

**LegCo Panel on Public Service  
Meeting on 19 March 2001**

**Response from Civil Service Bureau on information provided for papers on  
creation of directorate posts for submission  
to the Establishment Subcommittee / Finance Committee**

(a) The number of directorate posts in the Department/ Bureau concerned

The Administration will indicate the existing number of directorate posts in the department/bureau concerned in the paragraph under “Civil Service Bureau Comments” in future submissions to the Establishment Subcommittee (ESC) and the Finance Committee (FC). In fact, such information is already provided in some ESC papers. It should, however, be noted that each proposal to create directorate post has to be justified on functional grounds and processed through the current system.

(b) In the Civil Service Bureau’s view, the more detailed justifications for the creation of the directorate post(s)

There is a section on “Justification” in every ESC paper setting out the arguments for the proposed creation of posts, together with the anticipated benefits, or the consequences if the ESC/FC does not endorse/approve the proposal. As a matter of fact, departments/policy bureaux will have discussed in detail with Civil Service Bureau (CSB) and Finance Bureau on justifications of the proposals before they are presented to ESC and FC. The finalised version of the paper has already incorporated views of CSB. The current format of the CSB section is therefore cast in simple terms to confirm our support rather than repeating the same points incorporated in the justifications paragraphs. As the final version of the paper has invariably incorporated CSB’s views, it would appear redundant to repeat the same views under the CSB section.