

Changes in the directorate establishment during the period from 1998-99 to 2008-09

Financial year	Total establishment as at beginning of the year [@]	No. of perm posts created	No. of perm posts deleted*	No. of supy posts created	No. of supy posts deleted	No. of supy posts lapsed	Creation of shadow posts in HA/VTC**	Deletion of shadow posts in HA/VTC**	Some major changes in establishment during the year ^Ω
1998-99	1 576	16	1	12	0	24	0	2	<p>3 perm directorate posts created in the then Economic Services Bureau (ESB) to promote the development of the tourist industry in Hong Kong</p> <p>3 perm directorate posts created in the Judiciary to cope with increase in caseload</p> <p>6 supy directorate posts created in the Highways Department (HyD) for the planning and implementation of new railway projects and major highway projects</p>
1999-00	1 577	17	8	21	5#	22	0	0	<p>3 perm directorate posts deleted in the Civil Aviation Department consequent to the closure of the Kai Tak Airport and the transfer of the airport management responsibility to the Airport Authority</p> <p>3 supy directorate posts in the then Civil Engineering Department (CED) converted into perm establishment for the Landslip Preventive Measures Programme</p> <p>4 supy directorate posts created in the then ESB, the then CED and Buildings</p>

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									<p>Department for the Hong Kong Disneyland project</p> <p>4 perm directorate posts deleted and 3 supy directorate posts created following the passage of the Provision of Municipal Services (Reorganisation) Bill</p>
2000-01	1 580	28	4	13	4#	18	0	1	<p>3 perm directorate posts deleted in the Judiciary consequent to the rationalisation and redistribution of caseload among the Magistracies</p> <p>3 perm directorate posts created in the Judiciary to strengthen the establishment of the District Court Registry</p> <p>3 perm directorate posts created and 3 supy directorate posts deleted in the then Transport Bureau to deal with the continued workload arising from railway projects</p> <p>5 perm directorate posts created and 1 supy directorate post deleted in the HyD and Transport Department for the planning and implementation of the priority railway projects</p> <p>3 perm directorate posts created in the Central Policy Unit for on-going research and liaison activities</p>

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2001-02	1 594	16	1	16	0	19	0	0	<p>8 perm directorate posts created consequent to the re-organisation of the Social Welfare Department</p> <p>3 supy directorate posts created in the then Works Bureau to take forward the recommendations made by the Construction Industry Review Committee</p> <p>4 supy directorate posts created in the then Planning and Lands Bureau, Lands Department and Planning Department (PlanD) to provide support for the implementation of the 20-year urban renewal programme</p>
2002-03	1 606	6	18	2	6#	15	0	3	<p>4 perm directorate posts deleted consequent to the implementation of the accountability system for principal officials</p> <p>6 supy directorate posts converted into permanent establishment in the then Housing, Planning and Lands Bureau, Lands Department and PlanD to cope with the heavy workload and responsibilities in the policy areas relating to urban renewal, building safety and land registration, as well as to facilitate the implementation of the urban renewal programme</p>

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									<p>4 perm directorate posts deleted consequent to the merger of the then Education Department and the then Education and Manpower Bureau into a new Education and Manpower Bureau</p> <p>4 perm directorate posts deleted from the then Housing, Planning and Lands Bureau (Housing) consequent to the reorganisation of the former Housing Bureau and Housing Department (HD)</p> <p>3 perm directorate posts deleted in the PlanD consequent to review on the establishment of the department</p>
2003-04	1 572	0	18	0	1	16	0	2	<p>6 perm directorate posts deleted consequent to the review on the command structure of the Hong Kong Police Force</p> <p>3 perm directorate posts from the Office of The Ombudsman deleted consequent to the delinking from the Government</p>
2004-05	1 535	3	37	12	1#	12	0	2	<p>9 perm directorate posts deleted consequent to the amalgamation of the then CED and the then Territory Development Department into a new Civil Engineering and Development Department</p> <p>3 supy directorate posts created in the Trade and Industry Department to lead,</p>

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									<p>plan and implement the arrangements for hosting the Sixth Ministerial Conference of the World Trade Organisation</p> <p>3 perm directorate posts deleted consequent to the merging of the then Information Technology Services Department and the information technology-related divisions of the then Commerce, Industry and Technology Bureau (CITB) to form the Office of the Government Chief Information Officer in the then CITB</p> <p>21 perm directorate posts deleted and 1 supy directorate post created consequent to the reorganisation of HD</p> <p>1 perm directorate post and 4 supy directorate posts created in the Land Registry for the implementation of new Land Title Registration System</p>
2005-06	1 498	8	7	9	1	7	0	0	<p>4 perm directorate posts created and 1 supy directorate post deleted consequent to the re-organisation of the then Constitutional Affairs Bureau</p> <p>3 supy directorate posts created under Financial Services Branch and Companies Registry to take forward the rewrite of the Companies Ordinance</p>

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									6 perm directorate posts from the Hong Kong Monetary Authority (HKMA) deleted with the gradual reduction in the number of civil service posts in HKMA
2006-07	1 500	5	0	6	1#	5	0	1	3 perm directorate posts created in the Judiciary and Secretariat, Commissioner on Interception of Communications and Surveillance for the regulation of interception of communications and covert surveillance
2007-08	1 504	6	0	2	1#	7	1	0	
2008-09~	1 505	9	1	5	1#	1	0	3	3 supy directorate posts created in the Home Affairs Bureau to implement the West Kowloon Cultural District project 7 perm directorate posts created in the Judiciary to strengthen the establishment of the respective courts and Masters Office
Total	-	114	95	98	21	146	1	14	

Note –

- @ Exclusive of 14 permanent posts in Independent Commission Against Corruption
- * Exclusive of posts deleted for immediate offsetting purpose
(i.e. for supporting the creation of other permanent civil service posts covered in the same Establishment Subcommittee and Finance Committee submission)
- ** Upon the transfer of operational responsibilities to the Vocational Training Council (VTC) and Hospital Authority (HA), all related posts in the departmental and common grades in the then Technical Education and Industrial Training Department (TEITD) and the then Hospital Services Department were deleted and replaced by shadow posts in corresponding civil service ranks to accommodate staff who opted to retain their civil servant status. These posts will be deleted when the incumbents leave the service, whereas promotions will necessitate creation of shadow posts at the next higher rank. The Permanent Secretary for Education and the Director of Health are respectively delegated the authority to create and delete shadow ranks and shadow posts at both directorate and non-directorate levels in VTC and HA.
- Ω Referring to proposals involving 3 or more posts
- # Supernumerary posts made permanent
- ~ Up to 13 January 2009
- perm posts permanent posts
- supy posts supernumerary posts