

致:立法會財務委員會主席

(人事編制小組委員會)

## 人事編制失當

本人投訴康樂及文化事務署，既然康文署認為高級康樂助理員和一級康樂助理員過剩，已將此兩個職位納入第二輪自願離職計劃內，但仍允許部份康樂助理員署理以上兩個職位，令人費解。

1. 署理以上兩個職位，政府長久付予署理津貼，做成金錢浪費；
2. 以上兩個職位絕對可由其他康樂助理員代為工作；
3. 以上兩個職位絕對可由康樂事務經理兼顧；
4. 過剩康樂助理員可仿效一般職系之職員，調派其他政府部門。



10.10.2004

**Reply to  
Letter from Clerk to the Finance Committee on filling of posts upon  
departure of VR Takers in the Amenities Assistant Grade in LCSD**

According to the implementation procedures of the 2<sup>nd</sup> Voluntary Retirement (VR) Scheme, all VR takers should be released by 24 July 2004 and the same number of posts involved, **either the VR takers' posts or posts of the same ranks**, have to be deleted within 18 months from the VR approval date, i.e. by 24 January 2005. Approving authorities, having regard to the operational needs of their departments, will decide on the specific posts that are to be deleted.

11 Senior Amenities Assistants (SAAs) and 12 Amenities Assistant I (AAI) have opted to join the 2<sup>nd</sup> VR Scheme in the Leisure and Cultural Services Department. They have been released from their posts during the period of July 2003 to June 2004 and the same number of posts (23 in total) in the same grade, **either the VR takers' posts or posts of the same ranks**, will be deleted by the end of 2004.

Among the 23 posts that have been identified for deletion by the Director of Leisure and Cultural Services, two of them were originally occupied by the VR takers whilst the remaining 21 are posts of the same ranks in the same grade as the VR takers. For operational reasons, the 21 posts that were originally occupied by the VR takers could not be deleted. They have therefore been filled mainly through internal postings within the grade or where necessary, short term acting appointment after the VR takers had been released from their posts. The Department will continue to regularly review its manpower plan so as to provide services to the public in a cost efficient manner.