

Legislative Council Panel on Home Affairs

**Review of the Supernumerary Deputy Director (Administration)
and Assistant Director (Finance) Posts in the
Leisure and Cultural Services Department**

PURPOSE

This paper presents the supplementary information required by Members in relation to the captioned staffing proposal in Home Affairs Panel Paper No. CB(2)278/01-02(01).

BACKGROUND

2. The Administration has earlier submitted to the Home Affairs Panel a proposal to extend the supernumerary Deputy Director (Administration) (DD(A)) post by 3 years and to create a permanent Chief Treasury Accountant (CTA) post in place of the supernumerary Assistant Director (Finance) (AD(F)) post in the Leisure and Cultural Services Department (LCSD) with effect from 1 January 2002. At its meeting held on 9 November 2001, the Panel asked the Administration to provide supplementary information on the following to facilitate further consideration of the proposal:

- (a) the establishment changes in the LCSD since its establishment on 1 January 2000 and the current ratio of directorate to non-directorate posts; and
- (b) the policy changes in arts, culture, sport and recreation after the dissolution of the former Urban and Regional Councils.

SUPPLEMENTARY INFORMATION

3. The required supplementary information is presented in the two enclosures to this paper as follows:

Enclosure 1 : establishment changes since 1 January 2000 and the current ratio of directorate to non-directorate posts in LCSD

Enclosure 2 : policy changes in arts, culture, sport and recreation after the dissolution of the former Urban and Regional Councils

WAY FORWARD

4. Subject to Members' views, the staffing proposal will be submitted to the Establishment Subcommittee on 16 January 2002 for recommendation to the Finance Committee for approval.

Home Affairs Bureau
December 2001

**Establishment Changes since 1 January 2000 and
the Current Ratio of Directorate to Non-directorate Posts
in the Leisure and Cultural Services Department**

NON-DIRECTORATE

The LCSD was set up on 1 January 2000 with a non-directorate establishment of 9,542. Compared to the number of non-directorate posts i.e. 10,029 deployed on the delivery of leisure and cultural services in the former municipal services departments, this represented a decrease of 4.9%. By 1 December 2001, the non-directorate establishment of LCSD has been further reduced by 8.5% to 8,735. Please see details at Appendix 1. The overall reduction of non-directorate posts, compared to that of the former municipal services departments, represents a **decrease by 12.9%**. The reduction of non-directorate posts in LCSD has largely been attributable to the deletion of vacancies in line with the Government's policy to contain the size of the civil service and the outsourcing of services made possible by the high subscription of LCSD staff to the Voluntary Retirement (VR) Scheme. The posts deleted in the past two years have mainly been in the Artisan and Workman grades in which a relatively large number of staff (915) have subscribed to the VR Scheme.

2. In the past two years, a number of new facilities were opened and service improvement projects were launched by LCSD. These include the opening of the Tsing Yi Public Library in January 2000, the Ho Man Tin Leisure Centre in May 2000, the Hong Kong Central Library in May 2001, the Tseung Kwan O Swimming Pool in June 2001, the permanent exhibition of the Museum of History in August 2001, the Tin Shui Wai Public Library in October 2001, the implementation of the community sports programme, the provision of support for the sports policy review and the heritage policy review, etc. Within the resources and manpower constraints, the additional manpower requirements of these new projects have been met by redeployment of posts (mostly departmental and general grade posts), creation of new posts with savings from deletion of posts and employment of non-civil service contract (NCSC) staff. For this purpose, a total of 192 new posts were required, of which 131 posts were met by creation of new posts and 61 posts were met through redeployment. Please see details at Appendix 2. The manpower deficit resulting from the redeployment of posts under existing services were met through streamlining of procedures, outsourcing of services and employment of NCSC staff when necessary.

DIRECTORATE

3. The directorate establishment of LCSD has remained at 12 (including the two supernumerary posts of DD(A) and AD(F)) since the setting up of the department in January 2000. Compared with the combined directorate establishment of 17 posts deployed on the delivery of leisure and cultural services in the days of the municipal councils, this already represents a **decrease by 29.4%**. Please see Appendix 3 for details. No further change has been effected on the directorate establishment as the current provision is considered to be the bare minimum needed to steer, direct and manage the administration and operation of a department of LCSD's scale and complexity. This is particularly the case where LCSD is undergoing a period of change and challenges as detailed in Home Affairs Panel Paper No. CB(2)278/01-02(01). To enable the department to meet the challenges ahead, the Administration proposes to retain the supernumerary DD(A) post for another three years and to replace the supernumerary AD(F) post by a permanent CTA post. A further review of the directorate structure of the department will be undertaken in 2004.

RATIO OF DIRECTORATE TO NON-DIRECTORATE POSTS

4. The current ratio of directorate to non-directorate posts in LCSD is considerably smaller than that in the days of the former municipal councils as shown in the following table:

	Position as at 31.12.1999 in the former municipal services departments	Position as at 1.12.2001 in the LCSD
No. of Directorate Posts	17	12
No. of Non-directorate Posts	10 029	8 735
Ratio of Directorate to Non- directorate Posts	1 : 590	1 : 728

**Policy Changes in Arts, Culture, Sport and Recreation
After the Dissolution of the Former Urban and Regional Councils**

ARTS AND CULTURE

Policy Change

The Cultural Services Branch of the LCSD has taken over the following three areas of work from the former municipal councils since 1 January 2000; namely

- (a) Museums
- (b) Performing Arts
- (c) Libraries

2. The responsibilities involved are respectively:

- (a) Museums
 - planning museum services;
 - managing museums and the Hong Kong Film Archive;
 - organising exhibitions and extension activities; and
 - developing programmes for the promotion of film, historical and cultural objects.
- (b) Performing Arts
 - managing civic centres;
 - presenting and promoting cultural, entertainment and film programmes;
 - promoting community arts;
 - planning new cultural services; and
 - funding support for the Hong Kong Chinese Orchestra, the Hong Kong Dance Company, the Hong Kong Repertory Theatre, and from 1 April 2001 also the Hong Kong Arts Festival Society and the Hong Kong Philharmonic Society.
- (c) Libraries
 - planning and developing library facilities;
 - managing public libraries;
 - promoting library services and literary arts; and

- promoting good reading habits through library extension activities.

3. LCSD has taken over the following two new areas of work:

- (a) the Antiquities and Monuments Office from the Home Affairs Bureau. Its work involves preservation of the archaeological and built heritage of Hong Kong and providing secretariat and administrative support to the Antiquities Advisory Board, which advises the Government on heritage preservation matters; and
- (b) the Book Registration Office from the Television & Entertainment Licensing Authority which implements the Book Registration Ordinance.

4. The corporatization of the three performing companies, i.e. the Hong Kong Chinese Orchestra, the Hong Kong Dance Company and the Hong Kong Repertory Theatre in April 2001 results in a different method of implementing funding support to the three companies without any change in policy.

New Facilities

5. Since 1 January 2000, a number of new cultural facilities have been completed and opened to the public. The list of these venues are

2000

Tsing Yi Public Library (January)
 Yuen Long Theatre (May)
 Hong Kong Museum of Coastal Defence (July)
 Hong Kong Heritage Museum (December)
 Sam Ka Tsuen Public Library (December)

2001

Hong Kong Film Archive (January)
 Hong Kong Central Library (May)
 Tseung Kwan O Public Library (July)
 Hong Kong Museum of History's Permanent Exhibition Gallery (August)
 Tin Shui Wai Public Library (October)

Major New Initiatives

6. Two new offices have been established to promote community appreciation and interest in performing and visual arts amongst the general public especially youths and students. They are the Audience Building Office for performing arts established in January 2000 and the Art Promotion Office for visual arts in March 2001.

7. A number of consultancy studies have been conducted or are underway. These studies aim to identify the most efficient and cost-effective means in the provision of cultural services and to develop long-term strategic development plans for the provision of cultural service and facilities. The one on identifying outsourcing opportunities for transferring management processes and functions to the private sector of four selected Community Arts Centres has been completed. We are consulting district arts groups, the arts community and advisory groups on the consultant's recommendations. A final decision will be made in early 2002. Two consultancy studies to review respectively the provision of regional and district cultural and performance facilities as well as the future development of the Hong Kong Public Libraries are underway and expected to be completed in the first half of 2002. Consideration is also being given to commissioning a consultancy study on the institutional planning aspects of public museums.

8. The "School Culture Day Pilot Scheme" has been launched since 1 September 2001. 30 schools have been selected and their students are being offered cultural and arts programmes especially designed for them in LCSD museums, performance venues and public libraries. The aim is to broaden their vision, developing their interest in arts and fostering their creativity.

9. With the support of the Hong Kong Airport Authority, art and cultural displays and cultural performances are being held regularly in the Passenger Terminal Building.

10. A pilot scheme for an arts and crafts fair at the piazza of the Hong Kong Cultural Centre will start from 23 December 2001 for three months. During which time, photographers and painters will be around everyday to provide photography and sketching services to visitors. On Sundays, there will also be arts and crafts stalls and free entertainments.

11. In 2001, the computer systems of the libraries in urban and New Territories areas were merged into one single system. This has facilitated readers to search, reserve and renew library materials through the Internet. Readers can now borrow and return library materials at any public library in the territory. Bulk

registration for library cards for all primary school students has been implemented in collaboration with the Education Department. The total number of items that a registered borrower can borrow has also been increased from five to six. The Hong Kong Central Library, opened in May 2001, has been well patronized, and has received its one-millionth user within one and a half months after opening. It is installed with a state-of-the-art Multi-media Information System, which provides audio- and video-on-demand, online CD-ROM, database searching and document viewing services. Most of the materials of the system are now available for search on the Internet.

Review of Cultural Policy

12. In April 2000, we established the Culture and Heritage Commission to advise Government on policies and funding priorities in the development and promotion of culture and heritage. In March 2001, the Commission published a consultation paper to solicit views on cultural development. Members of the Commission are now having in-depth studies in specific policy areas including culture and arts education, cultural exchange, cultural facilities, museums and libraries. The Commission plans to consult the public on policy proposals in the first half of 2002 and then submit its recommendations in mid-2002. Separately, the heritage preservation policy is also under review and consideration will be given to ways of streamlining the procedures for preservation and of enhancing and further promoting work in this area.

SPORT AND RECREATION

Transfer of Subsidy Schemes to the District Councils

13. In 2000/2001, LCSD provided subsidy under the District Festivals Subsidy Scheme (DFSS) and District Cultural Project Grants Scheme (DCPGS) to district organizations to promote recreational, sports and cultural activities in the 18 districts. DFSS was based on a subsidy scheme of the former Regional Council, which provided financial assistance to district bodies in the New Territories for the organization of district festivals and large-scale festive events. LCSD extended the coverage of DFSS to the whole territory. DCPGS was another subsidy scheme implemented by LCSD which aimed at supporting and encouraging district cultural arts organizations in the territory to promote cultural events in their respective districts. The total allocations for DFSS and DCPGS in 2000/2001 were \$18.7 million and \$6.7 million respectively.

14. After implementation of DFSS and DCPGS for one year, the Administration had received views from the District Councils (DCs) as follows :-

- (a) The majority of the DCs are of the view that the DCs instead of the LCSD should be vested with the authority to grant subsidy to district organizations for organizing recreational, sports and cultural activities. Funds should be allocated to DCs which would consider and vet applications having regard to district needs and priority.
- (b) The majority of the DCs said that to enable them to plan for annual programme of recreational, sports and cultural activities the beginning of each financial year, LCSD should advise DCs early as possible the amount of funds available for allocation them.

15. After careful consideration, LCSD agrees to transfer the authority of management of the funds (\$25.4 million) under the two schemes via HAD to the 18 DCs. Districts will be informed of the amount that will be allocated to them at the beginning of each financial year to facilitate early planning of DCs' annual work programme. The DCs are required to observe the objective and the guidelines of the schemes to ensure that the subsidy will not be granted for purposes other than organizing recreational, sports and cultural activities. The proposals were supported by the DCs as it would attain the following objectives :-

- (a) enhancing the function of the DCs in the promotion of recreational, sports and cultural activities within the district;
- (b) since the DCs are in a better position to understand the needs of the district, it will be more effective in the utilization of resources if the DCs are to play a co-ordinating role in the allocation of subsidy for recreational, sports and cultural activities; and
- (c) with the DCs having full authority to approve applications for subsidy, the problem of duplication of work between departments and DCs can be avoided.

Sports Promotion Programmes

16. Since the establishment of the Department in January 2000, agreement has been reached on the demarcation of work between the Hong Kong Sports Development Board (SDB) and the LCSD. LCSD is responsible for promoting and developing sports at the community and grass root level whilst SDB together with national sports associations (NSAs) will be responsible for elite sports. A summary of LCSD's new initiatives on sports promotion and development are outlined below.

Healthy Exercise for All Campaign

17. To enhance public interest in sports activities and encourage the public to take part in physical exercise on a regular basis, the Department jointly organized the "Healthy Exercise for All" Campaign with the Department of Health. It covers a wide range of activities including four large-scale promotional events with different seasonal themes. In addition, Fitness Programmes for special target groups were held for overweight children, senior citizens and people with a disability. Two walking schemes, namely the "Hiking Scheme" and the "Quali-walk" were organized during the Campaign period. Response to the Campaign was encouraging with 60,000 people taking part in 1,500 activities. Thirty-two top athletes were appointed as "Healthy Exercise Ambassadors" to help promote the message of "Healthy Exercise for All" through attending major promotional events and outreaching programmes. Videotapes, VCDs, leaflets, booklets and radio and TV programmes were produced for the purpose of public education, including giving beginners instructions on simple healthy exercises. An "Active Living Charter" signing ceremony was held on 22 October 2000 to enhance public awareness in the importance of physical activities to their health. More than 200 organizations, schools and corporate firms signed the Charter and pledged to promote physical activities among their members. In view of the positive response, Healthy Exercise for All Campaign has now become an on-going annual programme.

School Sports Programme

18. Launched in May 2001, the School Sports Programme (SSP) aims to encourage student participation in sports and improve the standard of sports in schools. To achieve the objectives of the SSP, we have designed four sub-programmes, namely

(a) Sport Education Programme

Sport-related talks, seminars, exhibitions and visits to major sport facilities will be organized to arouse students' interest in sports.

(b) Easy Sport Programme

Some team sports have been simplified or modified as Easy Sport to facilitate primary students to master the basic skills of these sports. NSAs are invited to deploy their instructors to schools to supervise the implementation of Easy Sport activities.

(c) Sport Captain Programme

Schools are invited to nominate students to attend training courses on sports administration, refereeing and coaching so that these students may contribute in the promotion of sports in their schools and in the community.

(d) Outreach Coaching Programme

Outreach coaches will be sent by the NSAs to schools to help the training of school teams.

Community Sports Clubs

19. To promote public participation in competitive sports and to encourage a lifelong engagement in sports, LCSD has taken over from the SDB the Community Sports Clubs (CSC) movement since April 2001. About 90 CSCs have been formed, covering as many as 15 different types of sports. Other than nurturing a team spirit and forging a sporting camaraderie amongst participants, CSCs also help to identify sport talents for their respective NSAs and, where appropriate, refer them for further training to further develop their potential.

20. Our plan is to form 40 CSCs every year. In 2001/02, we have earmarked a total of \$5 million to provide seed money for formation of these sports clubs and subsidy for organising sports activities and competitions.

District Sports Teams

21. To raise the standard of competitive sports in the community, LCSD launched a movement of formation of District Sports Team in 2000/01. In 2000/01, 18 district sports teams were formed in each of the two sports of football and basketball, with the assistance of the Hong Kong Football Association (HKFA) and the Hong Kong Basketball Association (HKBA).

22. In 2001/02, we have extended the movement to cover two additional sports, i.e. badminton and table tennis.

23. To ensure a continued supply of talents to join the district teams, youngsters with potential can apply to enroll in the District Sports Teams Training Scheme. Since April 2000, over 4,000 youngsters have been trained under the scheme.

24. Athletes with potential to compete at international levels will be selected for further training by the NSAs. To date, 55 athletes have been identified and referred to the HKFA and HKBA for training.

25. In 2001/02, LCSD has earmarked \$3.9 million for the scheme.

Training Facilities for National Sports Associations

26. To encourage the use of sports facilities by NSAs and to facilitate sports development, LCSD has introduced a trial scheme since June 2000 to designate selected sports venues as training centers for organizing training and sports development activities. At present, a total of 31 NSAs have identified 37 venues as their training centres.

New Facilities

27. Since 1 January 2000, a number of new leisure and recreation facilities have been completed and opened to the public. The list of these venues are

2000

Shun Lee Tsuen Leisure Centre (February)

Ho Man Tin Leisure Centre (May)

Jordan Valley Playground, Phase II (September)

Sam Ka Tsuen Sports Centre (December)

2001

Island East Sports Centre (January)

Tseung Kwan O Sports Centre (March)

Tseung Kwan O Swimming Pool (June)

Ping Shek Playground (December)

Review of Sports Policy

28. In April 2001, we established the Sports Policy Review Team to begin work on a strategic blueprint for the further development of sport in the Hong Kong Special Administrative Region. The team has consulted extensively in the sports field, both in Hong Kong and overseas, and has conducted in-depth research into issues related to sports development, with a view to proposing future policy directions. We intend to issue the review report for public consultation in early 2002.

Non-Directorate Establishment of the Former Municipal Services Departments and the Leisure and Cultural Services Department

Grade	Establishment of the former municipal services departments (a)	Establishment of LCSD as at 1.1.2000* (b)	(b) - (a) (%)	Establishment of LCSD as at 1.12.2001* (c)	(c) - (b) (%)
Departmental Grades (i.e. Leisure Services Manager, Librarian, Curator, Manager(Cultural Services), Amenities Assistant, etc.)	2,838	2,704	-134 (-4.7%)	2,727	23 (0.9%)
Common Grades (i.e. Foreman, Artisan, Workman, etc.)	4,809	4,671	-138 (-2.9%)	3,858	-813 (-17.4%)
General Grades (i.e. Clerical, Secretarial, Motor Driver, Chinese Language Officer, etc.)	2,382	2,167	-215 (-9%)	2,150	-17 (-0.8%)
Total	10,029	9,542	-487 (-4.9%)	8,735	-807 (-8.5%)

* Excluding posts created to accommodate surplus staff arising from the reorganization. Detailed breakdown by rank is at Annex.

**Breakdown of Non-Directorate Establishment of
the Leisure and Cultural Services Department**

Rank	Establishment of LCSD as at 1.1.2000* (a)	Establishment of LCSD as at 1.12.2001* (b)	(b) - (a)
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Departmental Grades

Chief Leisure Services Manager [#]	13	16	3
Senior Leisure Services Manager [#]	39	41	2
Leisure Services Manager [#]	88	91	3
Assistant Leisure Services Manager I [#]	144	147	3
Assistant Leisure Services Manager II [#]	205	206	1
Chief Librarian	3	3	0
Senior Librarian	18	18	0
Librarian	62	85	23
Assistant Librarian	89	89	0
Chief Manager, Cultural Services	6	6	0
Senior Manager, Cultural Services	30	29	-1
Manager, Cultural Services	62	60	-2
Assistant Manager, Cultural Services	119	111	-8
Chief Curator	7	8	1
Curator	18	18	0
Assistant Curator I	51	53	2
Assistant Curator II	76	75	-1
Senior Technical Officer (Cultural Services)	9	9	0
Technical Officer I (Cultural Services)	21	28	7
Technical Officer II (Cultural Services)	51	48	-3
Senior Cultural Services Assistant	75	76	1
Cultural Services Assistant I	98	100	2
Cultural Services Assistant II	448	431	-17
Senior Amenities Assistant	85	88	3
Amenities Assistant I	183	186	3
Amenities Assistant II	307	314	7
Amenities Assistant III	397	391	-6
<i>Sub-total:</i>	<i>2,704</i>	<i>2,727</i>	<i>23</i>

Common Grades

Senior Photographer	2	2	0
Photographer I	7	7	0
Photographer II	1	1	0
Laboratory Technician I	2	2	0
Laboratory Technician II/III	5	3	-2
Senior Foreman	5	5	0
Foreman	25	3	-22
Senior Artisan	184	192	8
Artisan	1,631	1,425	-206
Workman I	2,153	1,719	-434
Workman II	652	495	-157
Property Attendant	4	4	0
<i>Sub-total:</i>	<i>4,671</i>	<i>3,858</i>	<i>-813</i>

General Grades

Chief Executive Officer	8	10	2
Senior Executive Officer	28	30	2
Executive Officer I	41	41	0
Executive Officer II	40	40	0
Chief Management Services Officer	1	1	0

Rank	Establishment of LCSD as at 1.1.2000* (a)	Establishment of LCSD as at 1.12.2001* (b)	(b) - (a)
Senior Management Services Officer	1	1	0
Management Services Officer I	2	2	0
Management Services Officer II	1	1	0
Chief Training Officer	1	1	0
Training Officer I	1	1	0
Assistant Computer Operation Manager	1	1	0
Senior Computer Operator	4	4	0
Computer Operator I	8	8	0
Computer Operator II/Student Computer Operator	4	4	0
Chief Information Officer	1	1	0
Principal Information Officer	2	2	0
Senior Information Officer	4	4	0
Information Officer	7	7	0
Assistant Information Officer	6	6	0
Chief Chinese Language Officer	1	1	0
Senior Chinese Language Officer	4	4	0
Chinese Language Officer I	10	10	0
Chinese Language Officer II	8	8	0
Senior Treasury Accountant	2	2	0
Treasury Accountant	5	6	1
Accounting Officer I	6	6	0
Accounting Officer II	1	2	1
Principal Supplies Officer	1	1	0
Senior Supplies Officer	1	1	0
Supplies Officer	2	2	0
Assistant Supplies Officer	2	2	0
Senior Transport Services Officer	1	1	0
Transport Services Officer II	1	1	0
Statistician	1	1	0
Statistical Officer I	2	2	0
Statistical Officer II/Student Statistical Officer	2	2	0
Senior Clerical Officer	21	20	-1
Clerical Officer	144	171	27
Assistant Clerical Officer	678	648	-30
Senior Personal Secretary	1	1	0
Personal Secretary I	11	12	1
Personal Secretary II	49	49	0
Supervisor of Typing Services	1	1	0
Senior Typist	4	4	0
Typist	19	19	0
Senior Supplies Supervisor	1	1	0
Supplies Supervisor I	9	9	0
Supplies Supervisor II	42	41	-1
Structural Engineer/Assistant Structural Engineer	1	1	0
Clerk of Works	4	4	0
Senior Veterinary Officer	1	1	0
Veterinary Technologist	1	1	0
Special Driver	30	20	-10
Motor Driver	134	133	-1
Senior Calligraphist	1	1	0
Calligraphist	5	5	0
Clerical Assistant	724	720	-4
Office Assistant	61	58	-3
Senior Government Counsel	1	1	0
Government Counsel	1		-1
Confidential Assistant	3	3	0
Supplies Assistant	6	6	0
Supplies Attendant	2	2	0

Rank	Establishment of LCSD as at 1.1.2000* (a)	Establishment of LCSD as at 1.12.2001* (b)	(b) - (a)
Printing Technician II	1	1	0
<i>Sub-total:</i>	<i>2,167</i>	<i>2,150</i>	<i>-17</i>
Total	9542	8735	-807

* Excluding posts created to accommodate surplus staff arising from the reorganization.

New grade created on 6 July 2001 upon the merger of the Amenities Officer and Recreation and Sport Officer grades.

**Creation and Redeployment of Posts
in the Leisure and Cultural Services Department from 2.1.2000 to 1.12.2001**

Description	Staffing Requirements met by	
	Creation of Posts	Redeployment of Posts
Tsing Yi Public Library	2	
Ho Man Tin Leisure Centre	8	3
Hong Kong Central Library	51	9
Tseung Kwan O Swimming Pool, Indoor Recreation Centre and Public Library	16	7
Hong Kong Museum of History	3	
Tin Shui Wai Public Library	3	
Ma On Shan Sports Ground	1	9
New Recreational Venues in Kwun Tong	19	3
Yuen Long Theatre		11
Community Sport Section	2	
Support for sports policy review	5	
Support for policy review of heritage preservation and cultural property protection	3	
Programmes Policy, Licensing and Prosecution Section	5	1
Art Promotion Office	3	17
Others	10	1
Total	131	61

**Directorate Establishment of the Former Municipal Services Departments and
the Leisure and Cultural Services Department**

Rank	Establishment of the former municipal services departments (a)	Establishment of LCSD as at 1.1.2000 (b)	(b) - (a) (%)	Establishment of LCSD as at 1.12.2001 (c)	(c) - (b) (%)
Administrative Officer Staff Grade A (D6)	1	1	0	1	0
Administrative Officer Staff Grade B (D3)	2	2 #	0	2 #	0
Senior Assistant Director of Municipal Services (D3)	1	1	0	1	0
Administrative Officer Staff Grade C (D2)	1		-1		0
Assistant Director of Accounting Services (D2)	1	1 #	0	1 #	0
Deputy Principal Government Counsel (DL2)	1		-1		0
Principal Recreation & Sport Officer (D1)	1		-1		0
Secretary, Provisional Municipal Councils (D2)	1		-1		0
Assistant Director of Municipal Services (D2)	7	6	-1	6	0
Senior Principal Executive Officer (D2)	1	1	0	1	0
Total	17	12	-5 (-29.4%)	12	0 (0%)

Including the supernumerary DD(A) and AD(F) posts.