

For discussion
on 24 October 2001

EC(2001-02)21

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

**HEAD 56 - GOVERNMENT SECRETARIAT:
PLANNING AND LANDS BUREAU
AND WORKS BUREAU**

Subhead 003 Recoverable salaries and allowances

HEAD 91 - LANDS DEPARTMENT

Subhead 003 Recoverable salaries and allowances

HEAD 118 - PLANNING DEPARTMENT

Subhead 003 Recoverable salaries and allowances

Members are invited to recommend to Finance Committee the creation of the following permanent posts –

Planning and Lands Bureau

1 Administrative Officer Staff Grade C
(D2) (\$122,450 - \$130,050)

Lands Department

1 Chief Estate Surveyor
(D1) (\$103,150 - \$109,450)

Planning Department

1 Government Town Planner
(D2) (\$122,450 - \$130,050)

1 Chief Town Planner
(D1) (\$103,150 - \$109,450)

/PROBLEM

PROBLEM

The four existing supernumerary posts, namely one Administrative Officer Staff Grade C (AOSGC) (D2) in the Planning and Lands Bureau (PLB), one Chief Estate Surveyor (CES) (D1) in the Lands Department (Lands D), and one Government Town Planner (GTP) (D2) and one Chief Town Planner (CTP) (D1) in the Planning Department (Plan D), were created for six months under delegated authority on the establishment of the Urban Renewal Authority (URA) on 1 May 2001 and will lapse on 1 November 2001. We need continued directorate support to oversee and facilitate the implementation of the 20-year urban renewal programme.

PROPOSAL

2. We propose to create four permanent directorate posts of one AOSGC in PLB, one CES in Lands D, and one GTP and one CTP in Plan D to provide adequate support and assistance for the implementation of the 20-year urban renewal programme consisting of 200 new projects and 25 uncompleted projects of the Land Development Corporation (LDC).

JUSTIFICATION

3. Vide EC(1999-2000)19, Members approved the retention of four supernumerary posts of AOSGC (D2), CES (D1), GTP (D2) and CTP (D1) in urban renewal teams in PLB, Lands D and Plan D up to the date of dissolution of the LDC with funding from the LDC. On the establishment of the URA on 1 May 2001, four posts, namely one AOSGC, one CES, one GTP and one CTP posts, were created on a supernumerary basis for six months under delegated authority with funding from the URA to facilitate the initial operation of the URA.

Principal Assistant Secretary (Urban Renewal) in PLB

4. One supernumerary AOSGC post, designated as Principal Assistant Secretary (Urban Renewal) (PAS(UR)), was created and retained to head the Urban Renewal Unit (UR Unit) in PLB up to the date of dissolution of the LDC. On the establishment of the URA, one AOSGC post, designated as PAS(UR), was created on a supernumerary basis for six months up to 31 October 2001 under delegated authority to head the UR Unit.

5. Since its establishment in 1996, the UR Unit has been tasked with expediting the vetting and approving of the LDC's development schemes and

/proposals

proposals, speeding up the processing of the LDC's resumption applications as well as reviewing the urban renewal policy to address problems encountered by the LDC in implementing its redevelopment projects. The Unit has explored and taken forward a number of long-term initiatives, including the passage of the Urban Renewal Authority Ordinance (Cap. 563) in June 2000 to provide for the establishment of the URA to expedite urban renewal, and the passage of the Land (Compulsory Sale for Redevelopment) Ordinance (Cap. 545), which was brought into operation in June 1999 to help developers overcome site assembly difficulties.

6. The Urban Renewal Authority Ordinance was brought into operation on 1 May 2001 and the URA was established on the same day to implement the 20-year urban renewal programme. The UR Unit is responsible for formulating a draft urban renewal strategy and consulting the public before finalising it to provide policy guidelines to the URA on the urban renewal programme; updating the urban renewal strategy (tentatively on a biennial basis) to take account of any change in circumstances and the changing needs of the community; scrutinising the draft five-year corporate plans and draft annual business plans to be submitted by the URA annually; putting in place measures to improve the financial viability of the urban renewal programme; reviewing the ex-gratia compensation for owners and tenants of industrial properties affected by land resumption; processing land resumption applications from the URA; and dealing with any public relations aspects concerning land resumption.

7. In view of these commitments, the continued support of PAS(UR) is needed to head the UR Unit to provide policy steer to guide the operation of the URA, carry out regulatory functions vis-a-vis the URA, co-ordinate with other relevant policy bureaux and Government departments to provide the necessary support to the URA in the implementation of urban renewal projects, as well as keeping a close liaison with the URA management and monitoring the implementation of the 20-year urban renewal programme to ensure that our policy objectives can be fully achieved.

Chief Estate Surveyor (Urban Renewal) in Lands D

8. One supernumerary CES post, designated as Chief Estate Surveyor (Land Development Corporation Section) (CES(LDC Section)), was created and retained up to the date of dissolution of the LDC to head a dedicated LDC Section in Lands D. On the establishment of the URA, the LDC Section was renamed as the Urban Renewal Section (UR Section) and one CES post, designated as Chief Estate Surveyor (Urban Renewal) (CES(UR)), was created on a supernumerary basis for six months up to 31 October 2001 under delegated authority to head the UR Section.

9. The former LDC Section was responsible for implementing resumption, compensation and clearance policies relating to LDC projects and the land resumption programme of the LDC; advising whether resumption in respect of LDC projects is appropriate under the Land Development Corporation Ordinance (Cap. 15); carrying out land resumption under the Lands Resumption Ordinance (Cap. 124); co-ordinating site clearance to make available cleared sites for development by the LDC; monitoring expenditure of resumption funds; and approving the release of statutory compensation and/or ex-gratia allowances to owners and tenants affected by land resumption and executes compensation agreements. From its establishment in July 1995 to April 2001, seven projects with a total of 254 property interests were resumed. Each property interest resumed required individual assessment of the compensation under various heads of claims and negotiations were conducted with individual property owners and tenants to reach settlement.

10. Although the land resumption procedures in relation to the implementation of urban renewal projects have been streamlined under the Urban Renewal Authority Ordinance, the workload of the UR Section will continue to grow since a larger number of projects will be carried out each year in order to complete the 20-year urban renewal programme. The workload of the UR Section will be particularly substantial in cases where the resumption involves negotiations on the assessment of compensation and where the cases are brought before the Lands Tribunal or the court. The Section will continue to carry out land resumption for URA projects; approve the release of statutory compensation and/or ex-gratia allowances to affected property owners and tenants; co-ordinate and liaise with various Government departments to identify and resolve clearance problems to ensure that the sites will be handed over to the URA for development on the scheduled dates; closely interact with the District Councils, various concerned groups as well as those directly affected by land resumption to explain the land resumption procedures and compensation package; and address any problems encountered by the residents as a result of URA projects.

11. The continued support of CES(UR) is required to lead the UR Section in handling the above commitments and any land matters relating to URA projects so as to ensure the timely and smooth implementation of the urban renewal programme.

**Assistant Director/Urban Renewal and
Chief Town Planner/Urban Renewal 2 in Plan D**

12. Posts of one GTP and one CTP, designated as Assistant Director/Urban Renewal (AD/UR) and Chief Town Planner/Land Development Corporation (CTP/LDC) respectively, were created and retained in Plan D until the date of

/dissolution

dissolution of the LDC. The former headed the Urban Renewal Division (UR Division) and the latter headed the Land Development Corporation Section (LDC Section) set up under the UR Division in Plan D. On the establishment of the URA, one GTP post and one CTP post, designated as AD/UR and Chief Town Planner/Urban Renewal 2 (CTP/UR2) respectively, were created on a supernumerary basis for six months up to 31 October 2001 under delegated authority to head the UR Division and the URA team respectively.

13. Since its establishment in 1997, the UR Division, through its former LDC Section, has co-ordinated and expedited the processing of LDC projects as well as undertaken a comprehensive planning study to provide a framework to guide the improvement and restructuring of the old built-up areas where urban renewal is required. The study has identified and examined the financial viability of 200 projects for the URA to undertake upon its establishment.

14. The UR Division and its URA team will continue to be heavily engaged in monitoring the operation of the URA and in planning work on URA projects. It will assist PLB in preparing and reviewing the urban renewal strategy as policy guidelines for the URA on the urban renewal programme; undertake planning studies to provide necessary planning input for the updating exercise of the urban renewal strategy; provide planning and development parameters and advice to PLB in processing the URA's corporate plans and business plans; reserve adequate rehousing land for timely delivery to the rehousing agencies of the URA; develop and maintain a geographical information system for sharing of information on building conditions among various Government departments for building rehabilitation and the review of the urban renewal programme; process development schemes submitted by the URA for Town Planning Board's consideration and for Executive Council's approval; prepare planning briefs and process master layout plans for URA development schemes; provide planning support to URA projects at various stages of preparation or implementation, in particular those projects involving environmental or land-use complications and preservation aspects; co-ordinate the provision of infrastructure, Government/Institution/Community facilities and open space in URA projects; and monitor the implementation of URA projects to ensure the projects' compliance with the statutory planning requirements.

15. Meanwhile, the UR Division, through another dedicated team under a permanent CTP post funded by the Government, designated as Chief Town Planner/Urban Renewal 1, is responsible for handling non-URA renewal projects and for providing planning input to facilitate the Government's heritage policy review.

16. The continued guidance and professional support of AD/UR and CTP/UR2 are required to handle the complex and important tasks relating to URA projects which include co-ordination of the actions of Government departments over the planning work of the 20-year urban renewal programme and liaison with the senior management of the URA over the planning work of individual URA projects. This is to ensure that the planning objectives are incorporated into the programme and the projects.

Proposed Conversion to Permanent Posts

17. As mentioned in EC(1999-2000)19, there is a continuing need for directorate support in the urban renewal teams in PLB, Lands D and Plan D following the establishment of the URA. In particular, dedicated directorate support is required to closely monitor the operation of the URA, to liaise with the URA in pursuing the urban renewal programme, to regularly review and update the urban renewal strategy to take account of changing conditions of our urban fabric and the needs of the community, to introduce policies and measures to facilitate the timely implementation of the urban renewal programme, to expedite the vetting of planning and land resumption applications from the URA and to ensure the efficient and effective handling of planning and land resumption matters in the process of urban renewal. We consider that there is a need to have the continued support of the AOSGC in PLB, the CES in Lands D, as well as the GTP and the CTP in Plan D, by creating four permanent posts in view of Government's long-term commitment to the URA and urban renewal.

18. To provide the necessary professional and secretarial support to the above urban renewal teams, we have retained 54 non-directorate posts currently funded by the URA. These include the six posts of one Senior Administrative Officer, one Senior Estate Surveyor (SES), one Senior Town Planner (STP), one Personal Secretary (PS) I and two PS II in the UR Unit in PLB; the 29 posts of three SESs, four Estate Surveyors, two Principal Survey Officers, three Senior Survey Officers (SSOs), six Survey Officers, one Chief Land Executive, one Senior Land Executive, one Land Executive, one Land Inspector I, one Executive Officer I, one PS II, one Clerical Officer, three Assistant Clerical Officers (ACO) and one Workman II in the UR Section in Lands D; and the 19 posts of two STPs, five Town Planners, one SSO, two Survey Officers, one Senior Technical Officer, two Technical Officers, one PS I, one PS II, one ACO, two Clerical Assistants and one Office Assistant in the UR Division in Plan D.

19. The organisation charts of the urban renewal teams in PLB, Lands D and Plan D are at Enclosures 1, 2 and 3 respectively. The job descriptions for the posts of PAS(UR), CES(UR), AD/UR and CTP/UR2 are at Enclosures 4 to 7.

Encls. 1-3
Encls. 4-7

/FINANCIAL

FINANCIAL IMPLICATIONS

20. The additional notional annual salary cost of this proposal at mid-point is \$5,577,600. The full annual average staff cost of the proposal, including salaries and staff on-costs, is \$9,403,000.

21. In addition, this proposal will necessitate the retention of six non-directorate posts in PLB, 29 in Lands D and 19 in Plan D (see paragraph 18 above) at a notional annual mid-point salary cost of \$24,007,080 and a full annual average staff cost of \$44,397,000.

22. The UR Unit in PLB, the UR Section in Lands D and the UR Division (excluding the Urban Renewal 1 team) in Plan D were previously funded by the LDC and are currently funded by the URA which has agreed to fund the teams up to 31 March 2002. We shall recover the full staff costs of the proposed posts of the AOSGC, the CES, the GTP and the CTP and the 54 non-directorate posts, including on-costs, from the URA until 31 March 2002.

23. Sufficient funding has been earmarked to meet the full staff costs of the seven posts in the UR Unit in PLB and the 21 posts in the UR Division in Plan D, including the proposed posts of the AOSGC, the GTP and the CTP, starting 1 April 2002. As for the proposed post of the CES and the 29 non-directorate posts in Lands D, since the UR Section mainly deals with land resumption matters to facilitate URA projects, the URA has agreed to continue to meet the full staff cost of the posts, including salaries and staff on-costs. This arrangement has the advantage of allowing flexibility in adjusting the strength of the UR Section to tie in with the fluctuation in resumption workload arising from URA projects.

BACKGROUND INFORMATION

24. The Chief Executive announced in his 1999 Policy Address the setting up of the URA to replace the LDC and to expedite urban renewal. The Urban Renewal Authority Bill was passed by the Legislative Council in June 2000. The Urban Renewal Authority Ordinance was brought into operation on 1 May 2001. On the same day, the LDC was dissolved and the URA was established to undertake urban renewal under a new institutional and statutory framework. The URA is tasked to implement the urban renewal programme consisting of 200 new projects and 25 uncompleted projects of the LDC in the next 20 years.

/CONSULTATION

CONSULTATION WITH LEGISLATIVE COUNCIL PANEL

25. We consulted the Legislative Council Panel on Planning, Lands and Works by circulation of paper on 20 September 2001. Members of the Panel noted the proposal.

CIVIL SERVICE BUREAU COMMENTS

26. Having regard to the Government's long-term commitment to urban renewal and the long-term operational requirements, Civil Service Bureau supports the proposed conversion of the four supernumerary posts under discussion to permanent posts so as to ensure adequate support within the Administration to take forward various related tasks in this area. At present, the directorate establishment in the bureaux/departments concerned, exclusive of the four proposed permanent directorate posts, is as follows –

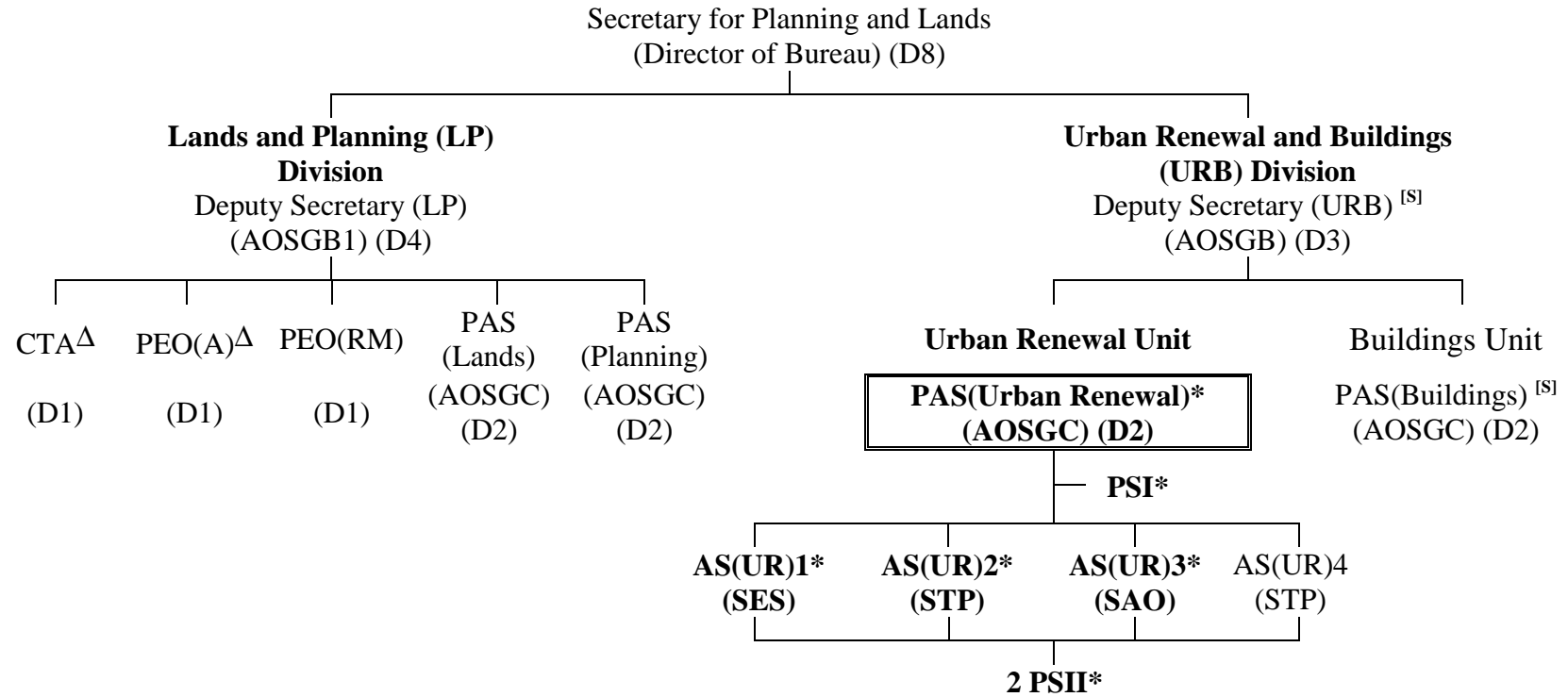
Bureau/Department	No. of Directorate Posts	
	Permanent	Supernumerary
PLB	5	2
Lands D	46	5
Plan D	27	–

ADVICE OF THE STANDING COMMITTEE ON DIRECTORATE SALARIES AND CONDITIONS OF SERVICE

27. The Standing Committee on Directorate Salaries and Conditions of Services has advised that the grading proposed for the posts would be appropriate if the posts were to be created on the permanent establishment.

Planning and Lands Bureau
October 2001

**Organisation Chart of the
Urban Renewal Unit, Planning and Lands Bureau**



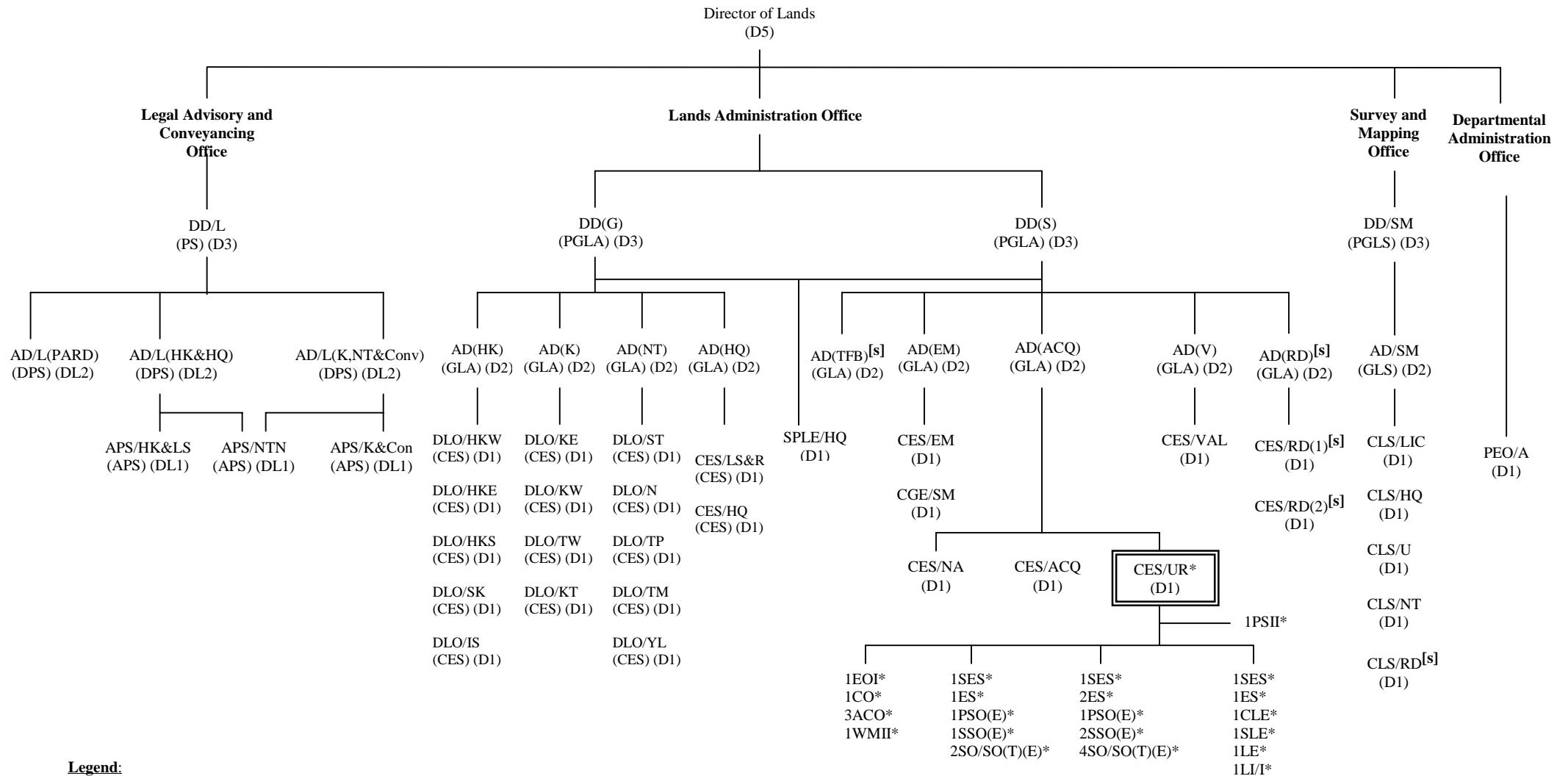
Legend

AOSG Administrative Officer Staff Grade
 PAS Principal Assistant Secretary
 PEO Principal Executive Officer
 CTA Chief Treasury Accountant
 A Administration
 RM Resource Management
 STP Senior Town Planner
 SES Senior Estate Surveyor
 SAO Senior Administrative Officer
 PS Personal Secretary



Proposed post for creation
 * Posts currently funded by Urban Renewal Authority (URA)
 Δ Serving both PLB and Works Bureau. Not counted in PLB's establishment
 [S1] Supernumerary post

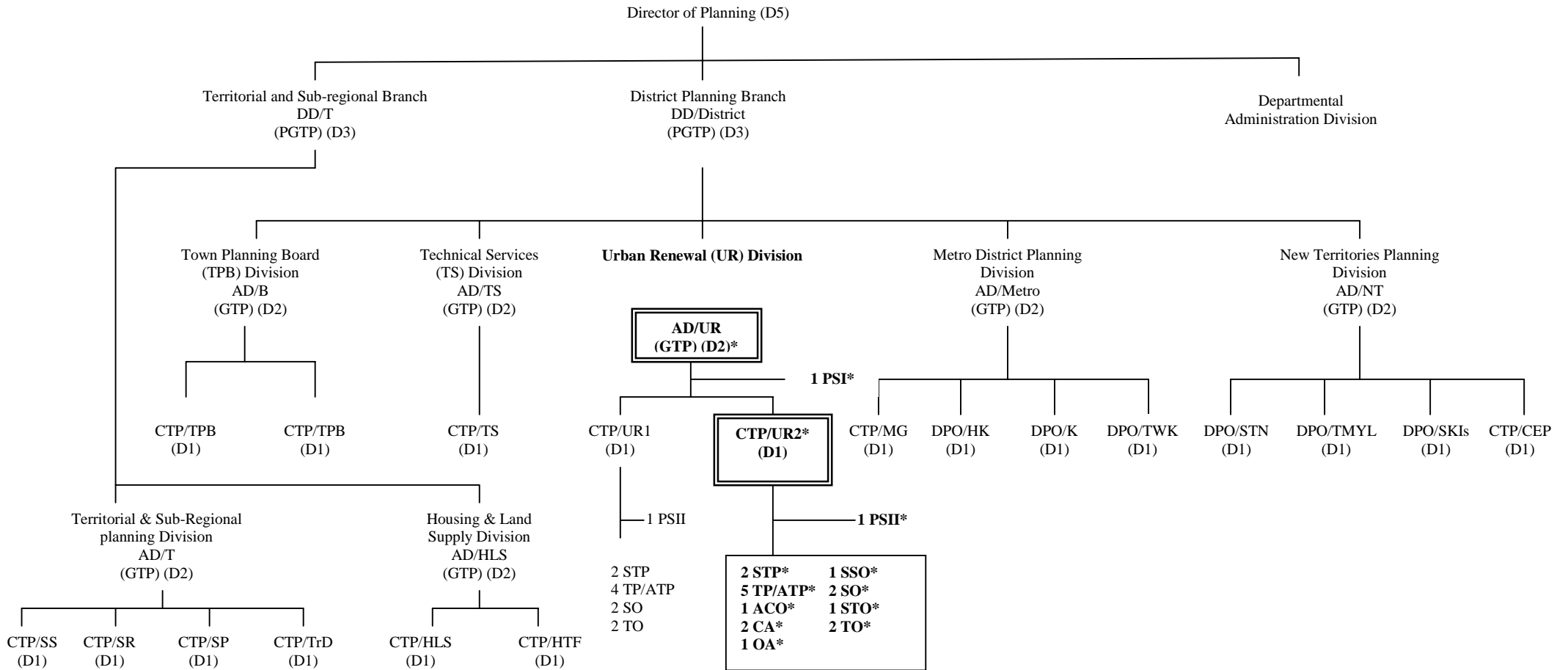
Organisation Chart of the Urban Renewal Section, Lands Department



Legend:

- | | | | | | |
|------|---------------------------------|-------------|------------------------------------------------|------|------------------------------------|
| DD | Deputy Director | ES | Estate Surveyor | CO | Clerical Officer |
| PS | Principal Solicitor | PSO | Principal Survey Officer (Estate) | ACO | Assistant Clerical Officer |
| DPS | Deputy Principal Solicitor | SSO(E) | Senior Survey Officer (Estate) | WLII | Workman II |
| APS | Assistant Principal Solicitor | SO/SO(T)(E) | Survey Officer/Survey Officer Trainee (Estate) | EO | Executive Officer |
| AD | Assistant Director | SPLE | Senior Principal Land Executive | CGE | Chief Geotechnical Engineer |
| PGLA | Principal Government Land Agent | CLE | Chief Land Executive | PGLS | Principal Government Land Surveyor |
| GLA | Government Land Agent | SLE | Senior Land Executive | GLS | Government Land Surveyor |
| CES | Chief Estate Surveyor | LE | Land Executive | CLS | Chief Land Surveyor |
| SES | Senior Estate Surveyor | L/I | Land Inspector I | | |
- Proposed post for creation
 * Posts funded by URA
 [s] Supernumerary post

Organisation Chart of the Urban Renewal Division, Planning Department



Legend:

- DD - Deputy Director of Planning
- AD - Assistant Director of Planning
- PGTP - Principal Government Town Planner
- GTP - Government Town Planner
- CTP - Chief Town Planner
- STP - Senior Town Planner
- TP/ATP - Town Planner/Assistant Town Planner

- DPO - District Planning Officer
- SSO - Senior Survey Officer
- SO - Survey Officer
- STO - Senior Technical Officer
- TO - Technical Officer
- ACO - Assistant Clerical Officer
- CA - Clerical Assistant

- OA - Office Assistant
- PS - Personal Secretary
- Proposed posts for creation
- * Posts currently funded by URA

**Job Description of
Principal Assistant Secretary (Urban Renewal)
Planning and Lands Bureau**

Rank: Administrative Officer Staff Grade C (D2)

Major Duties and Responsibilities

Responsible to the Deputy Secretary (Urban Renewal and Buildings) for urban renewal policies as well as the urban renewal programme relating to the Urban Renewal Authority (URA). Duties include –

- (1) preparing the draft urban renewal strategy to provide policy guidelines to the URA on the urban renewal programme and updating the strategy (tentatively on a biennial basis) to take account of any change in circumstances and the changing needs of the community;
- (2) consulting the public on each updating exercise of the urban renewal strategy as required under the Urban Renewal Authority Ordinance;
- (3) scrutinising the draft five-year corporate plans and draft annual business plans submitted by the URA annually to ensure that proper priorities are set for the urban renewal projects and that there are proper compensation arrangements and adequate rehousing resources for the smooth implementation of the proposed projects;
- (4) advising on and monitoring the urban renewal programme relating to the URA, including processing land resumption applications and vetting individual urban renewal projects having regard to any objections raised against the projects under the statute;
- (5) formulating policies, and putting in place proper financial arrangements to enhance the financial viability of the urban renewal programme;
- (6) overseeing the operation of the URA, including liaising with its Board of Directors and offering necessary assistance to ensure the successful and smooth implementation of its urban renewal projects;
- (7) co-ordinating the efforts of the URA, various Government departments and public bodies, including the Housing Authority and the Housing Society, on urban renewal at the policy level;
- (8) providing policy guidance on the heritage preservation and rehabilitation aspects of the URA's work; and
- (9) attending meetings of the Executive Council, the Legislative Council, District Councils and press conferences as necessary and overseeing the handling of enquiries and complaints on URA's work at the policy level.

**Job Description of
Chief Estate Surveyor (Urban Renewal)
Lands Department**

Rank: Chief Estate Surveyor (D1)

Major Duties and Responsibilities

Responsible to the Assistant Director (Acquisition) for all land matters relating to the Urban Renewal Authority (URA) and the implementation of resumption work of URA projects. Duties include –

- (1) formulating, monitoring and reviewing the implementation programme of URA projects which may require land resumption in consultation with the senior management of URA;
- (2) co-ordinating and liaising with various Government departments to identify and resolve clearance problems to ensure that the sites can be handed over to the URA for development on the scheduled dates;
- (3) carrying out resumption and clearance for URA projects if necessary in accordance with the Lands Resumption Ordinance;
- (4) monitoring expenditure of resumption funds, approving the release of statutory compensation and/or ex-gratia allowances to property owners and tenants affected by land resumption for URA projects;
- (5) setting up an administrative mechanism to deal with appeals on ex-gratia payments lodged by owners or tenants affected by URA projects;
- (6) providing professional advice in case of litigation and Lands Tribunal referrals on land resumption cases arising from URA projects; and
- (7) attending meetings of Executive Council, Legislative Council, District Councils and press conferences as necessary and overseeing the handling of enquiries and complaints on URA resumption matters.

**Job Description of
Assistant Director/Urban Renewal
Planning Department**

Rank: Government Town Planner (D2)

Main Duties and Responsibilities

Responsible to the Deputy Director of Planning (District) for the Urban Renewal Division on urban renewal matters. Duties include –

- (1) undertaking planning study to provide the necessary planning input to the Planning and Lands Bureau (PLB) in preparing the draft urban renewal strategy;
- (2) assisting PLB in conducting the public consultation exercise as regards the draft urban renewal strategy;
- (3) providing planning advice to PLB in processing the draft corporate plans and the draft business plans to be submitted by the URA and in scrutinising individual URA projects which are set out in its corporate plans and business plans;
- (4) providing planning advice on preservation of buildings and areas of architectural, cultural and historical interests;
- (5) developing and maintaining a geographical information system for sharing of information on building conditions among various Government departments for building rehabilitation and the review of the urban renewal programme;
- (6) advising the Director of Planning in executing his statutory functions as a non-executive director of the URA Board;
- (7) taking a leading role in the urban re-structuring studies in collaboration with relevant Government departments; and
- (8) attending meetings of the Executive Council, the Legislative Council, the Antiquities Advisory Board and District Councils as necessary.

**Job Description of
Chief Town Planner/Urban Renewal 2
Planning Department**

Rank: Chief Town Planner (D1)

Main Duties and Responsibilities

Responsible to the Assistant Director/Urban Renewal for urban renewal matters related to the Urban Renewal Authority (URA). Duties include –

- (1) providing planning information to assist the Planning and Lands Bureau (PLB) in preparing the draft urban renewal strategy;
- (2) providing planning information to PLB in processing the draft corporate plans and the draft business plans of the URA;
- (3) formulating planning and development parameters and providing professional planning advice to facilitate the URA in preparing its proposed development projects and proposed development schemes in accordance with the Urban Renewal Authority Ordinance and the Town Planning Ordinance as appropriate so as to ensure the projects' compliance with the statutory planning requirements;
- (4) formulating planning procedure for processing proposed development schemes submitted by the URA and processing of the objections against the development schemes;
- (5) formulating guidelines for the provision of infrastructure, Government/Institution/Community facilities and public open space in URA projects and overseeing the application of the guidelines by co-ordinating the efforts of the URA and various Government bureaux/departments;
- (6) overseeing the incorporation of territorial and sub-regional planning objectives into URA projects;
- (7) identifying suitable sites to meet the rehousing requirements arising from URA projects and overseeing the reservation of the sites to ensure their timely delivery to the rehousing agencies; and
- (8) resolving land use, planning and design issues related to URA projects with the URA and various Government bureaux/departments at various stages of implementation of URA projects to ensure the smooth implementation of these projects.