

**For discussion on
17 March 2009**

**Legislative Council Panel on
Commerce and Industry**

**Converting a single-disciplinary post of Chief Electronics Engineer
to a bi-disciplinary post
in Innovation and Technology Commission**

Purpose

This paper briefs Members on our proposal to convert one Chief Electronics Engineer (CEE) post (D1), designated as Head of Laboratory (HL) from a single-disciplinary post open to officers of the Electronics Engineer (EE) grade to a bi-disciplinary post open to the EE and Electrical and Mechanical Engineer (EME) grades in Innovation and Technology Commission (ITC).

Background

2. On 30 June 1982, the Finance Committee approved the setting up of the Standards and Calibration Laboratory (SCL) under the then Industry Department and subsequently on 13 July 1983 further approved the creation of a CEE post to head the SCL.

3. The initial purpose of establishing the SCL was to provide metrology services to industry and other users in the local community in the field of electrical and electronic standards and measurements. When the then Commerce and Industry Branch and its related departments were re-organised in 2000, the SCL together with the CEE post were placed under the Quality Services Division of ITC.

Justifications

4. The metrological areas covered by the SCL have been expanding steadily since its establishment in 1980's. Starting with the electrical and electronic fields (direct current, low frequency and radio frequency), the services of the SCL have been extended into other areas such as temperature and humidity, mass, dimension, force and acoustic measurements and are now advancing further to the latest technological

measurements such as nanometrology. The expanded range of technical specialties has grown beyond the traditional electrical and electronic engineering field into the mechanical engineering discipline. HL, being the Head of the SCL, is now supervising both the EE and EME grade professionals.

5. The SCL is now divided into 3 teams of professional engineers, two headed by Senior Electronics Engineers (SEE) and one headed by Senior Electrical and Mechanical Engineer (SEME). The composition and responsibilities of these teams are –

- (a) The first team is composed of an SEE and 3 EEs. It is responsible for the management of the Low Frequency (including Acoustics) Laboratory, the Radio Frequency Laboratory, and the Temperature and Humidity Laboratory.
- (b) The second team is headed by an SEE with one EE and one EME. It looks after the Direct Current Laboratory, the Dimension Laboratory and a small administration unit.
- (c) The third team is headed by an SEME and supported by one EME and one Principal Technical Officer. It is responsible for the Mass and Related Laboratory, the Force Laboratory and the Technical Support Unit.

6. We have recently reviewed the current arrangement of designating HL as a promotion post solely for the EE stream having regard to the widening service scope and the staffing composition in the SCL. Given that the HL now needs to supervise both EE and EME grade officers who are rendering essential service support to the SCL, we consider that keeping the HL post as a CEE post will not only undermine the morale of EME grade officers but also pose an unnecessary restriction on grooming potential candidates from the EME stream. Accordingly, we propose that the HL post should be converted to a bi-disciplinary post open to senior professionals in the EE and EME grades.

7. The existing organisation charts of ITC and SCL are at Enclosures 1 and 2 respectively. Under this proposal, the job description of the HL post will remain unchanged, as at Enclosure 3, except that it can be filled by a CEE or CEME.

Staff Consultation

8. ITC is now supported by General Grade staff (e.g. Administrative Officers, Executive Officers, Clerical Grade Officers), Trade Officer Grade staff, and Departmental Grade staff (notably the EEs, EMEs and Scientific Officer Grade staff). The HL post is a departmental post currently open to the EE grade officers only.

9. In June 2008 and February 2009, the Deputy Commissioner for Innovation and Technology held meetings to consult all the departmental grade officers on the proposed conversion of the HL post and received their unanimous support of the proposal. They saw the proposed change better reflecting the latest developments of the SCL.

Alternatives considered

10. One alternative is to maintain the status quo by keeping the HL post as a CEE post. This is not desirable as it fails to take cognisance of the contributions of the departmental EME grade as well as the change in service scope of SCL. Another alternative will be to create a new one-rank post for the HL post and have it open up to candidates with EE or EME qualifications. As a one-rank post, the post will be subject to open recruitment, and will not be considered as a promotion post for the EE and EME grades. Given that senior departmental professionals in both the EE and EME grades are suitable for appointment as HL, we consider that staff of the two grades should be given the prospect of career advancement to HL.

Financial implications

11. The proposal only involves the conversion of an existing single-disciplinary post to a bi-disciplinary post. The post will continue to be ranked at D1 level and therefore no additional cost will be incurred by the proposal.

Establishment changes

12. The current proposal will not change the establishment of ITC. For Members' reference, the establishment changes in ITC for the last two years are as follows –

Establishment (Note)	Number of posts		
	Existing (as at 1 February 2009)	as at 1 April 2008	as at 1 April 2007
A	7 + (1)	7 + (1)	7 + (1)
B	48	48	48
C	113	113	113
Total	168 + (1)	168 + (1)	168 + (1)

Note :

A – ranks in the directorate pay scale or equivalent

B – non-directorate ranks the maximum pay point of which is above MPS point 33 or equivalent

C – non-directorate ranks the maximum pay point of which is at or below MPS point 33 or equivalent

() – supernumerary AOSGC post held against an ACIT post

Civil Service Bureau's Comments

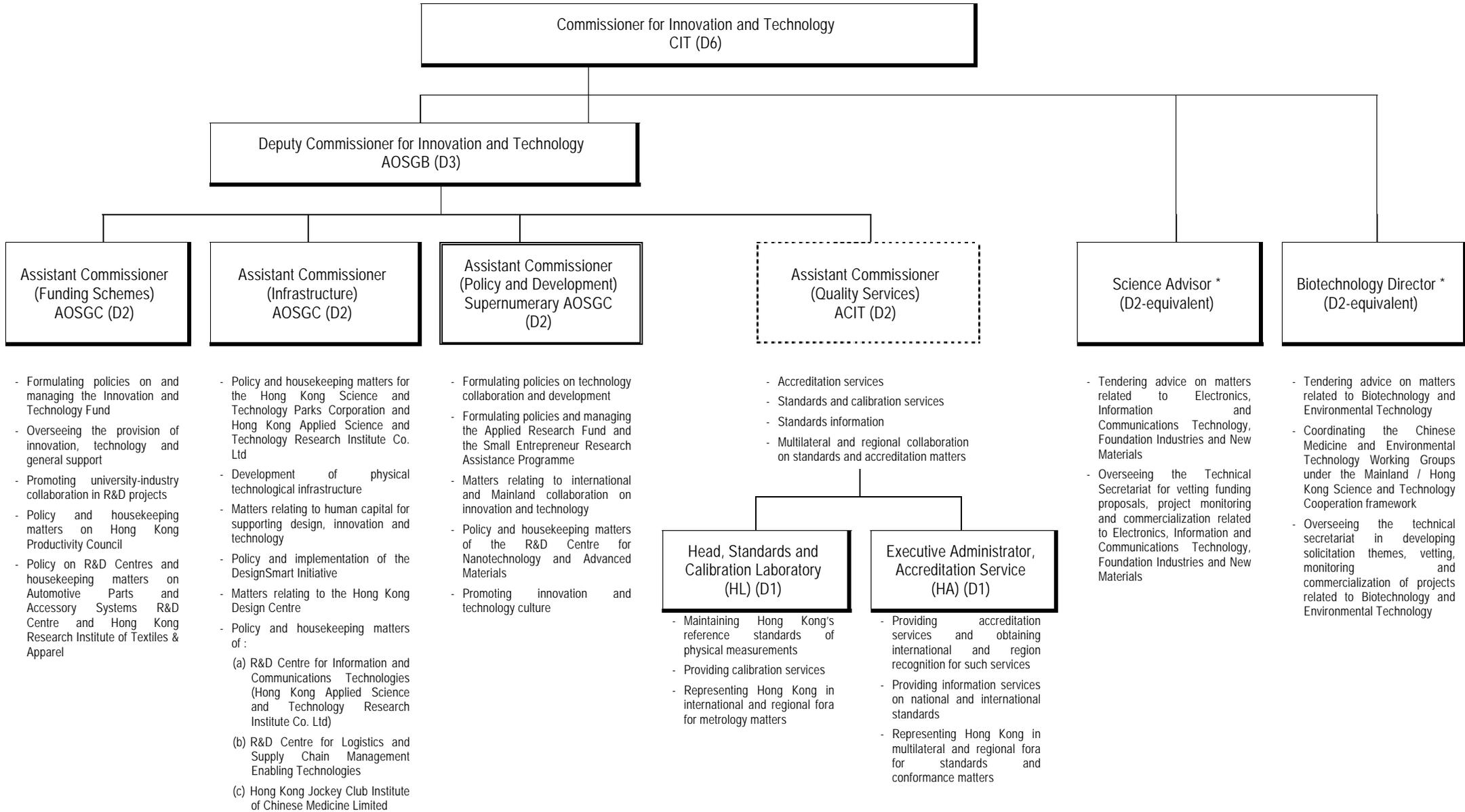
13. The Civil Service Bureau supports the proposed conversion of the CEE post from a single-disciplinary post to a bi-disciplinary post, having regard to the scope of responsibilities and professional input required.

Advice sought

14. Members are invited to note and comment on this proposal. Subject to Members' views, we would submit the proposal to the LegCo Establishment Subcommittee for recommendation to the Finance Committee for approval.

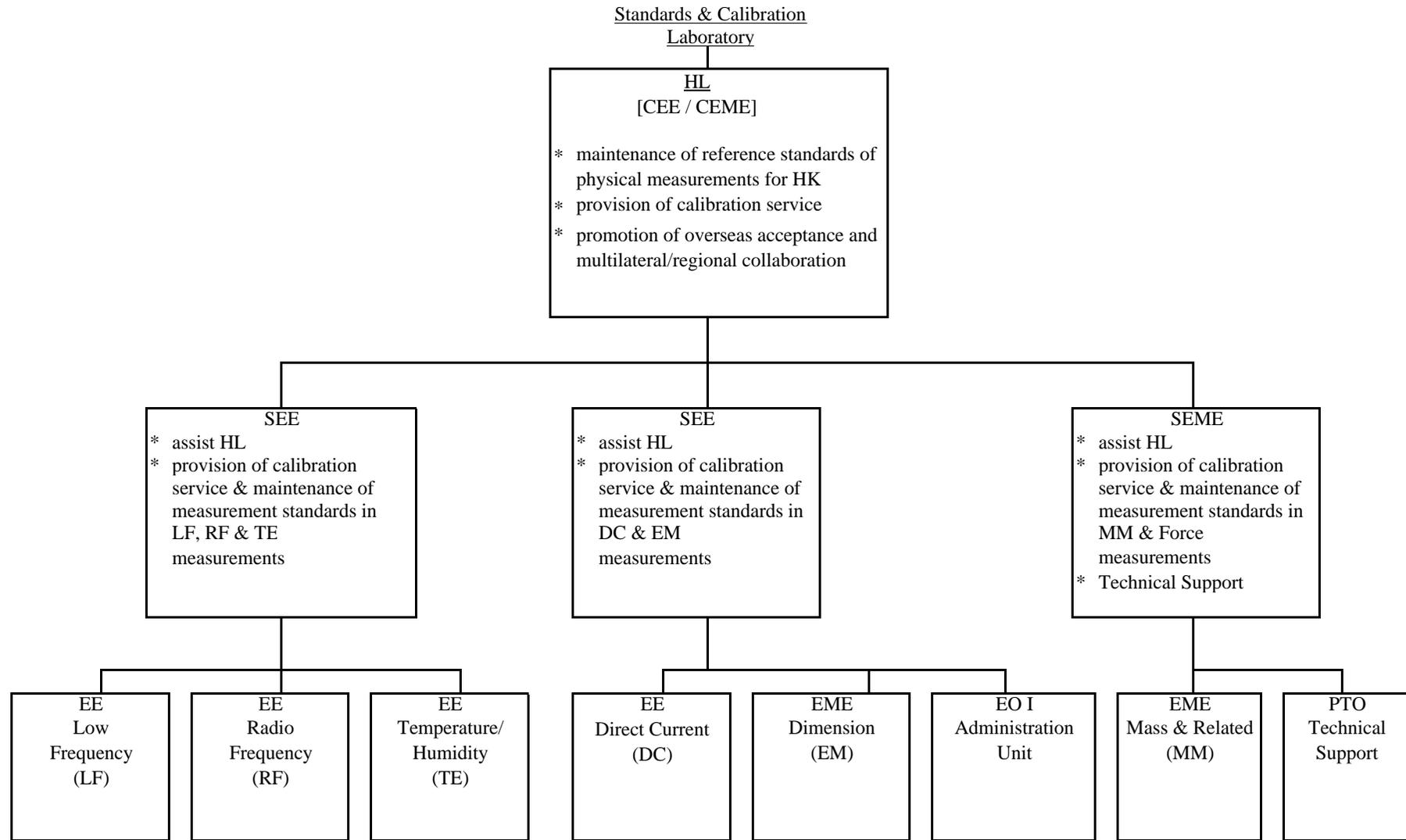
Commerce and Economic Development Bureau
March 2009

Existing Organisation Chart of Innovation and Technology Commission



Legend :
 AOSG Administrative Officer Staff Grade
 * Position taken up by a non civil service officer
 Supernumerary post
 Post frozen

Existing and Proposed Organisation Chart of the Standards and Calibration Laboratory



Legend :

CEE Chief Electronics Engineer
 SEE Senior Electronics Engineer
 SEME Senior Electrical and Mechanical Engineer
 EE Electronics Engineer
 EME Electrical and Mechanical Engineer

EO I Executive Officer I
 PTO Principal Technical Officer

[] under the proposal, the post can be filled by a CEE or CEME

Proposed Job Description

Head of Laboratory

- Rank** : [Chief Electronics Engineer (CEE) (D1) /
Chief Electrical and Mechanical Engineer (CEME)] (D1)
- Responsible to** : Assistant Commissioner for Innovation and Technology

Main duties and responsibilities

- (a) to be responsible for the development and maintenance of reference standards of physical measurements for Hong Kong, traceable to the International System of Units of Measurement;
- (b) to be responsible for the provision of calibration services to Government agencies and the private sector;
- (c) to promote overseas acceptance of the measurement standards maintained and of the calibration and measurement certificates issued by the Standards and Calibration Laboratory (SCL) through inter-laboratory comparisons and mutual recognition arrangements;
- (d) to deal with matters related to multilateral or regional collaboration on measurement standards; and
- (e) to supervise the staff of SCL in dealing with matters on (a) to (d) above.

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