

## Appendix 4.1 – Reimbursement Cap on Salary of RSS

1. The following abbreviations shall be used in the consultancy agreement:

<b><u>Abbreviation</u></b>	<b><u>Full Title</u></b>
PRE	Principal Resident Engineer
CRE	Chief Resident Engineer
CRA	Chief Resident Architect
SRE	Senior Resident Engineer
SRE(E&M)	Senior Resident Engineer (Electrical and Mechanical)
SRE(G)	Senior Resident Engineer (Geotechnical)
SRA	Senior Resident Architect
SRLA	Senior Resident Landscape Architect
SRQS	Senior Resident Quantity Surveyor
SRLS	Senior Resident Land Surveyor
RE	Resident Engineer
RE(E&M)	Resident Engineer (Electrical and Mechanical)
RE(G)	Resident Engineer (Geotechnical)
RA	Resident Architect
RLA	Resident Landscape Architect
RQS	Resident Quantity Surveyor
RLS	Resident Land Surveyor
ARE	Assistant Resident Engineer
ARE(E&M)	Assistant Resident Engineer (Electrical and Mechanical)
ARE(G)	Assistant Resident Engineer (Geotechnical)
ARA	Assistant Resident Architect
ARLA	Assistant Resident Landscape Architect
ARQS	Assistant Resident Quantity Surveyor
ARLS	Assistant Resident Land Surveyor
RCTO	Resident Chief Technical Officer
RSIOW	Resident Senior Inspector of Works
RIOW	Resident Inspector of Works
RAIOW	Resident Assistant Inspector of Works
RSCOW	Resident Senior Clerk of Works
RCOW	Resident Clerk of Works

<b><u>Abbreviation</u></b>	<b><u>Full Title</u></b>
RACOW	Resident Assistant Clerk of Works
RWSI	Resident Works Supervisor Class I
RWSII	Resident Works Supervisor Class II
RSFO	Resident Senior Field Officer
RFOI	Resident Field Officer Class I
RFOII	Resident Field Officer Class II
RPSO(E)	Resident Principal Survey Officer (Engineering)
RSSO(E)	Resident Senior Survey Officer (Engineering)
RSO(E)	Resident Survey Officer (Engineering)
RPSO(Q)	Resident Principal Survey Officer (Quantity)
RSSO(Q)	Resident Senior Survey Officer (Quantity)
RSO(Q)	Resident Survey Officer (Quantity)
RPTO	Resident Principal Technical Officer
RSTO	Resident Senior Technical Officer
RTO	Resident Technical Officer
RSCO	Resident Senior Clerical Officer
RCO	Resident Clerical Officer
RACO	Resident Assistant Clerical Officer
RACO(LR) (re-titled from	Resident Assistant Clerical Officer (Labour Relations) (re-titled from
RLRO)	Resident Labour Relations Officer)
RCA	Resident Clerical Assistant
RPSII	Resident Personal Secretary Class II
CEG	Civil Engineering Graduate
GEG	Geotechnical Engineering Graduate
SEG	Structural Engineering Graduate
MPS	Master Pay Scale
MOD	Model Scale I

2. The reference Government pay scale for determination of reimbursement cap on salary of different ranks of Type A RSS and Type B RSS is as follows:

Rank	Reference Government Pay Scale Range		
	Minimum Point for Type A RSS	Minimum Point for Type B RSS	Maximum Point for Type A and Type B RSS
PRE	Minimum of D2	Minimum of D2	Maximum of D2
CRE, CRA	Minimum of D1	Minimum of D1	Maximum of D1
SRE, SRE(E&M), SRE(G), SRA, SRLA, SRQS, SRLS	MPS 45	MPS 45	MPS 49
RE, RE(E&M), RE(G), RA	MPS 32	MPS 32	MPS 44
RQS	MPS 31	MPS 31	MPS 44
RLA, RLS	MPS 30	MPS 30	MPS 44
ARE (except E&M), ARA, ARQS	MPS 19	MPS 19	MPS 27
ARE(E&M), ARLA, ARLS	MPS 18	MPS 18	MPS 27
RCTO	MPS 38	MPS 38	MPS 41
RSIOW, RSCOW	MPS 34	MPS 34	MPS 37
RIOW, RCOW	MPS 24	MPS 24	MPS 33
RAIOW, RACOW	MPS 13	MPS 13	MPS 23
RWSI	MPS 13	MPS 13	MPS 16
RWSII	MPS 9	MPS 9	MPS 12
RSFO	MPS 29	MPS 29	MPS 33
RFOI	MPS 22	MPS 22	MPS 28
RFOII	MPS 8	MPS 8	MPS 21
RPSO, RPTO	MPS 30	MPS 30	MPS 37
RSSO, RSTO	MPS 23	MPS 23	MPS 29
RSO, RTO	MPS 11	MPS 9	MPS 22
RSCO	MPS 22	MPS 22	MPS 27
RCO	MPS 16	MPS 16	MPS 21
RACO, RACO(LR)	MPS 3	MPS 3	MPS 15
RCA	MPS 1	MPS 1	MPS 10

Rank	Reference Government Pay Scale Range		
	Minimum Point for Type A RSS	Minimum Point for Type B RSS	Maximum Point for Type A and Type B RSS
RPS II	MPS 4	MPS 4	MPS 15
Resident Artisan, Resident Chainman, Resident Laboratory Assistant	MPS 6	MPS 5	MPS 8

3. Subject to the maximum point of the concerned RSS rank in the reference Government pay scale, incremental points shall be added to the minimum point of the concerned RSS rank to determine the reimbursement cap on salary of RSS subject to the following rules:

- (a) Other than the ranks of PRE, CRE and CRA, one incremental point shall be added for one complete year of satisfactory service as RSS at the concerned rank. Any omitted point in the pay scale of the concerned equivalent rank in the civil service will be handled similarly.
- (b) For the ranks of PRE, CRE and CRA, one incremental point shall be granted at biennial interval upon satisfactory service as RSS at the concerned rank.
- (c) For the ranks of RAIOW and RACOW, in addition to additional incremental points as specified in Sub-clause (a) above, a RSS who has served as RWSI or equivalent in any public works projects or those listed in Section 4.5.2 of this Handbook will accrue additional incremental points in accordance with the following table:

Year of Service as RWSI or Equivalent	Additional Incremental Point
0	0
1	1
2	2
3	3
4 or more	4

(d) For the rank of RPSII, in addition to additional incremental points as specified in Sub-clause (a) above, a RSS who has served as RACO, RACO(LR), RCA or equivalent in any public works projects or those listed in Section 4.5.2 of this Handbook will accrue additional incremental points in accordance with the following table:

<b>Year of Service as RACO, RACO(LR) or Equivalent</b>	<b>Year of Service as RCA or Equivalent</b>	<b>Additional Incremental Point</b>
0-1	0-3	0
2	4	1
3	5	2
4	6	3
5	7	4
6	8	5
7	9	6
8	10 or more	7
9	-	8
10	-	9
11	-	10
12 or more	-	11

(e) For the rank of RACO and RACO(LR), in addition to additional incremental points as specified in Sub-clause (a) above, a RSS who has served as RCA or equivalent in any public works projects or those listed in Section 4.5.2 of this Handbook will accrue additional incremental points in accordance with the following table:

<b>Year of Service as RCA or Equivalent</b>	<b>Additional Incremental Point</b>
0-2	0
3	1
4	2
5	3
6	4
7	5
8	6
9	7
10 or more	8

- (f) The total number of years of satisfactory service at the concerned rank counts the accumulated periods of satisfactory service as determined in accordance with Section 6.3.2 of this Handbook (if appropriate) for different RSS employment contracts associated with AACSB/EACSB consultancy agreements.