

NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

Update on Overall Directorate Establishment Position

Introduction

This paper updates Members on the overall directorate establishment position and gives Members advance information on possible proposals for the creation and deletion of directorate posts in the 2011-12 legislative session.

Continuous efforts to control the size of the civil service establishment

2. The Administration has continued its efforts to control the size of the civil service by making more effective use of manpower resources, deleting existing posts where the functional need has ceased, and creating new posts only when fully justified. As at 31 August 2011, the civil service establishment (including judges and judicial officer (J&JO) posts in the Judiciary and all posts in the Independent Commission Against Corruption (ICAC)) stood at 166 513, made up of 1 572 directorate and 164 941 non-directorate posts. Compared with the position around a decade ago (in January 2002), this represents a net deletion of 20 permanent and 26 supernumerary directorate posts. During the period, the number of directorate posts has been maintained at less than 1% of the total establishment of the civil service.

3. In November 2010, we submitted (vide ECI(2010-11)7) a forecast on the likely creation of 27 permanent directorate posts (including 21 posts as recommended in the Grade Structure Reviews of the disciplined services and selected civilian grades) and six new supernumerary directorate posts, and the likely deletion of one permanent directorate post in the 2010-11 legislative session. By the end of the session, the Establishment Subcommittee (ESC)/Finance Committee (FC) has endorsed/approved the creation of 27 permanent directorate posts and seven new supernumerary directorate posts, as well as the deletion of one permanent directorate post. In addition to the above and the extension of two

/supernumerary

supernumerary directorate posts and one non-civil service position at the directorate level as endorsed/approved by ESC/FC, six supernumerary directorate posts have lapsed without extension. As a result, there was a net creation of 26 permanent directorate posts and one supernumerary directorate post for the 2010-11 legislative session.

Forecast of directorate post proposals likely to be submitted in the 2011-12 legislative session

4. To take forward the new initiatives set out in the 2011-12 Policy Address and Agenda and other ongoing initiatives, we will need additional manpower resources at the directorate level^{Note}. Based on the current assessment provided by bureaux, and subject to further planning, we forecast that in the 2011-12 legislative session the Administration may put forward the following proposals –

Civil servants

- Encl. 1 (a) to create seven permanent directorate posts (excluding upgrading/downgrading among directorate ranks, transfer of posts, etc) as set out in Enclosure 1;
- Encl. 2 (b) to create ten supernumerary directorate posts and extend two supernumerary directorate posts as set out in Enclosure 2. Members may wish to note that four existing supernumerary directorate posts are expected to lapse during the period; and

J&JOs

- Encl. 3 (c) to create two permanent directorate posts (excluding upgrading/downgrading among directorate ranks, transfer of posts, etc.) as set out in Enclosure 3.

5. We wish to point out that the above forecast is based on our current assessment only. Bureaux/departments may need to adjust their current assessments on staffing requirements in the course of the 2011-12 legislative session as proposals are further refined or as unforeseeable circumstances arise.

- Encl. 4 6. Separately, we wish to draw attention to a possible additional requirement of two posts at the directorate level which is under review by the bureau concerned as set out in Enclosure 4, which may result in a submission to ESC/FC in the 2011-12 legislative session.

/7.

^{Note} Additional manpower resources at the non-directorate level will also be required. These will be dealt with by the Departmental Establishment Committee concerned under authority delegated by FC.

7. The Administration will continue to exercise prudence in monitoring and controlling the size of the directorate establishment. A rigorous system is in place to scrutinise proposals initiated by bureaux/departments and ensure that these proposals are fully justified before submission to ESC/FC.

Civil Service Bureau
Financial Services and the Treasury Bureau
October 2011

Current Forecast of Possible Submissions on Creation/Deletion of Permanent Directorate Posts in the 2011-12 Legislative Session

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Others (e.g. upgrading, downgrading, transfer)
Commerce and Economic Development Bureau	To strengthen support at the directorate level in driving the development of creative industries	Senior Principal Executive Officer (D2)	+1	
Constitutional and Mainland Affairs Bureau	To head a new multi-functional office in Taiwan to promote Hong Kong's economic, trade and cultural cooperation with Taiwan	Administrative Officer Staff Grade B (D3)	+1	
Development Bureau (DEVB)	To strengthen support at the directorate level in the Planning and Lands Branch (PLB) of DEVB in taking over the policy responsibilities from the Development Opportunities Office upon cessation of its operation on 30 June 2012, as well as in relieving the work of the Head of the Lands Unit of PLB (also see the lapse of one supernumerary D3 post in DEVB in Enclosure 2)	Administrative Officer Staff Grade C (D2)	+1	
Government Laboratory	To strengthen analytical and advisory services	Chief Chemist (D1)	+1	
Office of the Telecommunications Authority (OFTA)	To create a new civil service Regulatory Affairs Manager grade, which will include a directorate post at D1 rank, with multi-disciplinary expertise to perform the core regulatory functions of OFTA	Chief Regulatory Affairs Manager (D1) (<i>new rank</i>)	+1	

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Others (e.g. upgrading, downgrading, transfer)
<p>Office of the Communications Authority (OFCA) (to-be-established)</p> <p>OFTA</p> <p>Television and Entertainment Licensing Authority (TELA)</p>	<p>To redeploy the proposed Chief Regulatory Affairs Manager post and all the existing directorate posts in OFTA and TELA to the new OFCA by merging OFTA and TELA</p>	<p>Director-General of Telecommunications (D6)</p> <p>Administrative Officer Staff Grade B (D3)</p> <p>Deputy Director-General of Telecommunications (D3)</p> <p>Assistant Director of Telecommunications (D2)</p> <p>Administrative Officer Staff Grade C (D2)</p> <p>Chief Telecommunications Engineer (D1)</p> <p>Chief Regulatory Affairs Manager (D1) <i>(new rank)</i></p> <p>Director-General of Telecommunications (D6)</p> <p>Deputy Director-General of Telecommunications (D3)</p> <p>Assistant Director of Telecommunications (D2)</p> <p>Chief Telecommunications Engineer (D1)</p> <p>Chief Regulatory Affairs Manager (D1) <i>(new rank)</i></p> <p>Commissioner for Television and Entertainment Licensing (D3)</p> <p>Administrative Officer Staff Grade C (D2)</p>		<p>+1</p> <p>+1</p> <p>+1</p> <p>+4</p> <p>+2</p> <p>+4</p> <p>+1</p> <p>-1</p> <p>-1</p> <p>-4</p> <p>-4</p> <p>-1</p> <p>-1</p> <p>-2</p>

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Others (e.g. upgrading, downgrading, transfer)
Security Bureau (SB)	To take forward the enhanced anti-drug work on a sustained and long-term basis building on the recommendations of the Task Force on Youth Drug Abuse (also see the lapse of one supernumerary D2 post in SB in Enclosure 2)	Administrative Officer Staff Grade C (D2)	+1	
Transport Department	To strengthen support at the directorate level of the Ferry and Paratransit Division of the Management and Paratransit Branch to deal with the increasingly complex issues relating to taxi services, ferry services and transport services for people with disabilities	Principal Transport Officer (D1)	+1	
Total			+7	

Enclosure 2 to ECI(2011-12)6

Current Forecast of Possible Submissions on Creation/Extension of Supernumerary Directorate Posts in the 2011-12 Legislative Session

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Extension	Expected to Lapse
Buildings Department	To implement the proposed enforcement policy and programme to eradicate the problem of widespread unauthorised building works (UBWs) and to step up enforcement against UBWs in New Territories Exempted Houses	Chief Building Surveyor/Chief Structural Engineer (D1) (bi-disciplinary)	+1		
Department of Justice	To strengthen directorate support in providing legal advice and research on matters pertaining to constitutional development and electoral affairs	Deputy Principal Government Counsel (DL2)	+1		
Education Bureau	To review and oversee the implementation of enhanced special educational need and non-Chinese speaking services	Principal Education Officer (D1)	+1		
Financial Services and the Treasury Bureau (FSTB) (Office of the Commissioner of Insurance)	To head the Mandatory Provident Fund Intermediaries Supervision Team and the Anti-Money Laundering Team	Assistant Commissioner of Insurance (D2)	+1		
Food and Health Bureau	To provide directorate support to the to-be-established Health Protection Scheme Office	Administrative Officer Staff Grade B (D3) Administrative Officer Staff Grade C (D2)	+1 +1		
Home Affairs Department	To undertake the legislative work for the regulation of the property management industry and the review of the Building Management Ordinance	Administrative Officer Staff Grade C (D2)	+1		

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Extension	Expected to Lapse
Housing Department	To take forward the recommendations of the Steering Committee on the Regulation of the Sale of First-hand Residential Properties by Legislation	Administrative Officer Staff Grade B (D3) Administrative Officer Staff Grade C (D2)	+1 +1		
Planning Department	To coordinate and undertake all tasks relating to the increase of housing and office land supply	Chief Town Planner (D1)	+1		
FSTB	To oversee an exercise to modernise Hong Kong's corporate insolvency laws and other policy initiatives	Administrative Officer Staff Grade B (D3)		1	
Innovation and Technology Commission	To provide continued support to the Hong Kong Council for Testing and Certification in implementing the market-oriented development plan and other initiatives from the Council for furthering the development of the testing and certification industry	Administrative Officer Staff Grade C (D2)		1	
Development Bureau (DEVB)	To allow a supernumerary D3 post to lapse upon cessation of the operation of the Development Opportunities Office on 30 June 2012 (also see the creation of one D2 permanent post in DEVB in Enclosure 1)	Administrative Officer Staff Grade B (D3)			-1
FSTB	To allow a supernumerary D2 post to lapse upon completion of legislative and related work in relation to the enhancement of the anti-money laundering regime in Hong Kong	Administrative Officer Staff Grade C (D2)			-1

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Extension	Expected to Lapse
Offices of the Chief Secretary for Administration and the Financial Secretary (Central Policy Unit)	To allow a supernumerary D2 post to lapse as the functional need relating to the work of the Commission on Strategic Development ceases	Administrative Officer Staff Grade C (D2)			-1
Security Bureau (SB)	To allow a supernumerary D2 post to lapse upon the creation of a permanent D2 post to take forward the enhanced anti-drug work (also see the creation of one D2 permanent post in SB in Enclosure 1)	Administrative Officer Staff Grade C (D2)			-1
Total			+10	2	-4

**Current Forecast of Possible Submissions on Creation/Deletion of Permanent Directorate Posts for Judges and Judicial Officers
in the 2011-12 Legislative Session**

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Others (e.g. upgrading, downgrading, transfer)
Judiciary	To cope with the increase in workload at the Lands Tribunal	Judge of the District Court (JSPS 13)	+1	
		Member, Lands Tribunal (JSPS 12)	+1	
Total			+2	

Possible additional post requirement at the directorate level which is under review

Bureau/Department/Office	Purpose
Development Bureau	To provide directorate support for expediting the transformation of Kowloon East into an attractive core business district to sustain Hong Kong's economic development
