

**Establishment Subcommittee Meeting
Follow-up to meeting held on 26 October 2011**

**EC(2011-12)7 –
Proposed Creation of a Regulatory Affairs Manager Grade
and a Permanent Chief Regulatory Affairs Manager Post
in the Office of the Telecommunications Authority**

Purpose

At the meeting of the Establishment Subcommittee (ESC) held on 26 October 2011, the Administration undertook to provide supplementary information to Members on the objective and timetable of the review of the Telecommunications Engineer (TE) grade. The required information is set out below for Members' perusal.

The Review of the TE grade

2. In paragraph 23 of the ESC paper, we reported to Members our consideration at the time, that the functions of the TE grade should gradually be subsumed under the new grade of Regulatory Affairs Manager (RAM), and our plan to conduct a review of the detailed subsuming arrangements in 2013, for completion by July 2015.

3. Taking into account views of Members expressed at the meeting, and the request from the TE grade in the latest round of consultation, the Administration has revisited the review objective and timetable. We would confirm that –

- (a) the revised objective of the review is to consider whether the functions of TE grade should be subsumed under the RAM grade; and
- (b) we will bring forward the start of the review by a year, to take place in 2012. We will also expedite the review timetable, for completion in about a year's time in 2013,

instead of the originally proposed two-year review timeline.

4. As per Members' request, the Administration would like to confirm that pending the outcome of the review, promotion opportunities for all existing TE grade colleagues would not be affected. A decision on whether or not to subsume their functions under the new grade would only be taken after completion of the review in 2013 and in light of the review outcome. In any event, the TE grade will remain a civil service grade serving the Office of the Telecommunications Authority (OFTA) and the future Office of the Communications Authority (OFCA) in the coming 20 years.

5. On the review arrangements, in order to arrive at an objective and comprehensive assessment of the TE grade, a detailed job analysis for every single post in the TE grade would be conducted. We will commission an external consultant to assist us in the review. We will continue to engage the TE grade before and during the review.

Conclusion

6. The proposed creation of the RAM grade and a permanent post of Chief RAM (D1) in the Competition Affairs Branch of the OFTA are urgently needed to ensure that as a regulator, OFTA is able to effectively and efficiently perform its functions in a fully liberalised and intensively competitive telecommunications market. The Administration appeals to Members' support for our proposals.

7. The Administration would stress that the proposal to create the RAM grade does not entail the demise of the TE grade. The future arrangement for the TE grade will be subject to the review to be conducted in 2012. The Administration will ensure that OFTA and the future OFCA will continue to be equipped with adequate professional staff of engineering background to function effectively as a professional regulator.

Commerce and Economic Development Bureau
10 November 2011