

(Revised)

For discussion
on 8 June 2007

FCR(2007-08)15

ITEM FOR FINANCE COMMITTEE

RECOMMENDATIONS OF THE ESTABLISHMENT SUBCOMMITTEE

Encl. 1 Enclosure 1 is the summary of the recommendation of the
Establishment Subcommittee (ESC) agenda item EC(2007-08)4 made at its
Encl. 2 meeting on 22 May 2007. With regard to Enclosure 2, some Members have
requested that the recommendation on EC(2007-08)2 should be submitted to
Finance Committee separately to facilitate voting on the subject.

2. The relevant papers considered by the ESC have previously been
forwarded to all Members and are therefore not enclosed.

3. Members are invited to approve the ESC recommendations.

4. The up-to-date position of the establishment of directorate posts in the
civil service is as follows –

	Permanent	Supernumerary	Total
Position including posts approved by Members as at 11 May 2007	1 480 ^(Note)	25	1 505
Item EC(2007-08)2	1	-	1
Item EC(2007-08)4	-	-	-
Total	<u>1 481</u>	<u>25</u>	<u>1 506</u>

Note - Exclusive of 14 permanent posts in Independent Commission Against
Corruption.

**Summary of the Recommendation of the Establishment Subcommittee
discussed at its meeting on 22 May 2007**

EC Item No.	Head of Expenditure	Recommendation
EC(2007-08)4	HEAD 158 – GOVERNMENT SECRETARIAT : ENVIRONMENT, TRANSPORT AND WORKS BUREAU (TRANSPORT BRANCH)	To recommend to Finance Committee the retention of the following supernumerary posts for six months from 1 July 2007 to 31 December 2007 to follow through the implementation of the proposed merger of the Mass Transit Railway and Kowloon-Canton Railway systems – 1 Administrative Officer Staff Grade B (D3) (\$127,900 - \$135,550) 1 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800)

**Summary of the Recommendation of the Establishment Subcommittee
discussed at its meeting on 22 May 2007**

EC Item No.	Head of Expenditure	Recommendation
EC(2007-08)2	NEW HEAD “GOVERNMENT SECRETARIAT : ENVIRONMENT BUREAU”	To recommend to Finance Committee the following with effect from 1 July 2007 –
	NEW HEAD “GOVERNMENT SECRETARIAT : LABOUR AND WELFARE BUREAU”	Non-civil service position (a) the creation of the following non-civil service position under New Head “Government Secretariat: Labour and Welfare Bureau” – 1 Director of Bureau (\$298,115 per month)
	HEAD 21 – CHIEF EXECUTIVE’S OFFICE	(b) the alignment of the terms of employment of the post of Director of Chief Executive’s Office (under Head 21) with those of a Director of Bureau
	HEAD 44 – ENVIRONMENTAL PROTECTION DEPARTMENT	Civil service post/non-civil service position (c) the creation of the following civil service posts/ non-civil service positions –
	HEAD 152 – GOVERNMENT SECRETARIAT : COMMERCE, INDUSTRY AND TECHNOLOGY BUREAU (COMMERCE AND INDUSTRY BRANCH)	under New Head “Government Secretariat: Labour and Welfare Bureau” 1 Administrative Officer Staff Grade C/ non-civil service position at D2-equivalent (D2) (\$110,000 - \$116,800) under New Head “Government Secretariat: Environment Bureau” 1 Administrative Officer Staff Grade C/ non-civil service position at D2-equivalent (D2) (\$110,000 - \$116,800)

EC Item No.	Head of Expenditure	Recommendation
EC(2007-08)2 (cont'd)	HEAD 144 – GOVERNMENT SECRETARIAT : CONSTITUTIONAL AFFAIRS BUREAU	under Head 158 1 Administrative Officer Staff Grade C/ non-civil service position at D2-equivalent (D2) (\$110,000 - \$116,800)
	HEAD 145 – GOVERNMENT SECRETARIAT : ECONOMIC DEVELOPMENT AND LABOUR BUREAU (ECONOMIC DEVELOPMENT BRANCH)	(d) the deletion of the following civil service posts/ non-civil service positions – under Head 159 1 Administrative Officer Staff Grade C/ non-civil service position at D2-equivalent (D2) (\$110,000 - \$116,800)
	HEAD 156 – GOVERNMENT SECRETARIAT : EDUCATION AND MANPOWER BUREAU	under Head 145 1 Administrative Officer Staff Grade C/ non-civil service position at D2-equivalent (D2) (\$110,000 - \$116,800)
	HEAD 158 – GOVERNMENT SECRETARIAT : ENVIRONMENT, TRANSPORT AND WORKS BUREAU (TRANSPORT BRANCH)	Civil service permanent post (e) the creation of the following civil service permanent posts – under Head 144 2 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800)
	HEAD 159 – GOVERNMENT SECRETARIAT : ENVIRONMENT, TRANSPORT AND WORKS BUREAU (WORK BRANCH)	under Head 152 1 Administrative Officer Staff Grade A (D6) (\$162,650) 2 Administrative Officer Staff Grade B (D3) (\$127,900 - \$135,550) 3 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800)

EC Item No.	Head of Expenditure	Recommendation
EC(2007-08)2 (cont'd)	HEAD 140 – GOVERNMENT SECRETARIAT : HEALTH, WELFARE AND FOOD BUREAU (HEALTH AND WELFARE BRANCH)	1 Senior Principal Executive Officer (D2) (\$110,000 - \$116,800) 1 Principal Executive Officer (D1) (\$92,650 - \$98,300) under New Head “Government Secretariat: Environment Bureau”
	HEAD 53 – GOVERNMENT SECRETARIAT : HOME AFFAIRS BUREAU	1 Administrative Officer Staff Grade B1 (D4) (\$145,150 - \$149,600) 3 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800)
	HEAD 142 – GOVERNMENT SECRETARIAT : OFFICES OF THE CHIEF SECRETARY FOR ADMINISTRATION AND THE FINANCIAL SECRETARY	1 Assistant Director of Accounting Services (D2) (\$110,000 - \$116,800) under Head 44 1 Administrative Officer Staff Grade A1 (D8) (\$181,050) under Head 53
	HEAD 90 – LABOUR DEPARTMENT	1 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800) under Head 158 2 Administrative Officer Staff Grade B (D3) (\$127,900 - \$135,550) 2 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800) 1 Assistant Director of Marine (D2) (\$110,000 - \$116,800) 1 Principal Marine Officer (D1) (\$92,650 - \$98,300)

EC Item No.	Head of Expenditure	Recommendation
EC(2007-08)2 (cont'd)		under New Head “Government Secretariat: Labour and Welfare Bureau”
		1 Administrative Officer Staff Grade A1 (D8) (\$181,050)
		1 Administrative Officer Staff Grade B1 (D4) (\$145,150 - \$149,600)
		1 Administrative Officer Staff Grade B (D3) (\$127,900 - \$135,550)
		5 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800)
		1 Senior Principal Executive Officer (D2) (\$110,000 - \$116,800)
		under Head 90
		1 Administrative Officer Staff Grade A (D6) (\$162,650)
		under Head 142
		1 Administrative Officer Staff Grade B (D3) (\$127,900 - \$135,550)
		(f) the deletion of the following civil service permanent posts –
		under Head 156
		1 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800)
		under Head 140
		2 Administrative Officer Staff Grade B (D3) (\$127,900 - \$135,550)
		4 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800)

EC Item No.	Head of Expenditure	Recommendation
EC(2007-08)2 (cont'd)		1 Senior Principal Executive Officer (D2) (\$110,000 - \$116,800)
		under Head 53
		2 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800)
		under Head 145
		1 Administrative Officer Staff Grade A1 (D8) (\$181,050)
		1 Administrative Officer Staff Grade A (D6) (\$162,650)
		1 Administrative Officer Staff Grade B1 (D4) (\$145,150 - \$149,600)
		3 Administrative Officer Staff Grade B (D3) (\$127,900 - \$135,550)
		6 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800)
		1 Senior Principal Executive Officer (D2) (\$110,000 - \$116,800)
		1 Assistant Director of Accounting Services (D2) (\$110,000 - \$116,800)
		1 Assistant Director of Marine (D2) (\$110,000 - \$116,800)
		1 Principal Executive Officer (D1) (\$92,650 - \$98,300)
		1 Principal Marine Officer (D1) (\$92,650 - \$98,300)
		under Head 90
		1 Administrative Officer Staff Grade A1 (D8) (\$181,050)

EC Item No.	Head of Expenditure	Recommendation
EC(2007-08)2 (cont'd)		under Head 142 1 Administrative Officer Staff Grade B1 (D4) (\$145,150 - \$149,600) 3 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800) under Head 44 1 Administrative Officer Staff Grade A (D6) (\$162,650) 1 Administrative Officer Staff Grade B (D3) (\$127,900 - \$135,550) Civil service supernumerary post (g) the creation of the following civil service supernumerary posts – under Head 152 1 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800) (until 31 March 2009) under New Head “Government Secretariat: Labour and Welfare Bureau” 1 Administrative Officer Staff Grade B (D3) (\$127,900 - \$135,550) (until 31 July 2008) (h) the deletion of the following civil service supernumerary posts – under Head 145 1 Administrative Officer Staff Grade C (D2) (\$110,000 - \$116,800) (until 31 March 2009)

EC Item No.	Head of Expenditure	Recommendation
EC(2007-08)2 (cont'd)		under Head 156 1 Administrative Officer Staff Grade B (D3) (\$127,900 - \$135,550) (until 31 July 2008) Redistribution of duties and responsibilities (i) minor revision and redistribution of duties and responsibilities among some of the remaining directorate posts on the establishment of various bureaux and departments affected by the re-organisation.
