

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

HEAD 62 – HOUSING DEPARTMENT Subhead 000 Operational expenses

Members are invited to recommend to Finance Committee the creation of the following two supernumerary posts in the Housing Department from 16 December 2011 to 30 June 2013 –

1 Administrative Officer Staff Grade B
(D3) (\$147,150 - \$160,600)

1 Administrative Officer Staff Grade C
(D2) (\$126,500 - \$138,350)

PROBLEM

The Housing Department (HD) needs time-limited staffing support at an appropriate directorate level to lead a dedicated unit in taking forward the regulation of the sale of first-hand residential properties by legislation.

PROPOSAL

2. We propose to create the following two supernumerary posts from 16 December 2011 to 30 June 2013 to take forward the regulation of the sale of first-hand residential properties by legislation –

- (a) one Administrative Officer Staff Grade B (AOSGB) (D3); and
- (b) one Administrative Officer Staff Grade C (AOSGC) (D2).

/JUSTIFICATION

JUSTIFICATION

Follow-up actions on the recommendations of the Steering Committee on the Regulation of the Sale of First-hand Residential Properties by Legislation (the Steering Committee)

3. To enhance the transparency and fairness of the sales arrangements and transactions of first-hand residential properties, the Chief Executive announced in the 2010-11 Policy Address that the Transport and Housing Bureau (THB) would set up a steering committee to discuss specific issues on regulating the sale of first-hand residential properties by legislation.

4. The Steering Committee commenced work in October 2010 and submitted its report to the Secretary for Transport and Housing in October 2011. It recommended that legislation be introduced to regulate the sale of all types of first-hand residential properties, including projects developed under old lease conditions, Lands Department Consent Scheme (Consent Scheme)¹ projects, and projects outside the Consent Scheme. It also came up with detailed recommendations on the requirements on sales brochures, price lists, show flats, floor area information, transaction information, advertisements, sales arrangements, prohibition on misrepresentation, the nature and levels of penalties, the proposed setting up of an enforcement agency² and the Property Market Information Platform (PMIP)³, and exemption arrangements.

5. In response to public demand for an early enactment of the legislation, we will launch a public consultation exercise in the form of a White Bill in November 2011 to expedite the legislative process. We plan to submit the Blue Bill to the Legislative Council (LegCo) in March 2012 and make every effort to have it enacted within 2012. Also, we plan to set up the proposed enforcement agency within one year after the enactment of the legislation and put in place the PMIP in tandem.

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¹ Since 1961, new Government leases normally include a provision which restricts any assignment or letting of uncompleted units prior to the issue of the Certificate of Compliance unless the prior written consent of the Director of Lands is obtained. The consent of the Director of Lands, if given, is granted at his discretion acting in the capacity of the landlord, and is subject to the rules of an administrative scheme referred to as the "Consent Scheme".

² The Steering Committee recommended establishing an enforcement agency under the Housing Branch of THB to expedite the implementation of the new legislation. The Steering Committee also recommended that the Administration should keep open the option of transforming the enforcement agency into a statutory body at an appropriate time.

³ The Steering Committee proposed the establishment of an online centralised property information platform providing property market information regarding first-hand private residential properties in Hong Kong.

The need for a new Special Duties Unit (SDU) to carry out the legislative exercise and prepare for the setting up of an enforcement agency

6. Regulation of the sale of first-hand residential properties by legislation is one of the top priorities of the Government and a significant step in enhancing the transparency and fairness of the sale of first-hand residential properties and protecting home buyers' interest. The community in general is keen to see early enactment of the legislation. In order to seek to enact the legislation in 2012, we need to finalise the White Bill and the public consultation document for consulting the public in November 2011. We are therefore working under a very tight timetable. Public consultation will last for about two months. While we will closely monitor feedback and consider views once received, the majority of the representations and views will likely reach us only towards the end of the public consultation period. The bulk of the work, including analysing the views received, compiling the public consultation report, and finalising the Blue Bill having regard to the views received as appropriate will all have to be completed within a very short period of time.

Encl. 1 7. A summary of the major actions required between now and the scrutiny of the Bill by the LegCo is at Enclosure 1. There is no room for slippage in the process.

8. The Bill is a complicated piece of legislation. We will have to set out in very specific terms the statutory requirements with regard to sales brochures, price lists, show flats, floor area information, transaction information, advertisements, sales arrangements, conveyancing practices, prohibition on misrepresentation and dissemination of false and misleading information, penalty levels, enforcement agency, and exemption arrangements.

9. The subject of regulating the sale of first-hand residential properties involves many stakeholders of different interests, including developers, estate agents, and professionals such as lawyers, architects, surveyors, and those working in the advertising industry. In addition, the general public, particularly prospective flat buyers, will also be very interested. We therefore expect diverse views from stakeholders on various aspects and details of the Bill.

10. Following enactment of the legislation, we face a very challenging timetable in setting up the proposed enforcement agency within one year. Practice manuals and detailed operational guidelines on best practices will have to be

/worked

worked out after the enactment of the legislation and before the enforcement agency comes into operation, so as to ensure that the sale of first-hand residential properties can continue to be conducted in an orderly manner under the new statutory regime. We have to attend to the staffing and accommodation needs of the proposed enforcement agency so that it can swing into operation. A website will have to be designed and set up for the enforcement agency to explain its functions and powers and provide answers to frequently asked questions. Briefings and discussions will have to be organised for professional bodies and trade associations representing the key stakeholders⁴ to help them familiarise with the requirements under the legislation before it comes into effect. Likewise, we aim to have the PMIP operating around the same time when the enforcement agency is in place.

11. Given the tight timeframe and the complexity of the tasks involved, THB will set up a unit known as SDU to fully focus on taking forward the legislative exercise and to set up the proposed enforcement agency and the PMIP. The SDU will be disbanded on completing its work.

Need for directorate support

Proposed supernumerary AOSGB post

12. It is crucial to have an AOSGB, designated as Deputy Secretary (Special Duties) (DS(SD)), to head the SDU on a full-time basis, given that prompt and clear steer must be provided in response to developments throughout the legislative exercise. DS(SD) will focus on setting the policy direction, deciding on the way forward, and strategic planning. He/she will lead the Administration's team in attending the Bills Committee meetings, chair inter-bureaux/departmental meetings to resolve issues as necessary, and work closely with the Bills Committee Members to ensure enactment of the legislation within the tight timeframe. Also, DS(SD) will have to maintain effective communication with the stakeholders at a senior level to build support for the Bill, with a view to ensuring a smooth transition to a statutory regime. This will require sound analysis, a firm grasp of the policy and other implications of the legislation as well as political sensitivity. DS(SD) will also oversee the setting up of the enforcement agency and implementation of the PMIP.

/Proposed

⁴ The key stakeholders include the Law Society of Hong Kong, the Hong Kong Institute of Architects, the Hong Kong Institute of Surveyors, the Real Estate Developers Association of Hong Kong, and the various estate agency trade associations.

Proposed supernumerary AOSGC post

13. Given the complicated nature of the tasks and the tight timetable, DS(SD) needs strong and dedicated support from an AOSGC who can assist him/her in overseeing the progress and operational details of individual tasks. The AOSGC, designated as Principal Assistant Secretary (Special Duties) (PAS(SD)), will be the overall quality controller of the work to ensure that they are in line with the policy objectives and delivered on schedule. He/she will have to keep watch over the progress of the work in all areas to identify bottlenecks and potential problems in order to proactively formulate solutions to avoid possible delays. Also, he/she will focus on monitoring the public consultation exercise, formulating recommendations on the way forward for views received, ensuring timely completion of the Blue Bill, providing support to DS(SD) at Bills Committee meetings and taking follow-up actions, and ensuring the timely establishment of the enforcement agency and implementation of the PMIP.

Encls. 2&3 14. The job descriptions for the proposed DS(SD) and PAS(SD) posts are at Enclosures 2 and 3 respectively.

Non-directorate support

15. The proposed SDU will be supported by four additional non-directorate staff, viz. one Senior Administrative Officer (SAO), one Senior Executive Officer (SEO) and two Personal Secretary I. All these time-limited posts will be created up to June 2013 which dovetails the proposed term for the supernumerary AOSGB and AOSGC posts. Apart from these posts, one SAO and one Personal Secretary II will be internally re-deployed to work under the SDU. The two SAOs will be responsible for different parts of the Bill, providing support for the Bills Committee meetings and the Committee Stage Amendments (if any), and handling comments and proposals from stakeholders. The SEO will provide executive support to the public consultation exercise, attend to the logistics for setting up the enforcement agency, and look after the general administration and resource management of the SDU.

Encl. 4 16. The proposed organisation chart of the SDU is at Enclosure 4.

/ALTERNATIVES

ALTERNATIVES CONSIDERED

Proposed supernumerary AOSGB post

17. There are two Administrative Officer grade posts at the Deputy Director level in HD, viz. Deputy Secretary for Transport and Housing (Housing)/Deputy Director (Strategy) (DS(H)/DD(S)) at AOSGB1 (D4) level and Deputy Director (Corporate Services) (DD(CS)) at AOSGB (D3) level. For the past 12 months or so, DS(H)/DD(S) has been taking the lead on the work of the Steering Committee and supervising on a part-time basis the work of Principal Assistant Secretary (Housing) (Private Housing) (Special Duties) (PAS(PH)(SD)) and two SAOs in providing secretariat support to the Steering Committee. We have critically examined whether the incumbent has any spare capacity to further absorb the additional work arising from the proposal to regulate the sale of first-hand residential properties through legislative means. However, as the incumbent is fully occupied by her ongoing and new commitments including the annual review of the Waiting List income and asset limit for public rental housing (PRH) applicants which will take place in the first quarter of each year, the biennial rent review of PRH which will take place in 2012, and the policy aspects of the implementation of the new Home Ownership Scheme (new HOS) and the My Home Purchase Plan (MHPP), it is operationally not possible for her to take up the whole range of duties to be entrusted to the proposed supernumerary AOSGB post in the coming 18 months or so without affecting the discharge of her existing and other new duties. Likewise, we consider it not feasible for DD(CS) to take up the work of the proposed AOSGB post given his huge portfolio, including the Housing Authority's (HA) consultancy study to review the pay package of its contract staff, HA's IT strategy consultancy to produce a roadmap that addresses the future business needs of HA, an overall major strategic asset allocation review for HA in 2012, and the management services study on the Housing Grade manpower situation which will be completed in 2012. Details of the work schedules of DS(H)/DD(S) and DD(CS) are at Enclosure 5.

Encl. 5

Proposed supernumerary AOSGC post

18. The post of PAS(PH)(SD) was on loan from the Rating and Valuation Department (RVD) up to mid-November 2011. PAS(PH)(SD) had been providing support on a full-time basis to DS(H)/DD(S) on the Steering Committee. We have explored with RVD the possibility of extending his stay in HD, with a view to taking up the additional workload of the proposed supernumerary AOSGC post. However, RVD considered this not possible as the department needed the return of the officer to meet its operational requirements.

19. We have critically examined the possibility of re-deploying the existing three AOSGCs in HD, namely Principal Assistant Secretary (Housing) (Private Housing)/Assistant Director (Private Housing), Principal Assistant Secretary (Housing) (Policy Support)/Assistant Director (Policy Support) and Assistant Director (Strategic Planning), to take up the duties of the proposed supernumerary AOSGC post. As these officers are already fully stretched with their own duties including working out the implementation details of the new HOS and the enhanced MHPP, conducting the biennial rent review and the annual review on the Waiting List income and asset limits of PRH applicants, monitoring the property market and the sale of uncompleted residential properties, and handling LegCo matters in relation to housing, they are not able to absorb the additional workload. Details of the work schedules of the three posts are at Enclosure 6.

Encl. 6

20. Apart from the three AOSGC posts, there are 11 Assistant Director (AD) posts of other grades at D2 level. We have also critically reviewed the possible redeployment of these ADs to take up the tasks of the proposed supernumerary AOSGC post. However, they are already fully occupied with their own schedules which span extensively across a wide range of areas. The Senior Principal Executive Officer is responsible for the overall administration of HD. The Assistant Director of Accounting Services is responsible for finance and accounting matters of HD/HA. The Assistant Director of Housing/Legal Advice is responsible for the provision of legal advice to HD and HA. The remaining eight Assistant Directors of Housing are departmental grade officers responsible for professional areas of work such as estate management, project management and procurement of HA's projects. It is not viable for them to absorb the additional workload of the proposed PAS(SD) post.

21. The proposed organisation chart of HD taking into account the proposed creation of the supernumerary AOSGB and AOSGC posts is at Enclosure 7.

Encl. 7

Bridging arrangements

22. In order not to cause delay in kick-starting the public consultation and legislative process, we created a supernumerary AOSGC post for the SDU under delegated authority on 14 October 2011 pending the formal creation of the post. The post is urgently required to work in parallel with PAS(PH)(SD) to kick-start the public consultation and legislative process right after the receipt of the report of the Steering Committee, in particular to prepare a White Bill for consultation as mentioned in paragraph 6 above. The supernumerary AOSGC post created under delegated authority will lapse on 14 April 2012 or upon the approval of the Finance Committee for the creation of the aforesaid supernumerary AOSGC post, whichever is the earlier.

/FINANCIAL

FINANCIAL IMPLICATIONS

23. The proposed creation of the two supernumerary directorate posts will entail an additional notional annual salary cost at mid-point of \$3,481,800 as follows –

| Supernumerary posts | Notional annual salary cost at mid-point \$ | No. of posts |
|----------------------------|--|-------------------------|
| AOSGB (D3) | 1,870,200 | 1 |
| AOSGC (D2) | 1,611,600 | 1 |
| Total | 3,481,800 | 2 |

The additional full annual average staff cost, including salaries and staff on-cost, is \$4,896,000.

24. As for the four additional non-directorate civil service posts mentioned in paragraph 15 above, the notional annual salary cost at mid-point is \$2,501,220 and the full annual average staff cost, including salaries and staff on-cost, is \$3,764,000.

25. We have sufficient provision in the 2011-12 Estimates to meet the cost of the proposals and will reflect the resources required in the Estimates of subsequent years.

PUBLIC CONSULTATION

26. On 7 November 2011, we consulted the LegCo Panel on Housing on the above staff proposals. Members supported the creation of two supernumerary posts of AOSGB and AOSGC in HD to take forward the regulation of the sale of first-hand residential properties by legislation.

ESTABLISHMENT CHANGES

27. The establishment changes in HD for the past two years are as follows –

/Number

| Establishment (Note) | Number of posts | | | |
|-------------------------|--|-----------------------|-----------------------|-----------------------|
| | Existing (as at 1 November 2011) | As at 1 April 2011 | As at 1 April 2010 | As at 1 April 2009 |
| A | 50# | 50 | 48+(1) | 48+(1) |
| B | 1 178 | 1 175 | 1 169 | 1 161 |
| C | 7 599 | 7 603 | 7 606 | 7 613 |
| Total | 8 827 | 8 828 | 8 823+(1) | 8 822+(1) |

Note:

- A - ranks in the directorate pay scale or equivalent (including equivalent HA contract posts)
- B - non-directorate ranks the maximum pay point of which is above MPS Point 33 or equivalent (including equivalent HA contract posts)
- C - non-directorate ranks the maximum pay point of which is at or below MPS Point 33 or equivalent (including equivalent HA contract posts)
- () - number of supernumerary directorate posts created with the approval of the Establishment Subcommittee/Finance Committee; the supernumerary post created under delegated authority mentioned in paragraph 22 above is not included
- # - as at 1 November 2011, there was no unfilled directorate post in the HD

CIVIL SERVICE BUREAU COMMENTS

28. The Civil Service Bureau supports the proposed creation of the supernumerary AOSGB and AOSGC posts in HD to take forward the regulation of the sale of first-hand residential properties by legislation. The grading and ranking of the posts are considered appropriate having regard to the level and scope of responsibilities required.

ADVICE OF THE STANDING COMMITTEE ON DIRECTORATE SALARIES AND CONDITIONS OF SERVICE

29. The creation of the two supernumerary directorate posts, if approved, will be reported to the Standing Committee on Directorate Salaries and Conditions of Service in accordance with the agreed procedure.

**Regulation of the Sale of First-Hand Residential Properties
by Legislation**

Major actions required

- Launch the public consultation exercise in the form of a White Bill in November 2011, which will last for about two months.
- Seek Members' views at the Legislative Council Panel on Housing (Housing Panel) meeting in December 2011.
- Housing Panel meeting to discuss the draft Blue Bill in the first quarter of 2012.
- Publish the public consultation report and have the Blue Bill gazetted in the first quarter of 2012.
- Introduce the Blue Bill into the Legislative Council for scrutiny in the first quarter of 2012.

**Proposed Job Description
Deputy Secretary (Special Duties)**

Rank : Administrative Officer Staff Grade B (D3)

Responsible to : Permanent Secretary for Transport and Housing (Housing)/
Director of Housing

Main Duties and Responsibilities –

1. To provide steer and oversee the preparation of the White Bill on the Regulation of the Sale of First-hand Residential Properties and the public consultation exercise.
2. To provide steer and oversee the preparation of the Blue Bill for introduction into the Legislative Council.
3. To take the lead in handling the Bills Committee.
4. To provide steer and oversee the establishment of the enforcement agency.
5. To provide steer and oversee the implementation of the one-stop Property Market Information Platform for public access.
6. To carry out any other duties.

**Proposed Job Description
Principal Assistant Secretary (Special Duties)**

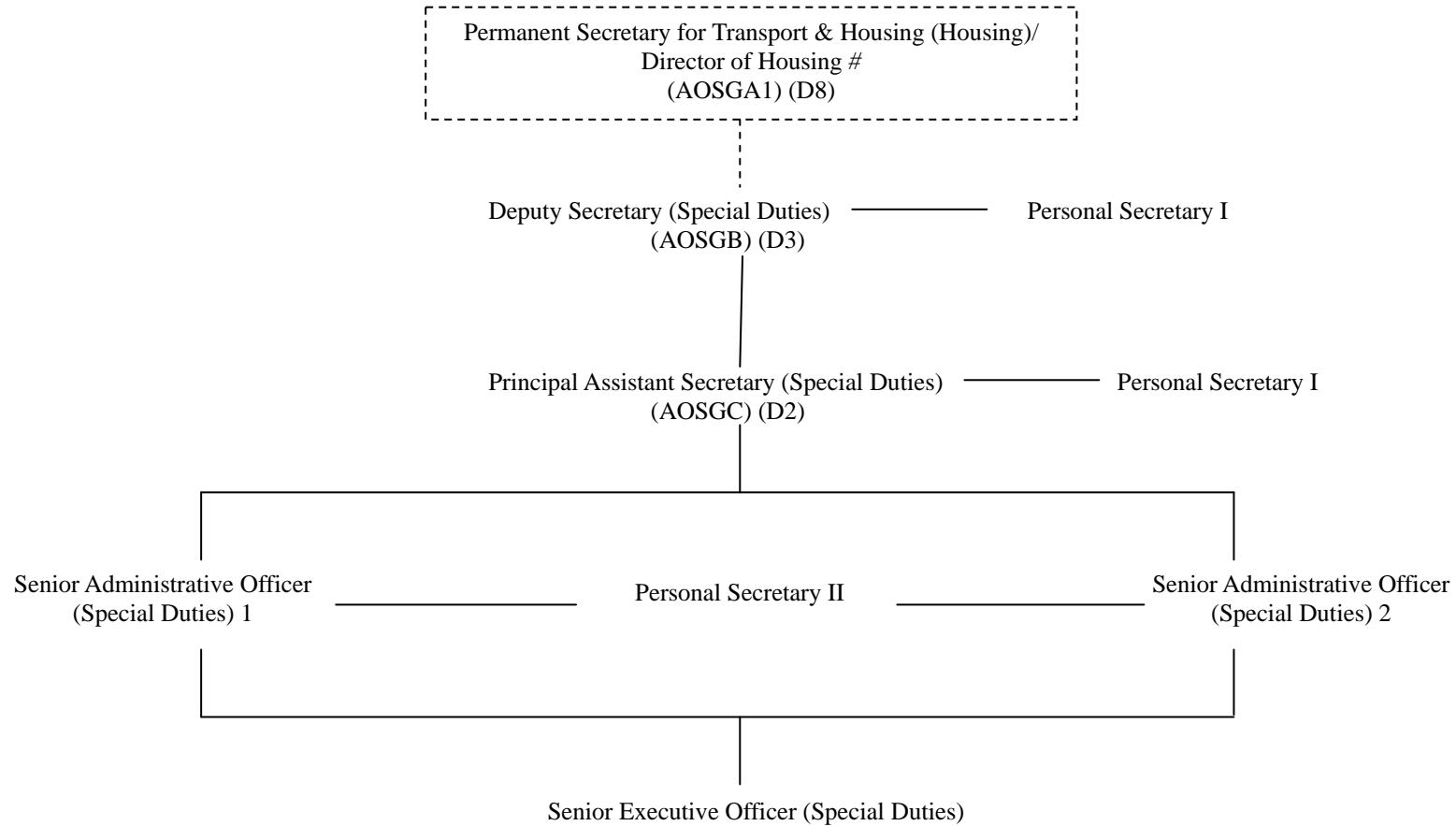
Rank : Administrative Officer Staff Grade C (D2)

Responsible to : Deputy Secretary (Special Duties)

Main Duties and Responsibilities –

1. To assist in overseeing the preparation of the White Bill on the Regulation of the Sale of First-hand Residential Properties and the public consultation exercise.
2. To assist in overseeing the preparation of the Blue Bill for introduction into the Legislative Council.
3. To provide support to Deputy Secretary (Special Duties) in handling the Bills Committee.
4. To assist in the establishment of the enforcement agency.
5. To assist in the implementation of the one-stop Property Market Information Platform for public access.
6. To carry out any other duties.

Proposed Organisation Chart of the Special Duties Unit



The post is given bureau designation in addition to normal departmental designation to better reflect the nature of the duties which are largely policy-related.

**Duties and Responsibilities of
Deputy Secretary for Transport and Housing (Housing)/
Deputy Director (Strategy) and
Deputy Director (Corporate Services)**

**Deputy Secretary for Transport and Housing (Housing)/
Deputy Director (Strategy) (DS(H)/DD(S))**

DS(H)/DD(S) leads and heads the Strategy Division which comprises four sub-divisions, namely Strategic Planning Sub-division, Policy Support Sub-division, Private Housing Sub-division and Housing Subsidies Sub-division. The Division is responsible for formulating and overseeing of private and public housing policies and strategies, including preparation of Housing Authority's (HA) corporate plan and carrying out certain operational functions of the Housing Department (HD).

2. DS(H)/DD(S) is involved in both policy making at bureau level and in operational policies and responsibilities at departmental level. The duties span from formulating housing policies and new measures in relation to the private housing market, overseeing the work of the Estate Agents Authority, providing policy input on housing related initiatives for the Policy Address and the Budget, monitoring the subsidised housing schemes entrusted to the Hong Kong Housing Society (HKHS), to conducting and reviewing strategic planning issues on public rental housing (PRH), and overseeing allocation and waiting list matters for PRH.

3. To quote some specific examples on the public housing front, the Waiting List income and asset limits for PRH applicants is subject to an annual review which takes place in the first quarter of each year. There is also the biennial rent review of PRH under HA. The second review will take place in 2012. The review determines the rate of adjustment of rent of about 700 000 PRH households in Hong Kong. In addition, DS(H)/DD(S) has to monitor and provide policy steer on issues relating to the PRH application procedures, flat allocation mechanism, and the rehousing policy. She also manages and gives steer to related surveys and statistical analysis to maintain the average waiting time for PRH general applicants at about three years. In the coming months, one of her main duties is to work out proposals on the implementation details for the new Home Ownership Scheme for discussion by HA.

4. On the private housing front, DS(H)/DD(S) is responsible for overseeing the monitoring work of the property market. She has to also maintain liaison with the HKHS on the My Home Purchase Plan, including the enhancement measures. Also, she is heavily involved in the formulation of new initiatives on measures, including anti-speculative measures, to ensure the healthy and stable development of the property market.

Deputy Director (Corporate Services) (DD(CS))

5. DD(CS) leads and oversees the Corporate Services Division (CSD) which comprises seven sub-divisions/units, namely, Administration Sub-division, Finance Sub-division, Legal Service Sub-division, Information Technology Sub-division, Information and Community Relations Sub-division, Management Services Sub-division and Committees' Section.

6. On staff relation and management functions, DD(CS) oversees and steers the implementation of the Long Term Manpower Strategy of HA which comprises both civil servants and HA contract staff. The issues require careful crafting of the policies and practices concerned, as well as effective engagement with the staff side representatives and the HA members to ensure acceptance of the initiatives.

7. Since HA is financially independent, DD(CS) is responsible for overseeing the financial control and resources allocation as well as the management and investment of HA's fund. DD(CS) maintains a close oversight all through the budget preparation process of HA from the setting of assumptions, vetting new resource bids, to explaining and ensuring the smooth passage of the annual budget to the Finance Committee (FC) of the HA and the HA. He is closely involved in the regular review of HA's investment strategy and rebalancing among different approved asset classes. He works closely with members of the FC and the Funds Management Sub-committee to set HA's investment strategy within HA's acceptable risk tolerance level, taking into account the economic situation.

8. As for the general public relation front, while the day-to-day work is normally administered by the Information and Community Relations Sub-division, DD(CS) helps drive strategic public relation initiatives.

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9. DD(CS) chairs the departmental Information Technology Development Committee which reviews and approves the various major IT initiatives of HA. Also, he chairs the Project Steering Committee on the Enterprise Resources Planning project, which seeks to integrate the finance, procurement and estate maintenance computer applications into a fully integrated system. Phase 1 of the project was rolled out in September 2011, and Phase 2 in September 2012.

10. There will be several major CSD initiatives coming up in the next few months which will require close supervision of DD(CS). They include: HA's consultancy study to review the pay package of its contract staff; HA's IT strategy consultancy to produce a roadmap that addresses the future business needs of HA; an overall major strategic asset allocation review for HA in 2012; the management services study on the Housing Grade manpower situation which will be completed in 2012; and the planning of the celebration for 60th Anniversary of public housing development.

**Duties and Responsibilities of
Principal Assistant Secretary (Housing) (Policy Support)/
Assistant Director (Policy Support),
Principal Assistant Secretary (Housing) (Private Housing)/
Assistant Director (Private Housing) and
Assistant Director (Strategic planning)**

**Principal Assistant Secretary (Housing) (Policy Support)/
Assistant Director (Policy Support) (PAS(PS)/AD(PS))**

PAS(PS)/AD(PS) is responsible for handling Legislative Council (LegCo) matters in relation to housing, providing support for the attendance of the Secretary for Transport and Housing at the LegCo and other forums, and coordinating policy inputs on major housing issues within and outside Housing Department (HD) including for the Policy Address and the Annual Budget.

2. As housing is one of the major concerns in the community, the volume of LegCo-related work, including LegCo questions, motion debates, case conferences, Panel meetings, and replies to representations to LegCo Secretariat, has been increasing tremendously. As such, PAS(PS)/AD(PS) is fully stretched in his existing schedule.

**Principal Assistant Secretary (Housing) (Private Housing)/
Assistant Director (Private Housing) (PAS(PH)/AD(PH))**

3. PAS(PH)/AD(PH) is responsible for monitoring the private residential property and rental market, formulating proposals to ensure the stable and healthy development of the property market, liaising with the Real Estate Developers Association of Hong Kong (REDA) and the Consumer Council on measures to strengthen and promote transparency and fair practices in the sale of uncompleted residential properties, providing policy input to the Lands Department Consent Scheme (Consent Scheme) in respect of consumer protection, working closely with the Estate Agents Authority on policy matters relating to the regulation of estate agents, liaising with the Hong Kong Housing Society (HKHS) on the implementation of the My Home Purchase Plan (MHPP), and overseeing elderly housing projects of the HKHS.

4. More specifically, PAS(PH)/AD(PH) oversees the analysis and compilation of reports on the projected supply of first-hand residential properties, which are published on a quarterly basis for public consumption. He works closely with the Lands Department and REDA on enhancing the Consent Scheme and REDA's guidelines as necessary. He also has to keep watch on the sale of uncompleted residential properties under the Consent Scheme and follow up those cases of non-compliance with REDA and Lands Department. PAS(PH)/AD(PH) is also heavily involved in the formulation of proposals and implementation details of anti-speculative measures and new initiatives in relation to housing. He is responsible for monitoring the effectiveness and impact of the Special Stamp Duty. In the coming year, he will work closely with the HKHS to work out the implementation details of MHPP, including the enhancement measures, with a view to ensuring that the first MHPP project will be ready for pre-letting in 2012.

Assistant Director (Strategic Planning) (AD(SP))

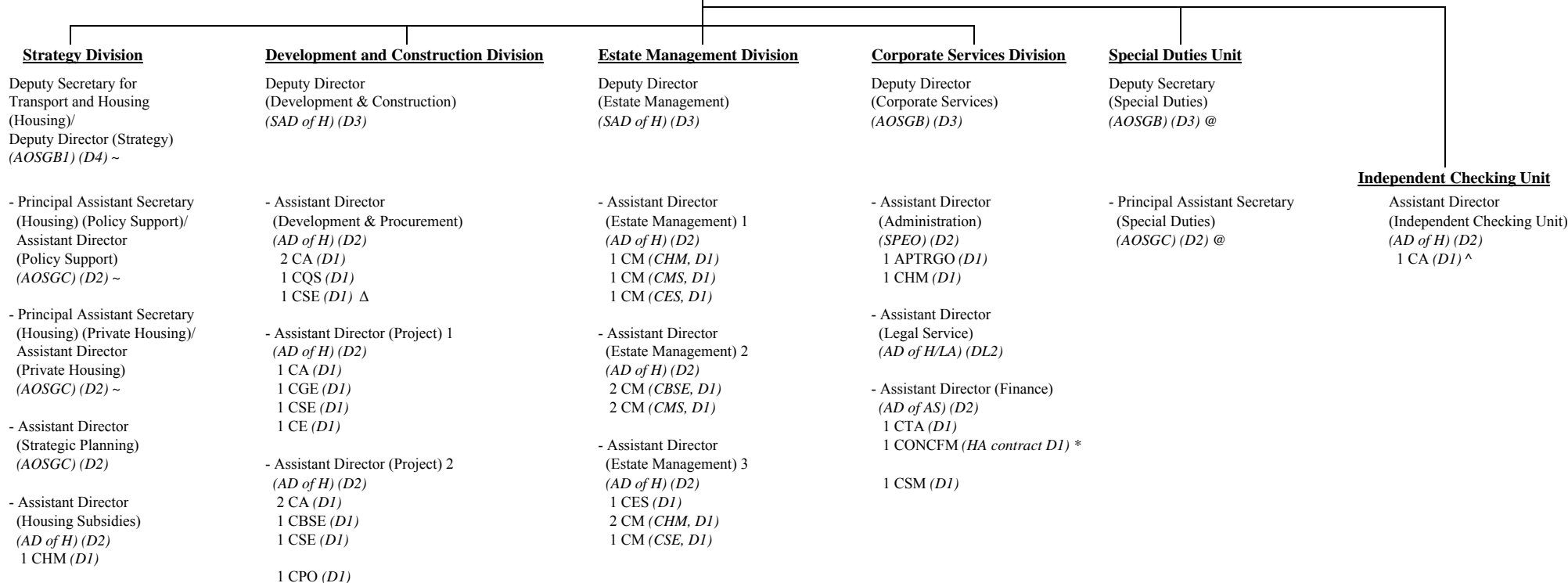
5. AD(SP) is responsible for formulating the policies on the new Home Ownership Scheme (new HOS) and the revitalisation of the HOS secondary market, reviewing the income and asset limits for public rental housing (PRH), conducting the rent review of the public housing, monitoring the overall performance of the public housing production programme, conducting and supervising statistical researches, and overseeing and managing the corporate planning process of the Housing Authority (HA).

6. In addition, AD(SP) has to monitor the public housing construction programme, and the average waiting time of the Waiting List for PRH, and respond to LegCo, HA and the public's enquiries. In the light of the increasing public concern on the demand for public housing and average waiting time, AD(SP) is expected to be heavily involved in the analysis of data and formulation of projections. Looking ahead, he will provide assistance to formulation of policies on the implementation of the new HOS, including the premium payment arrangement, pricing of the flats and the eligibility criteria. He will have to draw up the implementation details of the new HOS, taking into account the past experience of HOS and other subsidised sales schemes, assess the implications to the existing HOS flat owners and the community's reactions, etc, and formulate proposals for HA's consideration.

7. AD(SP) will also be heavily involved in the biennial rent review and the annual review on the Waiting List income and asset limits by analysing the data, drawing up the discussion papers, and presenting the outcome of the reviews to HA and LegCo. Apart from the above, AD(SP) is tasked to manage the corporate planning process of HA through coordination of inputs from various Divisions of HD and via discussions at the various Committees of HA.

Proposed Organisation Chart of Housing Department

Permanent Secretary for Transport and Housing (Housing)/Director of Housing
(AOSGA1) (D8) ~



Legends:

- | | | |
|--|---|--|
| AD of AS - Assistant Director of Accounting Services | CM - Chief Manager | |
| AD of H - Assistant Director of Housing | CMS - Chief Maintenance Surveyor | ~ - These posts are given bureau designations in addition to normal departmental designations to better reflect the nature of their duties which are largely policy-related. |
| AOSGA1 - Administrative Officer Staff Grade A1 | CONCFM - Contract Chief Finance Manager | Δ - Post deployed to Independent Checking Unit on a part-time basis. |
| AOSGB1 - Administrative Officer Staff Grade B1 | CPO - Chief Planning Officer | ^ - Post temporarily deployed to Independent Checking Unit. |
| AOSGB - Administrative Officer Staff Grade B | CQS - Chief Quantity Surveyor | * - HA contract post |
| AOSGC - Administrative Officer Staff Grade C | CSE - Chief Structural Engineer | @ - Supernumerary posts proposed for creation. |
| APTRGO - Assistant Principal Training Officer | CSM - Chief Systems Manager | |
| CA - Chief Architect | CTA - Chief Treasury Accountant | |
| CBSE - Chief Building Services Engineer | HA - Housing Authority | |
| CE - Chief Engineer | LA - Legal Advice | |
| CES - Chief Estate Surveyor | SAD of H - Senior Assistant Director of Housing | |
| CGE - Chief Geotechnical Engineer | SPEO - Senior Principal Executive Officer | |
| CHM - Chief Housing Manager | | |