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本局檔號 Our Ref. THB(T)CR 1/4661/00

來函檔號 Your Ref.

12 January 2009

Ms Joanne MAK  
Clerk to Transport Panel  
Legislative Council Building  
8 Jackson Road  
Central  
Hong Kong  
(Fax No. : 2869 6794)

Dear Ms MAK,

**Staffing proposal for the planning and implementation of the  
Proposed Hong Kong Boundary Crossing Facilities of the  
Hong Kong – Zhuhai – Macao Bridge project and  
the Shatin to Central Link railway project**

During the discussion of the captioned at the Transport Panel on 19 December 2008, Members requested the Administration to provide supplementary information on any room for staff redeployment at directorate level in Highways Department (HyD). Members also requested the Administration to provide a chart showing the number of existing supernumerary directorate posts in HyD.

2. Concerning the information on existing supernumerary directorate posts, currently there are three such supernumerary posts, two are in Hong Kong-Zhuhai-Macao Bridge Hong Kong Project Management Office (HZMB HKPMO) and one is in Railway Development Office (RDO). The details of these posts are enclosed.

3. There are at present 20 Chief Engineer (CE) posts in HyD with distribution at below:

<b>Office</b>	<b>No. of CEs</b>
Headquarters (HQ)	8
Major Works Project Management Office (MWPMO)	5
Railway Development Office (RDO)	5 (including 1 supernumerary post)
Hong Kong-Zhuhai-Macao Bridge Hong Kong Project Management Office (HZMB HKPMO)	2 (including 1 supernumerary post)

4. There are eight CEs deployed under the Headquarters. They are responsible for the standard setting, planning, administration and support for various essential services and works relating to capital works, maintenance works, bridges and structures, lighting, and research and developments. The officers in the Regional Offices under the Headquarters are engaged directly with the district administration of the local infrastructures and maintenance works in their respective responsible geographical areas. We have explored the possibilities of redeploying officers from HQ to take on the two CE posts proposed for creation, but considered that these officers are already fully engaged with their respective responsibilities which are of continual nature, leading to redeployment being not possible.

5. There are five CEs serving in the Major Works Project Management Office (MWPMO). They are engaged in the implementation of major works projects, such as Widening of Tolo Highway, Route 8, Central Kowloon Route, Central Wanchai Bypass, Island Eastern Corridor Link, and Tuen Mun Road Reconstruction, Hiram's Highway Improvement and Tung Chung Road Improvement Projects, which are all under active implementation and are due for commencement or completion within similar timeframes as the railway and HZMB projects. We have explored thoroughly the possibility of redeployment, and in fact the manpower in the MWPMO has been under review constantly and be redeployed to meet different operational need arising at different timing. For example, in 2004/05 one CE was redeployed from MWPMO to HZMB HKPMO (i.e. CE1/HZMB), and in 2006, upon completion of the Hong Kong – Shenzhen Western Corridor, the CE post was redeployed to take up the Widening of Tolo Highway project. In the same year, the Deep Bay Link and part of Route 8 were completed, three supernumerary directorate posts were deleted at the end of the year. In view of the increasing workload of MWPMO in the coming years with the progress of projects at hand, there is simply no scope for reshuffling their duties so as to release resources to RDO and HZMB HKPMO in HyD.

6. There are at present five CEs serving in the Railway Development Office (RDO), handling a total of 6 projects [i.e. the Guangzhou-Shenzhen-Hong Kong Express Rail Link (XRL), Shatin to Central Link (SCL), West Island Line, Kowloon Southern Link, South Island Line (East) and Kwun Tong Line Extension] for implementation in 2009-2016. RDO is also actively planning the proposed Airport Rail Link (ARL) between the Hong Kong and Shenzhen Airports. The complexity of these new projects is comparable if not more to the ongoing and completed projects. We have also been constantly reviewing the manpower in the RDO and have critically examined the possibilities of redeployment. The number of CEs was reduced from six in 2004 to four in early 2008 due to the completion of the West Rail Line, Tseung Kwan O Line, East Rail Extensions for Tsim Sha Tsui East, Ma On Shan and Lok Ma Chau, and the Penny Bay's Link, with one supernumerary CE only created in July 2008 to implement the XRL. The five

CEs in the RDO is simply not possible to take up the increasing workload as the six projects are to be implemented in parallel and within the same time frame as the HZMB.

7. There are at present two CEs serving in the Hong Kong-Zhuhai-Macao Bridge Hong Kong Project Management Office (HZMB HKPMO), one of which is redeployed from MWPMO and one is supernumerary post which was created in July 2004 and will lapse in June 2010 (unless extended with approval). They are already heavily engaged in the implementation of the HZMB Main Bridge, Hong Kong Link Road, Tuen Mun-Chek Lap Kok Link and Tuen Mun Western Bypass, all being mega projects highlighted in the 2007/08 and 2008/09 Policy Address, and are to be completed in the windows between 2015 and 2016. With critical time frame and complexities in terms of technical, legal and interfacing aspects, there is no spare capacity from the two CEs to take up extra work in implementing the Hong Kong Boundary Crossing Facilities, which is yet another crucial component of the HZMB project and also due to complete within the same time frame.

8. Grateful if you would circulate this letter to Members of the Panel and the Establishment Committee for their information.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Tony', with a large, sweeping flourish extending from the end of the signature.

( Tony Lam )

for Secretary for Transport and Housing

c.c. HyD (Attn.: Mr. WAI Chi-sing)  
CSB (Attn.: Mr. Chris SUN)  
FSTB (Attn.: Ms. Bertille LEE)

**Existing Supernumerary Directorate Posts in HyD**  
**(as at 1.1.2009)**

Post Title	Purpose	Period	ESC Paper No.
PM/HZMB HK	To head an office for the implementation of Hong Kong-Zhuhai-Macao Bridge and to take charge of all the professional, technical, contractual and interface issues related to the planning and implementation of the Hong Kong-Zhuhai-Macao Bridge and related highway infrastructures projects	1.7.2004 - 30.6.2010	EC(2004-05)4
CE1/HZMB	To provide technical support and professional advice on matters relating to the planning and implementation of the Hong Kong-Zhuhai-Macao Bridge project, including the Hong Kong Link Road.	1.7.2004 - 30.6.2010	EC(2004-05)4
CE/RD2-3	To take up the planning and implementation of the proposed of the Guangzhou-Shenzhen-Hong Kong Express Rail Link project (Hong Kong section).	7.7.2008 - 6.7.2015	EC(2008-09)8