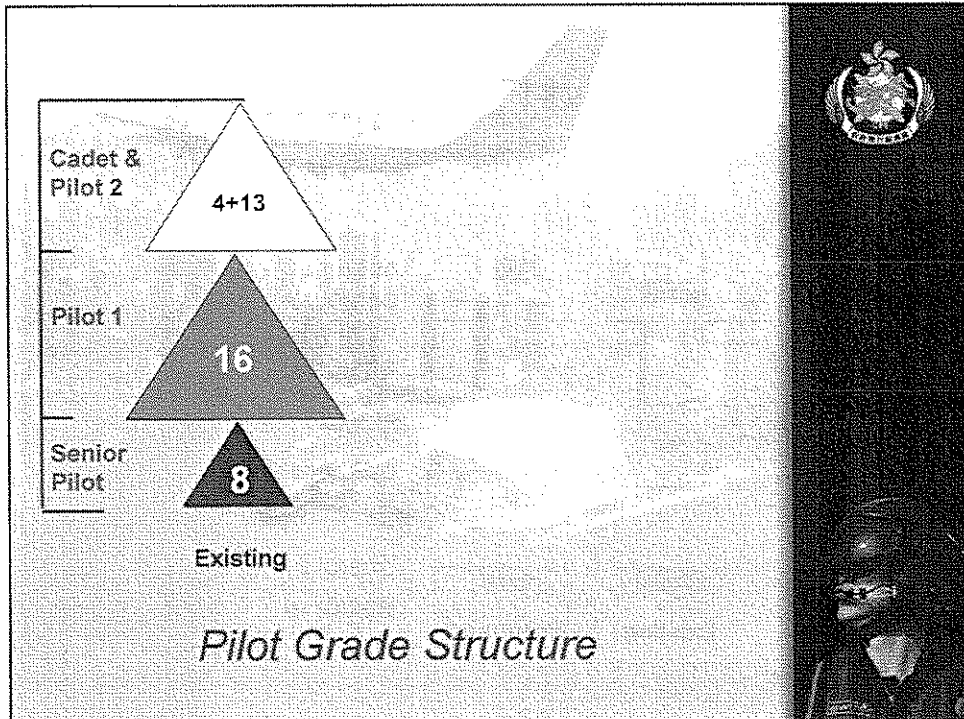


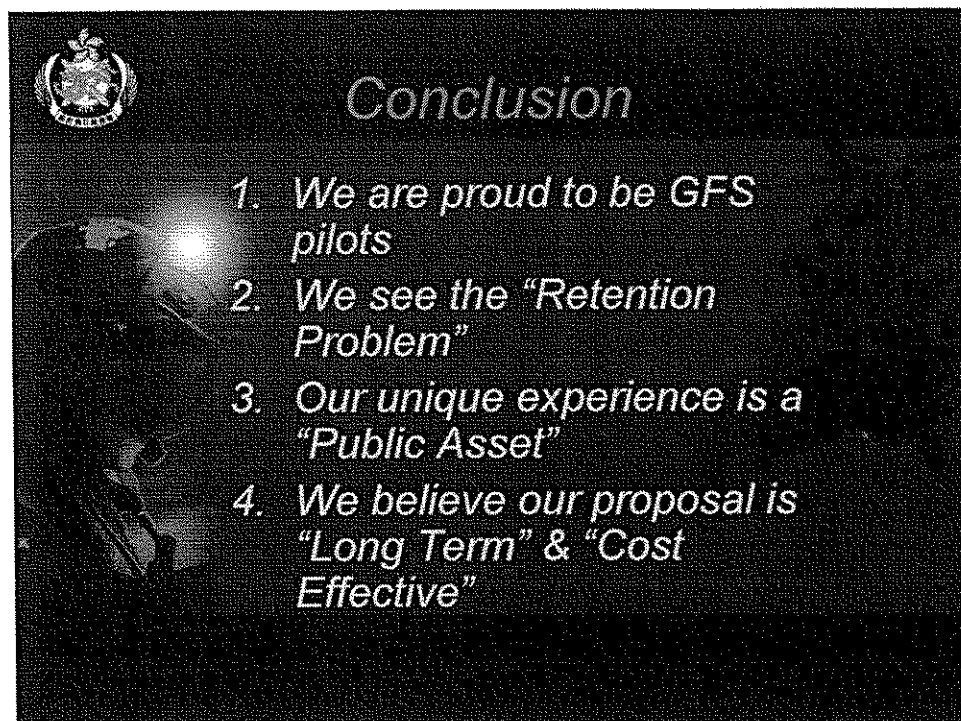
Our Proposed Pay Scale



Market Comparison with the Proposed Pay Scale









Q & A

*"Everently vigilant are the patient
airmen of the Government Flying Service,
honest, alert day and night,
who put their lives in peril that
we may be safe"*

Kevin Steiner, Columnist, RCMP, 18-10-2007

Thank you

Government Flying Services
Pilots Union Committee

Chairman	Capt. Erik Young	23058380	<u>erikyoung@gfs.gov.hk</u>
		98179530	
Vice Chairman	Capt. Victor Lau	23058318	<u>victorlau@gfs.gov.hk</u>
Secretary	Capt. James Yuen	23058313	<u>jamesyuen@gfs.gov.hk</u>
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Grade Structure Review for the Disciplined Services

Government Flying Service Pilots Union

18th January 2008

Introduction

Following the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) acceptance of the invitation of the Secretary for the Civil Service to conduct a Grade Structure Review (GSR) for the Disciplined Services, the Government Flying Service Pilots Union would like to submit the following views for the SCDS consideration.

Executive Summary

This paper consists of our Union's view of the existing Pilot Grade Structure, an analysis of the present situation, and our proposals.

Our proposal includes

- A revised pay scale;
- A revised post distribution; and
- A revised rank titles.

We believe our proposals will truly reflect our high risk mission nature in the Government Flying Service (GFS) operational environment and also help to retain the unique GFS pilot experience against a strong commercial pull.

The Government Flying Service

The main duty of the GFS is to provide Search and Rescue services both within and outside the Hong Kong Boundary. The GFS works closely with local and regional rescue authorities such as the Hong Kong Police Force, Fire Services Department, Civil Aviation Department (CAD) and Marine Rescue Coordination Centre (MRCC) of the Marine Department.

Apart from Search & Rescue, GFS provides the Hong Kong public with various aviation support services such as 24-hour air ambulance, internal security, fire fighting, aerial survey and general government support, etc. In GFS, Pilots play the leading roles in these services.

The Prospects of a GFS Pilot

GFS Cadet Pilots (In Commercial terms, they are Cadet Pilots and Second Officers) are required to undertake 14 months basic pilot's license training overseas, and subsequently receive their training in-house to be qualified as a co-pilots for relatively less complex missions. They will normally be promoted to Pilot II at around two and a half years.

Pilot IIs (In Commercial terms, they are First Officers) accumulate their mission experience for a number of years (locally and overseas) before they obtain their Commander qualifications for complex missions like long range Search and Rescue. They will then be promoted to Pilot I (In Commercial terms, they are Captains) when they are approaching fully mission-readiness which is on average about eight years after their induction.

The promotion from Pilot II to Pilot I is a milestone in GFS pilots' career, as they obtain command on the Search and Rescue missions, exercising their leadership in the team, and taking up great responsibility from then on.

In general Pilot Is with around ten years of experience become fully mission-ready and are thus the functional body of GFS operations. Parallel to their pilot experience, they are exposed to managerial duties to develop their full potential for higher achievement in the unit.

For those managerial capable Pilot Is, apart from flying for the front-line, they can be promoted to Senior Pilot (In Commercial terms, they are Training Captains), they will be GFS managers, responsible for training and upholding GFS flight standards and this is normally around fifteen years from the start of their career.

For those who are exceptional, promotion to Chief Pilot (Same title in the Commercial terms) to manage the whole Pilot Grade is a possibility.

Both Fixed Wing and Helicopter Pilots share the same prospects in the GFS.

Evolution of GFS Pilot's Roles

Since the Rennie Report in 1988 and the subsequent reviews in 1990s, the GFS has significantly changed in its scope of responsibilities, complexity of tasks, sophistication of equipment, and hence the requirement of capabilities of its crews, from its predecessor, the Royal Hong Kong Auxiliary Air Force (RHKAAF).

The change from a military outfit to a civilian operator required that GFS pilots needed to comply with stringent licensing and examination requirements of civilian aviation rules, while at the same time carrying out the military-like operations previously performed by the Royal Air Force, British Army as well as RHKAAF. The GFS is unique among other counterparts in the world. We operate fixed wing and helicopter up to a standard that greatly exceeding that in the civil aviation world.

In addition to its original services, GFS has continuously endeavoured to provide additional and enhanced services to the public such as the roadside rescue conducted in Yuen Long on the New Year's Eve 2007. That was the first time a helicopter landed on the Hong Kong highway system; and it transferred a seriously injured casualty directly to the hospital emergency room within 5 minutes.

In the past two decades, the GFS fleets have been replaced and improved in terms of their advancement and sophistication. On the one hand, the newer fleets have improved GFS pilots' operational capabilities such as extended range (to get there, do the rescue, and return), and longer search time. On the other hand, the newer fleets and their more advanced systems have created greater demands on the quality of GFS pilots.

The extended range and search time have significantly tested the physical endurance and increased the complexity of the GFS operational environment. Our Aircraft Commanders are trained and capable to analyze a range of dynamic factors and make timely and professional judgments in order to minimize the operational risk. Commanders are ultimately responsible for the safety of these demanding missions.

In addition, the Hong Kong public also has an increased expectation of the GFS in the past two decades. Our increased capability has been reflected by the promulgation of GFS performance pledges and the subsequent service improvement by counting time between receiving calls and arrival on-scene time which is vital for people in need. Such swift response and readiness require high levels of pilot vigilance to achieve.

High Risk Missions

GFS pilots are unique in the way that they often execute their mission over International waters outside Hong Kong. We provide round-the-clock emergency flying service for the people in Hong Kong as well as those who make their living in the South China Sea – a huge area extending some 1,400km from our coastline.

Unlike the other disciplinary forces which only execute their mission within the territory and always have swift reinforcement when facing risk and imminent danger, the GFS has to continuously face dynamic situations outside Hong Kong and has to constantly adjust plans accordingly. Outside the boundary, the GFS is on its own, making independent operational decisions.

Unlike commercial operators, during Typhoons or storms, when the Airport is closed and when Airlines stop flying, the GFS continues with Rescue Missions.

Commercial pilots always fly well surveyed routes; operate to strict protocols without the need to exercise their Command discretions. Our job nature is heavily based on individual pilot's experience and the need to make on the spot judgements and decisions to manage calculated risks.

Typhoon "Prapiroon"

On the 3rd and 4th of August, 2006. When the eye of typhoon "Prapiroon" was situated 75 Km South West of Hong Kong, the GFS was called upon to fly into the typhoon to save 91 sailors as they prepared to abandon their ships.

Where other commercial operators are trying to avoid such types of flying, the GFS is duty bound to fly in there and use their best possible efforts to save lives. The locations of the ships in distress were right in the danger zone of the typhoon, with gale force winds, heavy rain and extremely poor visibility to the point at which the Pilot could not see the bow of the ship from the stern. Conducting such rescues over a violently pitching and rolling deck is not comparable to the work of a commercial pilot.

To accomplish such operations safely, relies totally on the training, experience and judgment of the pilots, especially the captains who have to make the ultimate decisions. It is essential that the GFS retains and is run by such a strong core of captains such as the rank of Pilot I, who should have years of experience and exposure to various difficult and hostile operating environments such as this typhoon situation. (During this particular mission one of our aircraft actually lost radio contacts for over 20 minutes and couldn't even communicate with our accompanied fixed wing nearby). Such loss of communication is a sign of very serious consequences and the concerns at Base can only be imagined as the worst was feared. Luckily all was well but it is a good example of how the GFS operates very close to the limitations of the men and machines. The GFS made 91 families happy on those two days.

The job nature and the achievements of the GFS are reflected by various recognitions over the years. There were 64 awards to the GFS pilots between year 1998 and 2007 including the Medal of Bravery (Silver), Medal of Bravery (Bronze) and Chief Executive's Commendation for Government Service etc.

The teamwork, the trust behind these missions, is something very difficult to achieve and also to achieve consistently. As GFS functional leaders, it is our job to motivate the members to achieve outstanding team results. In the GFS, responsibilities are clearly defined in our Standard Operating Procedures.

Aircraft commanders authorize the mission when considered safe to do so, and the management vitally supports such judgment. According to the Standard Operating Procedures of GFS, they are the leaders who take the ultimate responsibility for our crew and passengers' safety, bearing in mind the operating environment is already risky, and demanding. Their responsibilities are legally defined in the Air Navigation Order (The Air Law) of Hong Kong.

GFS pilot training

Let us explain how the GFS cultivates pilots to become an Aircraft Commander.

A Cadet Pilot of an Airline will complete an average of fourteen months of initial training, they will then be further trained on operational environment to become Second Officer, their role is to monitor the aircraft during cruising phase of a long haul flight.

In the GFS, an initial pilot's license is only a license to learn. A licensed Cadet Pilot will be trained to fly the aircraft completely with hands on, they will undertake further trainings, and be exposed to a further ten years of operational experience before they are fully mission-ready. For example, during typhoon "Prapiroon", all Aircraft Commanders had more than fifteen years of flying experience, our best Senior Pilots.

These pilots, apart from being fully mission-ready, are also GFS senior managers who formulate policies including operations, training and future development of the GFS.

A completely trained GFS pilot can become the Aircraft Commander at night for Search and Rescue operations and it takes great commitment to achieve this high and demanding standard. GFS pilots at all ranks will be examined continuously throughout their career to ensure their Captaincy and the proficiency of the special skills required in this job are maintained at a high standard at all times. Those pilots who are qualified in operating two aircraft types will be undergo eight flight examinations per year to maintain their proficiency. This truly reflects the complexity of the job. The skills required to carry out these jobs are uniquely demanding.

Night time search and rescue with Night Vision Goggles (NVG) has increased our safety in rescues close to terrain. Although it is very demanding to operate with this equipment, it enhances the success of night time search and rescue operations. It is time consuming and complex to train a pilot to obtain operational competency in using this piece of equipment. The pilot should have a high level of local knowledge before being trained as a night time pilot. Only a competent night qualified pilot may be considered to train as a NVG co-pilot (usually at the later stage of the Pilot II rank) and subsequently a night time search and rescue pilot. This NVG application is essential in GFS; however, it is not common in the commercial world. Therefore we cannot simply replace our pilots with commercially-trained ones.

Through training the GFS sharpens pilots leadership, GFS specific skills, knowledge and judgment and it is believed that, if any one of them joins the commercial world, they will be ready for duty in a very short period of time. However, if we recruit a commercial pilot, they may have to undergo up to 2 years of intensive training before they can be fully operational in the GFS.

Retention Vs Global Pilot Shortage

The GFS recently lost a senior pilot to an airline; this means that the GFS lost more than fifteen years of operational experience. This represents a significant percentage of experience and skills in our small unit. In most circumstances, pilots at this level are also instructors and examiners and play a key role in training and developing our junior pilots. Apart from wastage at this level, the GFS is also experiencing wastage at other levels like Pilot I and Pilot II.

Though some may argue that the GFS can increase recruitment of new pilots, this measure on the supply side is only a paper solution in view of the time for training and the need to gain practical specialist operational experience over years. The threats to the GFS service is that its knowledge assets i.e. the Pilot I grades or above, can be drained rapidly, and much more rapidly than expected. This trend will continue as the global economy, especially in China, is booming. While it is important to increase the supply, it is more critical for GFS to retain these experienced pilots.

Owing to the booming economy (especially Asian economy), there is already a global pilot shortage. It is easy for commercial airlines to acquire new aeroplanes within months but the recruitment of sufficient pilots to fly the new planes remains a headache. The International Air Transport Association (IATA) announced that 17,000 new pilots would be needed annually over the next two decades. Asian airlines alone will require 6,000 pilots per year through year 2020 (Newsweek, Dec 2007). Since it takes time to train up new pilots from scratch, the only way to meet such heavy demand is to poach the pilots from other airlines (including the GFS).

The Chinese helicopter market in the next ten years will demand up to 4,500 preferably Chinese speaking pilots (Chinese Helicopter Forum 2007). It is also worth noting, that the salary gap between a Hong Kong and a Mainland Helicopter Pilot has been closing in rapidly in the last 12 months. Our Union strongly believes this onset of rapid market expansion will impose pilot shortage in the helicopter world very soon.

Market Comparison on Pay Scales

There is no other similar operator like GFS in Hong Kong to benchmark with. We selected Cathay Pacific, Dragonair and the Heli Express for the purpose, as these Companies are our competitors and as most of our pilots who depart have joined them. In addition, these operators have a well established pay scales and similar grade structure with the GFS, from Cadet Pilot to Chief Pilot.

See Diagram (1), (2) and (3)

When we make a comparison of our pay scale to the above operators in Hong Kong, we are behind the market norm. It is obvious that we have lost our attraction in terms of salary and recognition, and in the long term, we may not be able to retain the best people in the GFS to serve the community.

Dragonair has increased the salaries for their pilots in order to compete with other major airlines. The salary gap between GFS pilots and commercial pilots is widening, leaving the former's salary below the market average. Above all, it is worthwhile to note that the existing grade structure and its associated reward packages for the GFS pilots have been established for 20 years, and now they are becoming less competitive in the market.

Since the government has introduced the Mandatory Provident Fund (MPF) system for new recruits, the overall salary and benefits of new and existing pilots has certain degrees of difference. Therefore, for long term considerations, with a strong economic atmosphere, GFS experienced pilots considering commercial opportunities can be expected. Better salary and benefits comparable with commercial operators will assist in recruiting better candidates and also the retention of valuable pilots' experience in GFS.

Recommendations

Our union collectively recommends the followings:

- Revised Pay Scale
- Revised Post Distribution
- Revised Rank Titles

We strongly believe these are long term and cost effective solutions to the Pilot Grade.

Revised Pay Scale

We proposed a revised Grade Structure to truly reflect our high risk mission in GFS, to retain our pilot experience against the strong commercial pull, at the same time remaining in the pay scale of disciplined services.

We propose a 3 points increase for the starting point of Pilot II, a 5 points increase for the starting point of Pilot I, 3 points increase for the starting point of Senior Pilot and Chief Pilot.

See Diagram (4), (5)

The proposed salary of GFS pilots is compared with the averaged airline pilots' salary at equivalent years of experience. We are only proposing to reduce the salary gap between the Government and the Commercial market and at the same time, hope our dedication, commitment and responsibility in high risk operations can be recognized and reflected.

The proposed pay scale will not become the highest in the market, and should not trigger any possible pay-rise in the commercial world. In reality, Commercial Pilot pay scales of major operators are well established and structured, and have little room to adjust for individual case.

We understand that we have privileges of job security and satisfaction in GFS; however, this proposal will improve the overall attraction of the pilot grade, and strengthen our competitiveness and help to retain our capable and experienced pilots. Our services are strongly based on individual experience and should not be discontinued. This will certainly boost our morale and create a stronger incentive for the Pilot II or Cadet Pilot.

Revised Post Distribution

We proposed a revised post distribution in the pilot grade to reflect the realistic operational structure of GFS, as well as to improve the overall prospect to help retaining our capable staff. We propose the number of Pilot II ranks should be 8 instead of 13, the number of Pilot I should be 21 instead of the original 16.

Post	Existing Establishment	Proposed Establishment
Chief Pilot	2	2
Senior Pilot	8	8
Pilot I	16	21
Pilot II	13	8
Cadet Pilot	4	4
Total	43	43

In our existing establishment, we have 13 pilot II posts and 16 Pilot I posts. We have already filled up 15 Pilot I posts whereas there is an average of 8 unfilled Pilot II post since 2001. The existing establishment will impose restriction for those Pilot IIs who achieved command qualifications and ready to be promoted to Pilot I.

Pilot I is a milestone in the GFS pilots' career. As they achieve their command on the complex Search and Rescue missions, they have to exercise their leader quality in the team and take up greater responsibility in the GFS.

Pilot I should be the majority of our front-line pilots, they are fully mission ready, and are the key functional body to maintain GFS operational efficiency, and flexibility in our multi-role manpower requirement (our roster). The GFS is a relatively small unit and our operational efficiency relies on the multi-role nature of our Pilots, mainly our Pilot I.

There is a need to have the flexibility to command two aircraft types for each helicopter pilot. One of the GFS helicopter type is single pilot operated, capable of performing less complex and usually local missions. This contributes a cost effective on-job development to individual's Captaincy and capability. Two Pilot I (Or above) combinations in the same cockpit is also significant in experience exchange in a unit size like the GFS. For instance, some pilots may have overseas exchange opportunities, some may have accomplished a unique mission like "Prapiroon" and sharing of these experiences and mentoring of junior Commanders will sharpen the unit capability as a whole.

Revised Rank Titles

Post titles should be revised to better reflect our roles and responsibility in line with the aviation sector, and to help improve the public understanding of the real nature of a GFS Pilot.

Our proposed post titles are:

1. Pilot II will become First Officer,
2. Pilot I will become Captain,
3. Senior Pilot will become Senior Captain

Cadet Pilot and Chief Pilot remain unchanged. The duties and responsibilities of each rank should remain unchanged.

Existing Title	Proposed Title
Chief Pilot	Chief Pilot
Senior Pilot	Senior Captain
Pilot I	Captain
Pilot II	First Officer
Cadet Pilot	Cadet Pilot

Conclusion

The GFS Pilots' Union believes, being a GFS pilot is one of the most satisfying jobs within the Government and the Commercial Market. As core staff, we see a retention problem that must be addressed before the situation deteriorates further. GFS services are based on retention of unique experience and this community asset must not be lost. We sincerely hope the Standing Committee could consider our long term and cost effective proposals seriously.

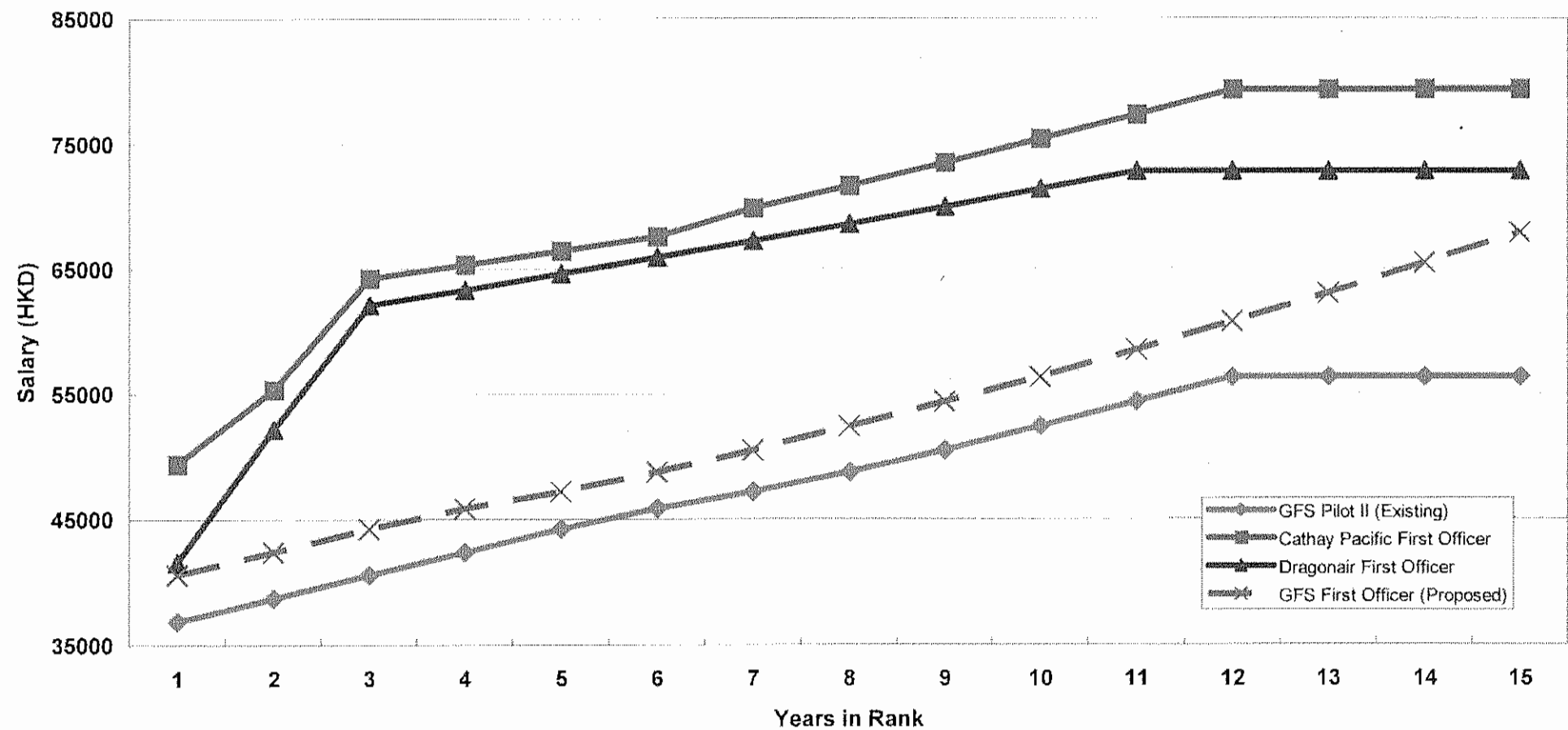
Payscale of major aviation operators in Hong Kong (Existing)

GDS	HKD\$	Cathay Pacific	Dragonair	Heli Express	Existing Payscale	HKD\$	GDS			
(C)3	142250	<div>Captain HKD 98375 - 136032</div>	<div>Captain HKD 92715 - 116453</div>	<div>Captain HKD 65000 - 85000</div>		142250	(C)3			
	138250					138250				
	134250					134250				
(C)2	122600					122600	(C)2			
	119000					119000				
	115450					115450				
(C)1	106450	<div>First Officer HKD 49421 - 79331</div>	<div>First Officer HKD 41621 - 72781</div>	<div>First Officer HKD 42250 - 48750</div>	<div>Chief Pilot (C)1</div>	106450	(C)1			
	103200					103200				
	100100					100100				
38	91765						<div>Senior Pilot (O) 36-38</div>	91765	38	
37	88210							88210	37	
36	84660							84660	36	
35	81495				<div>First Officer HKD 49421 - 79331</div>	<div>First Officer HKD 41621 - 72781</div>	<div>First Officer HKD 42250 - 48750</div>	<div>Pilot I (O) 26-35</div>	81495	35
34	78475								78475	34
33	75665								75665	33
32	73025								73025	32
31	70410								70410	31
30	67860								67860	30
29	65420	65420		29						
28	63015	63015		28						
27	60755	60755		27						
26	58535	58535		26						
25	56335									56335
24	54345					54345	24			
23	52375					52375	23			
22	50465					50465	22			
21	48775					48775	21			
20	47195					47195	20			
19	45890	<div>Second Officer HKD 32213 - 45259</div>		<div>Second Officer HKD 31060</div>	<div>First Officer HKD 42250 - 48750</div>	<div>Pilot II (O) 14-25</div>	45890	19		
18	44245		44245				18			
17	42420		42420				17			
16	40600		40600				16			
15	38760		38760				15			
14	36940		36940				14			
13	35170								35170	13
12	33400								33400	12
11	31775								31775	11
10	30245								30245	10
9	28760				28760	9				
8	27265				27265	8				
7	25790				25790	7				
6	24335				24335	6				
5	22840				22840	5				
4	21550				21550	4				
3	20535				20535	3				
2	19510					19510	2			
1	18675					18675	1			
1a	17875				<div>Cadet Pilot (O) 1b-2</div>	17875	1a			
1b	17105					17105	1b			
1c	16375					16375	1c			
1d	15670					15670	1d			

Diagram 1.

Diagram 2.

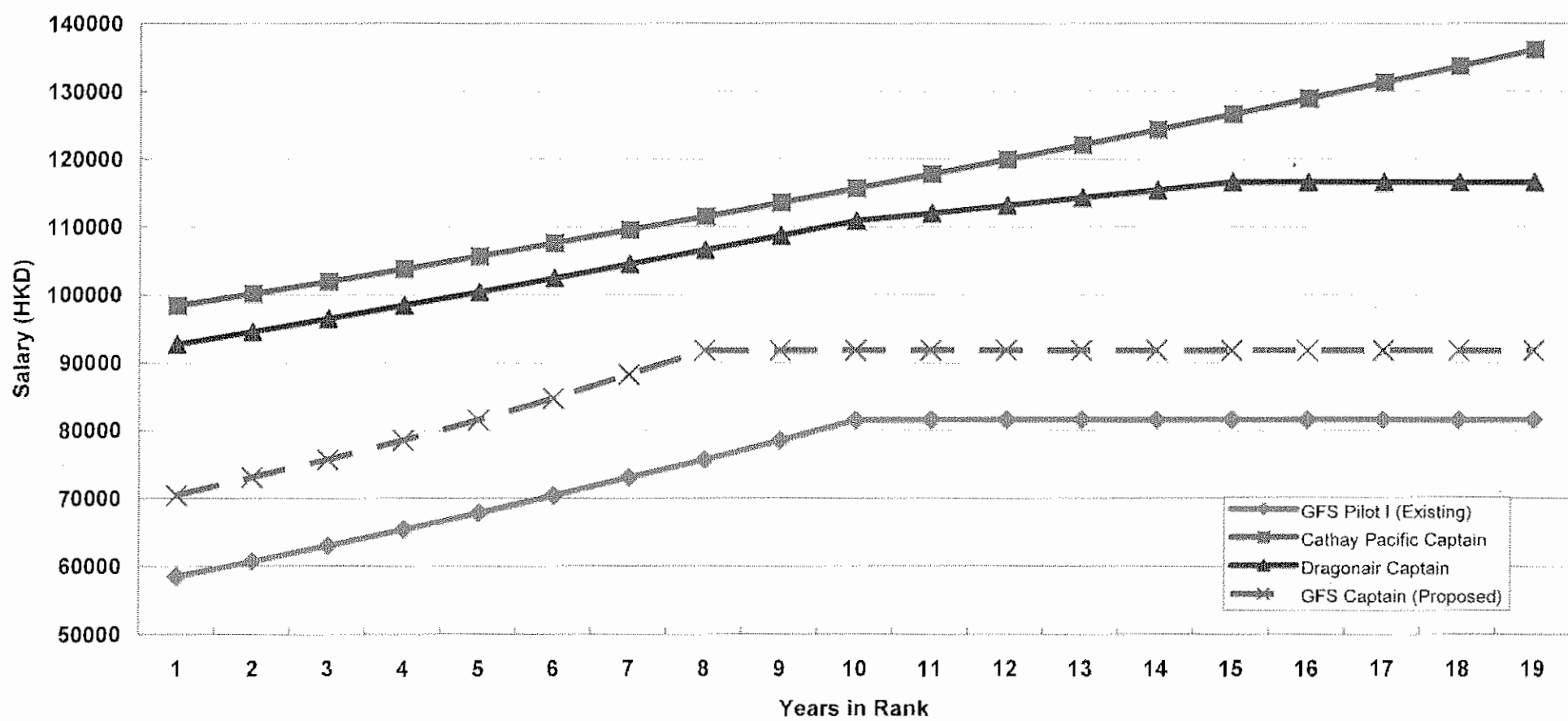
Salary of First Officer of Major Aviation Operators in Hong Kong



Note: The relation between salary and years in rank is unknown for Heli Express First Officer

Diagram 3.

Salary of Captain of Major Aviation Operators in Hong Kong



Note: The relation between salary and years in rank is unknown for Heli Express Captain

Diagram 4.

Existing Payscale vs Proposed Payscale

GDS	HKD\$	Existing Payscale		Proposed Payscale	HKD\$	GDS
(C)3	142250				142250	
	138250				138250	(C)3
	134250				134250	
(C)2	122600				122600	
	119000			Chief Pilot (C)2	119000	(C)2
	115450				115450	
(C)1	106450	Chief Pilot (C)1		Senior Captain (C)1	106450	
	103200				103200	(C)1
	100100				100100	
38	91765	Senior Pilot (O) 36-38		Captain (O) 31-38	91765	38
37	88210				88210	37
36	84660				84660	36
35	81495	Pilot I (O) 26-35			81495	35
34	78475				78475	34
33	75665				75665	33
32	73025				73025	32
31	70410				70410	31
30	67860			First Officer (O) 16-30	67860	30
29	65420				65420	29
28	63015				63015	28
27	60755				60755	27
26	58535				58535	26
25	56335	Pilot II (O) 14-25			56335	25
24	54345				54345	24
23	52375				52375	23
22	50465				50465	22
21	48775				48775	21
20	47195				47195	20
19	45890				45890	19
18	44245				44245	18
17	42420				42420	17
16	40600				40600	16
15	38760				38760	15
14	36940				36940	14
13	35170				35170	13
12	33400				33400	12
11	31775				31775	11
10	30245				30245	10
9	28760				28760	9
8	27265				27265	8
7	25790				25790	7
6	24335				24335	6
5	22840				22840	5
4	21550				21550	4
3	20535				20535	3
2	19510	Cadet Pilot (O) 1b-2		Cadet Pilot (O) 1b-2	19510	2
1	18675				18675	1
1a	17875				17875	1a
1b	17105				17105	1b
1c	16375				16375	1c
1d	15670				15670	1d

Payscale of major aviation operators in Hong Kong (Proposed)

GDS	HKD\$	Cathay Pacific	Dragonair	Heli Express	Existing Payscale	Proposed Payscale	HKD\$	GDS
	142250					Chief Pilot (C)2	142250	(C)3
(C)3	138250					Senior Captain (C)1	138250	
	134250						134250	
	122600						122600	
(C)2	119000						119000	(C)2
	115450						115450	
	106450						106450	
(C)1	103200						103200	(C)1
	100100						100100	
38	91765						91765	38
37	88210						88210	37
36	84660						84660	36
35	81495						81495	35
34	78475						78475	34
33	75665						75665	33
32	73025						73025	32
31	70410						70410	31
30	67860						67860	30
29	65420						65420	29
28	63015						63015	28
27	60755						60755	27
26	58535						58535	26
25	56335						56335	25
24	54345						54345	24
23	52375						52375	23
22	50465						50465	22
21	48775						48775	21
20	47195						47195	20
19	45890						45890	19
18	44245						44245	18
17	42420						42420	17
16	40600						40600	16
15	38760						38760	15
14	36940						36940	14
13	35170						35170	13
12	33400						33400	12
11	31775						31775	11
10	30245						30245	10
9	28760						28760	9
8	27265						27265	8
7	25790						25790	7
6	24335						24335	6
5	22840						22840	5
4	21550						21550	4
3	20535						20535	3
2	19510						19510	2
1	18675						18675	1
1a	17875						17875	1a
1b	17105						17105	1b
1c	16375						16375	1c
1d	15670						15670	1d

Captain HKD 98375 - 136032	Captain HKD 92715 - 116453	Captain HKD 65000 - 85000	Chief Pilot (C)1	Senior Pilot (O) 36-38	Pilot I (O) 26-35	Pilot II (O) 14-25	Chief Pilot (C)2	Senior Captain (C)1	Captain (O) 31-38	First Officer (O) 16-30	Cadet Pilot (O) 1b-2
First Officer HKD 49421 - 79331	First Officer HKD 41621 - 72781	First Officer HKD 42250 - 48750									
Second Officer HKD 32213 - 45259	Second Officer HKD 31060										

Diagram 5.