

**Proposed creation of four permanent posts in
Housing Department with effect from 1 April 2013;
and revision and redistribution of duties and responsibilities
among some other directorate posts in the department to cope
with the substantial increase in workload arising from the
implementation of the new Home Ownership Scheme
and other related housing initiatives
(EC(2012-13)21)**

Supplementary Information

- (a) Changes in directorate posts in respect of the Development and Construction Division and other divisions of Housing Department (“HD”) with the cessation of the Home Ownership Scheme (“HOS”) flats in 2003 and the implementation of the new HOS in 2012, and the financial implications of such changes.**

On 1 January 2003, the directorate establishment of HD was 73. From then up to 31 March 2007, a net total of 24 directorate posts were deleted, i.e. number of directorate posts reduced to 49, as a result of cessation of production of HOS flats and other reasons, such as the reduction in public housing production, departmental reorganisation, etc. However, it is not possible to work out the exact number of posts deleted solely due to the cessation of HOS. As far as the Development and Construction Division (“DCD”) is concerned, there was a reduction of eight directorate posts, i.e. number of directorate posts reduced from 25 to 17. The net savings in full annual average staff cost, including salaries and staff on-cost, for the deletion of the above-mentioned 24 directorate posts in HD is about \$53 million (present value). Regarding the reduction of eight directorate posts in DCD, the full annual average staff cost, including salaries and staff on-cost, is about \$17 million (present value).

For the implementation of the new HOS, six directorate posts have been created in DCD since 13 July 2012. Another four directorate posts (two for DCD and two for the Independent Checking Unit) are now proposed to be created with effect from 1 April 2013. In other words, at this stage, a total of ten directorate posts are required by HD to take forward the HOS

and other related housing initiatives. The total additional full annual average staff cost for these ten directorate posts, including salaries and staff on-cost, is about \$20 million (present value).

(b) Whether and how elements of gender sensitivity would be incorporated in the design of public rental housing (“PRH”) flats and HOS flat.

As a caring organisation, our planning, design and delivery of quality public housing specifically take into account the need to address end users’ comfort, while providing a green and healthy living environment. Since 2002, HD has adopted a universal design for all new public housing estates to cater for the needs of people of all ages, physical abilities and genders, and to promote universal accessibility for socio-spatial equity. The universal design caters for the needs of different family sizes and composition, with due regard given to design elements to cater for practical usability for all tenants and owners within PRH and HOS flats. As regards a Member’s enquiry on drying facilities raised at the Establishment Subcommittee meeting, we have reviewed the drying arrangements over the years. We have listened closely to the feedback from our tenants and now provide drying racks mounted on the front external walls of each flat as well as hanger rods inside bathrooms for all new estates.

(c) Measures to address shortage of construction manpower to ensure timely production of new PRH and new HOS flats as well as the quality of the new flats.

With the prerequisites that site safety and quality of work would not be compromised, we have been reviewing the construction process in conjunction with the Construction Industry Council, our contractors and our own staff to find ways to enhance and streamline the administrative procedures, to bring in advance building technology and equipment, to extend the use of prefabricated construction techniques, and to procure building materials and components that can reduce the need for construction manpower and help shorten the construction time for new PRH and HOS flats.

The measures taken so far to streamline the construction process, particularly the use of prefabricated construction techniques, can also help address the demand for construction manpower for public housing projects through allowing for more efficient use of the manpower that is available. Separately, Development Bureau has also been actively following up and formulating comprehensive manpower strategies for the construction industry covering training and recruitment.