

NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

Forecast of Proposed Creation/Deletion of Directorate Posts in the 2013-14 Legislative Session

This note provides supplementary information on the directorate staffing proposals planned for submission to the Establishment Subcommittee (ESC)/Finance Committee (FC) in the 2013-14 legislative session.

2. In ECI(2013-14)6, we forecast that in the 2013-14 legislative session, the Administration will put forward proposals to create 10 permanent directorate posts and 19 supernumerary directorate posts and to extend 13 supernumerary directorate posts. We also forecast that there will be three proposals involving re-ranking/redeployment of permanent directorate posts. Supplementary information on each of these proposals is provided at Enclosures 1 and 2 in the same order as presented in ECI(2013-14)6.

Encls.
1 & 2

3. The forecast in ECI(2013-14)6 represents the Administration's current assessment only. Bureaux/departments may adjust their current plans on staffing requirements in the course of the 2013-14 legislative session as proposals are further refined or as unforeseeable circumstances arise. The directorate staffing proposals that will eventually be submitted to ESC/FC in the 2013-14 legislative session may therefore be different from what is set out in the current forecast.

Civil Service Bureau
Financial Services and the Treasury Bureau
November 2013

**Forecast of Possible Submissions on Creation/Deletion of Permanent
Directorate Posts in the 2013-14 Legislative Session**

Bureau/Department/Office

Buildings Department (BD)

Post(s) proposed to be created/deleted

Creation of one permanent post of Government Building Surveyor/Government Structural Engineer (bi-disciplinary) (D2)

Purpose and justification

The supernumerary post of Assistant Director/Mandatory Building Inspection in BD was created on 1 July 2011 for a period of two years and nine months until 31 March 2014 to strengthen the staffing support at directorate level to cope with the additional workload of BD for enhancing building safety, including the implementation of the Mandatory Building Inspection Scheme and the Mandatory Window Inspection Scheme.

With the lapse of this post, continued staffing support at directorate level is necessary to ensure the continuity of major initiatives of BD to enhance building safety.

Panel consultation

We consulted the Legislative Council Panel on Development on 26 November 2013.

Bureau/Department/Office

Constitutional and Mainland Affairs Bureau

Post(s) proposed to be created/deleted

Creation of one permanent post of Administrative Officer Staff Grade C (AOSGC) (D2)

Purpose and justification

The 2013 Policy Address announced that the Government of the Hong Kong Special Administrative Region (HKSAR) would set up a new Economic and Trade Office in Wuhan City, Hubei Province (WHETO). The proposed permanent AOSGC post will lead the WHETO and oversee the delivery of the functions of the WHETO, including enhancing the economic and trade relations, cooperation and mutual understanding between Hong Kong and the Central Region of the Mainland and providing support to Hong Kong residents and enterprises in the Region.

Panel consultation

We consulted the Legislative Council Panel on Commerce and Industry on 19 November 2013.

Bureau/Department/Office

Development Bureau (DEVB) and Civil Engineering and Development Department (CEDD)

Post(s) proposed to be created/deleted

Creation of –

- one permanent post of Administrative Officer Staff Grade B (AOSGB) (D3); and
- three supernumerary posts of one Government Engineer (GE) (D2) and two Chief Engineer (CE) (D1) for five years.

Purpose and justification

With a view to meeting the housing demand and various needs of the Hong Kong community, increasing land supply tops the agenda of the current-term Government. Hence, to expedite the implementation of our multi-pronged strategy to increase land supply in the short, medium and long term, the following directorate posts are proposed to be created in DEVB and CEDD -

DEVB - One permanent AOSGB post

With a view to strengthening the tracking of land production and supply, a cross-discipline team will be established within the Planning and Lands Branch of DEVB. This new team will comprise officers from the relevant professional disciplines, thus enabling DEVB to have sufficient manpower and the required technical capabilities to monitor the land production and supply processes more closely, as well as to better engage stakeholders to gain support for the land supply measures, thereby expediting the implementation of the various on-going and planned initiatives to increase land supply in the short, medium and long term.

The AOSGB post proposed to be created will oversee the said dedicated team, formulate policies and strategies relating to the tracking of land production and supply, as well as steer the direction for stakeholder engagements.

DEVB - One supernumerary GE post

To steer engineering projects for forming new land including reclamation and cavern and underground space development, and provide high level technical input and oversee the provision of infrastructure support for timely delivery of new development sites or specific sites with increased development intensity, a dedicated team comprising civil and geotechnical engineers will be established within the Works Branch of DEVB. The new team will equip DEVB with the

necessary manpower resources and technical capabilities to carry out these new tasks.

The supernumerary GE post proposed to be created for five years will head the dedicated team to steer the land formation projects, coordinate departmental actions for infrastructure provision and resolve interfacing issues amongst different projects. The continued need for the proposed post will be reviewed towards the end of 2018-19 taking into account the progress of land formation projects and the workload of the dedicated team at that time.

CEDD - One supernumerary CE post for New Territories North Development

To study the feasibility of taking forward further development of the New Territories North with a view to developing it into a modern new town of a similar scale as the Fanling/Sheung Shui New Town, including a preliminary development feasibility study to identify development opportunities, and subsequently an in-depth planning and engineering study to formulate a comprehensive plan for implementation of the potential development areas identified.

Having regard to the level and scope of responsibilities, a supernumerary CE post for five years is needed to steer and manage the studies and conduct public engagement exercises.

CEDD - One supernumerary CE post for New Development Areas

To implement the Advance Works and First Stage Works of the North East New Territories New Development Areas, the Advance Site Formation and Engineering Infrastructure Projects of Hung Shui Kiu New Development Area, the infrastructure works at Kong Nga Po, Kwu Tung south, Yuen Long south, and Tuen Mun Areas 40 and 46 and adjoining areas; and to undertake the “Study and Implementation of the Remaining Housing Sites for Housing Developments at Kam Tin South, Yuen Long” and “Planning and Engineering Study for Housing Developments at Tuen Mun East”.

To cope with the additional workload arising, and having regard to the level and scope of responsibilities, a supernumerary CE post for five years is required to steer and manage the projects.

Panel consultation

We plan to consult the Legislative Council Panel on Development on 20 December 2013.

Bureau/Department/Office

Food and Health Bureau (FHB)

Post(s) proposed to be created/deleted

Creation of one permanent post of Administrative Officer Staff Grade B (AOSGB) (D3)

Purpose and justification

Given the increasing quantity and complexity of duties in the Food Branch which oversees a wide portfolio encompassing food safety and environmental hygiene, it is no longer possible to rely on the only Deputy Secretary (DS) ranked at Administrative Officer Staff Grade B1 (D4) level (i.e. DS(Food)1) to cope with the quantity of work arising from food safety, environmental hygiene and developments of the agriculture and fisheries industries etc., in an effective and timely manner. We consider it necessary to create one permanent DS post ranked at Administrative Officer Staff Grade B (D3) level to undertake the duties relating to food safety and handling of food incidents.

In recent years, public awareness over food safety in Hong Kong has been growing. The three major elements of our work relating to food safety are: (i) to update the food safety standards in the legislation from time to time and put the requisite food types or items under regulation; (ii) to conduct thematic research on various food types and items as well as different cooking and handling methods; and (iii) to maintain close contacts with major food supplying economies including Mainland China to conduct working-level and high-level exchanges and discussions, resolve problems and widen the scope of cooperation on food safety measures. In formulating and implementing the monitoring and regulatory measures for various kinds of food, there is a constant need for FHB to hold discussions with other relevant bureaux and departments for co-ordination and division of work, and with regulatory bodies outside Hong Kong.

In making the decision, we have also taken into consideration the increasing workload of DS(Food)1. Developments surrounding the policy on columbarium and related legislative amendments alone have taken up a sizeable share of the time of this post. Other policy subjects are also demanding substantial attention of DS(Food)1 for tackling them. These include developing and following up on proposals for improving the operating environment of public markets, the policy on the development of agriculture, tackling avian influenza, following up on the development of fisheries industries, and animal welfare.

Panel consultation

We consulted the Legislative Council Panel on Food Safety and Environmental Hygiene on 12 November 2013.

Bureau/Department/Office

Hong Kong Police Force

Post(s) proposed to be created/deleted

Creation of one permanent post of Chief Superintendent of Police (CSP) (PPS 55 or D1-equivalent)

Purpose and justification

The holder of the proposed post will serve as the District Commander of the Tseung Kwan O (TKO) Police District upon the upgrading of the TKO Police Division to a Police District. According to the Force Manual of Manning Scales, the District Commander is in general established at the level of CSP. Duties of the District Commander include ensuring a high standard of duty performance and discipline from personnel under his command; ensuring effective deployment of District resources to meet policing requirements; establishing and maintaining sound police-community relations in the District in accordance with the Force directives; controlling traffic through the enforcement of traffic laws; and maintaining close liaison with the District Office, the District Council and other Government representatives in the district.

The upgrading of TKO Police Division to a Police District requires considerable lead time as it involves the implementation of new services, changes in mode of operation and creation of new posts. High-level steer at directorate level is instrumental to oversee the planning, coordination and implementation of the upgrading and in ensuring timely actions and collaboration between different parties at work. The District Commander will also formulate the strategic policing plans for the effective enforcement of law and order and the prevention and detection of crime in the upgraded District. It is imperative that a dedicated officer at CSP rank is in place at this critical time to give dedicated attention to the TKO District to be established in 2015.

Panel consultation

We consulted the Legislative Council Panel on Security on 2 July 2013.

Bureau/Department/Office

Housing Department (HD)

Post(s) proposed to be created/deleted

Creation of three permanent posts of one Chief Architect (CHARCH) (D1), one Chief Engineer (CE) (D1) and one Chief Structural Engineer (CSE) (D1)

Purpose and justification

The proposed CHARCH post is required for preparing, updating and monitoring the programme and budget of public housing projects at all stages throughout the development process to meet the new public housing production targets; taking up specific responsibilities such as Authorised Person and Contract Manager; facilitating the preparation of development parameters; carrying out feasibility studies and preparing master layout plan and detailed design for sites; overseeing and managing the performance of professional services providers/contractors to ensure the standard of service and production meets the agreed requirements; assisting in the formulation of departmental policies as well as initiating and contributing to special studies/researches relating to design, construction and ancillary facilities; liaising with concerned departments on the implementation of housing projects and monitoring the progress of works; and overseeing the provision of architectural services for site potential and feasibility studies.

The proposed CE post is required for leading and managing a new Civil Engineering Section for proper administration of housing-related infrastructure projects under Capital Works Reserve Fund (CWRF) Head 711; formulating policy support and strategies to increase and expedite the supply of land for subsidised housing; devising and establishing project scope and overall implementation programme as well as coordinating with the policy bureaux/works departments for prompt initiation and successful implementation of housing-related infrastructure projects; ensuring timely delivery of formed land, essential infrastructures and supporting community facilities to support public housing development programme; monitoring and controlling the use of resources under CWRF Head 711 at policy level to ensure proper administration of projects for meeting the public housing targets; assisting the Controlling Officer in administering and managing funds for minor works under CWRF Head 711 block allocation; ensuring sufficient and timely provision of funds as well as managing and seeking funding approvals for housing-related infrastructure projects; and liaising with stakeholders in supporting the funding approval and implementation of projects under CWRF Head 711 at policy level.

The proposed CSE post is required for overseeing the provision of structural engineering services for the planning, design and construction of the public housing projects to meet the new public housing production targets; undertaking the role of Registered Structural Engineer in certifying that all demolition and structural works are designed and executed in compliance with the provision of the Buildings Ordinance and Regulations; acting as Contract Manager for demolition and foundation contracts; assisting in formulating policies relating to new public housing development; co-ordinating the planning, design and execution of structural engineering works for housing projects with other disciplines and departments; and liaising as well as attending meetings with other departments and public organisations on structural engineering matters.

Panel consultation

We plan to consult the Legislative Council Panel on Housing in January 2014.

Bureau/Department/Office

Inland Revenue Department (IRD)

Post(s) proposed to be created/deleted

Creation of one permanent post of Chief Assessor (CA) (D1)

Purpose and justification

The purpose of creating the proposed permanent CA post is to provide directorate support to the Tax Treaty Section of IRD for the implementation of various initiatives associated with the expansion of the Comprehensive Double Taxation Agreement (CDTA) network of Hong Kong.

The holder of the permanent post will lead in CDTA and Tax Information Exchange Agreement (TIEA) negotiations; oversee the adoption of and compliance with the latest Exchange of Information standards in CDTAs and TIEAs entered in by the HKSAR; safeguard the privacy of taxpayers and confidentiality of information exchange under the Inland Revenue (Disclosure of Information) Rules; liaise and negotiate with the treaty partners on the implementation of CDTAs and TIEAs, Advance Pricing Arrangements with multi-national companies on the acceptable transfer prices; and represent the Department in international meetings (such as Peer Review Group and Global Forum on Transparency and Exchange of Information for Tax Purposes) concerning double taxation regime. In view of the diversity and complexity of the tasks involved, it is necessary to create a permanent CA post to provide sustainable support to the Department at the directorate level.

Panel consultation

We consulted the Legislative Council Panel on Financial Affairs on 4 November 2013.

Bureau/Department/Office

Innovation and Technology Commission

Post(s) proposed to be created/deleted

Creation of one permanent post of Administrative Officer Staff Grade C (AOSGC) (D2)

Purpose and justification

The purpose of creating the proposed post is to head the secretariat of Hong Kong Council for Testing and Certification (HKCTC) with a view to providing long-term support to HKCTC's work, including various improvement measures on the general front and focused effort on specific trades.

In March 2010, HKCTC proposed a three-year market-oriented development plan for the testing and certification industry. The Government accepted the recommendations in April 2010. Having reviewed the implementation progress of the three-year industry development plan, HKCTC submitted a review report to the Government in March 2013 and recommended measures to support further development of the testing and certification industry. It was also recommended that HKCTC should continue with its current mode of operation on a long-term basis. The recommendations were accepted by the Government. In this regard, we need to convert one supernumerary AOSGC post into a permanent AOSGC post with effect from 1 April 2014 to assist in implementing various measures recommended by HKCTC.

Panel consultation

We consulted the Legislative Council Panel on Commerce and Industry on 19 November 2013.

Bureau/Department/Office

Highways Department

Post(s) proposed to be created/deleted

Extension of –

- redeployment of one permanent post of Chief Engineer (CE) (D1) for three years and six months;
- two supernumerary posts of one Principal Government Engineer (PGE) (D3) and one CE (D1) for three years and six months; and
- one supernumerary post of CE (D1) for three years and nine months.

Purpose and justification

The existing supernumerary posts of PGE (D3) and CE (D1) in the Hong Kong-Zhuhai-Macao Bridge (HZMB) Hong Kong Project Management Office (HKPMO) will lapse on 1 July 2014. The time-limited redeployment of one permanent CE post will also expire on the same date. In addition, another existing supernumerary CE post in the same office will lapse on 1 April 2014. We need the continued support of the above directorate posts to sustain the implementation of the HZMB and related highway infrastructure projects.

The HZMB is planned to be commissioned by end 2016. Due to the legal proceedings of a judicial review case from early 2010 to September 2011, the works programme of the related local infrastructure projects have become extremely demanding and tight. To compress the programme, we have revised works procedures through increased labour resources, arrangement of overtime works and increased plant resources, but adequate supervision at the directorate level is of utmost importance in order to complete the works on time by end 2016.

Since the HZMB project has already entered into full-fledged implementation stage, and given the mega scale, complexity and volume of works still required to sustain the implementation of the HZMB and related highway projects, it is essential to retain the three supernumerary posts and extend the redeployment of one permanent CE post to maintain operational continuity and adequate supervision at the directorate level.

Owing to the mega scale of the project, we envisage that a considerable amount of outstanding works will still be ongoing for at least a year after the opening of the HZMB. We expect that there will be various project accounts to be finalised. These works will therefore continue to require the dedicated professional support of the four directorate posts at least until 31 December 2017.

Panel consultation

We consulted the Legislative Council Panel on Transport on 15 November 2013.

Bureau/Department/Office

Leisure and Cultural Services Department (LCSD)

Post(s) proposed to be created/deleted

Creation of one permanent post of Senior Principal Executive Officer (SPEO) (D2) to be offset by the deletion of one permanent Principal Executive Officer (PEO) (D1) post

Purpose and justification

The proposed upgrading of the Departmental Secretary (DS) post from PEO to SPEO is to strengthen the directorate support of LCSD in human resources management and departmental administration.

Over the years, the level of responsibilities and complexity of the DS's portfolio have grown rapidly. In tandem with the expansion of LCSD's services, the establishment of the Department has grown by 18% from 7 396 posts on 1 April 2006 to 8 728 posts as at 1 April 2013. In terms of establishment size, LCSD now ranks fourth among over 80 government bureaux and departments. Civil servants aside, LCSD employs around 900 full time non-civil service contract staff. The management of a staff complement of this size is a heavy responsibility and is made more so by the Department's continuing efforts towards enhancing its services to the public. As the human resources manager and head of the Administration Division, DS gives advice to the directorate and other senior officers on the whole range of human resources management and departmental administration functions including manpower planning, organisational reviews, staff deployment strategies, appointment, discipline, conditions of service and staff relations. In view of the large number of grades and complex staffing structure of the Department, coupled with the fast changing operational and staffing requirements, the DS's portfolio has become an increasingly demanding one. Having regard to the increased responsibilities and complexity of the DS's work and the Department's emphasis on delivery of quality services, it is proposed to upgrade the DS post to SPEO level. This will bring the ranking of head of the Administration Division of LCSD on par with those of other departments of a similar establishment size.

Panel consultation

We plan to consult the Legislative Council Panel on Home Affairs in April 2014.

Bureau/Department/Office

Social Welfare Department (SWD)

Post(s) proposed to be created/deleted

Redeployment of one permanent post of Principal Social Work Officer (D1)

Purpose and justification

The purpose of redeploying the proposed permanent D1 post is to continue to provide directorate steer to the Information Systems and Technology Branch of SWD. The holder of the permanent post will assist in the formulation of information technology (IT) policy, guidelines and long-term IT strategy in the Department and the social welfare sector; oversee and steer the development, management and enhancement of IT infrastructure, IT initiatives/projects as well as application systems of SWD; manage and control the IT budget of the Department; and to assess the IT training needs of SWD staff.

Panel consultation

We plan to consult the Legislative Council Panel on Welfare Services in May 2014.

Forecast of Possible Submissions on Creation/Extension of Supernumerary Directorate Posts in the 2013-14 Legislative Session

Bureau/Department/Office

Commerce and Economic Development Bureau

Post(s) proposed to be created/extended

Creation of two supernumerary posts of one Administrative Officer Staff Grade B (AOSGB) (D3) and one Administrative Officer Grade C (AOSGC) (D2) for three years

Purpose and justification

The purpose of creating the proposed supernumerary D3 and D2 posts is to lead a new team to conduct a review of the Telecommunications Ordinance and the Broadcasting Ordinance. The two directorate posts are required to provide high-level policy steer and strategic input for the review and legislative work. This is a major, complex and controversial policy initiative. Having regard to the urgency, the scale and the complexity of the review, we consider that there is a genuine need to set up a dedicated team in the Communications and Technology Branch from 2014-15 for three years led by a directorate officer at AOSGB level and assisted by a directorate officer at AOSGC level.

Panel consultation

We plan to consult the Legislative Council Panel on Information Technology and Broadcasting in January 2014.

Bureau/Department/Office

Environment Bureau (ENB) and Department of Justice (DoJ)

Post(s) proposed to be created/extended

Creation of two supernumerary posts of one Administrative Officer Staff Grade C (AOSGC) (D2) in ENB and one Assistant Principal Government Counsel (APGC) (DL1) in DoJ for two years

Purpose and justification

The Government needs to conduct a major time-critical review of the future regulatory framework for the electricity market after the expiry of the current Scheme of Control Agreements (SCAs) signed between the Government and the two power companies in end 2018. As stipulated in the SCAs, before implementing any changes to the post-2018 electricity supply regulatory framework, the Government needs to discuss with the two power companies market readiness, potential future changes to the electricity supply regulatory framework and transition issues before January 2016.

The review will have a profound impact on the regulatory framework of the electricity market. The proposed AOSGC post will help formulate possible options for the future regulatory framework for the electricity market, having regard to the financial, technical, legal and economic implications; conduct a public consultation exercise on the future regulatory framework; and consolidate the feedbacks received during the public consultation exercise in charting the way forward, etc.

Duties of the proposed APGC post include leading a dedicated team in the DoJ to provide legal support for the review; providing legal advice on more complex matters relating to the review; advising on legislative proposals for possible statutory regulation of the electricity market; drafting and settling a broad range of consultancy agreements; attending meetings and negotiations with power companies and other relevant parties, etc.

Panel consultation

We plan to consult the Legislative Council Panel on Economic Development in December 2013. Members of the Panel on Administration of Justice and Legal Services will be invited to join the meeting.

Bureau/Department/Office

Environmental Protection Department (EPD)

Post(s) proposed to be created/extended

Creation of one supernumerary post of Assistant Director of Environmental Protection (ADEP) (D2) for three years

Purpose and justification

To step up concerted efforts in reducing waste at source and promoting the development of the recycling industry in response to the “Hong Kong: Blueprint for Sustainable use of Resource 2013-2022”, a Steering Committee to Promote the Sustainable Development of the Recycling Industry chaired by the Chief Secretary for Administration was established in August 2013. In view of the high public expectation for stronger support to the recycling industries and the pressure for early deliverables, it is envisaged that the workload involved will be substantial and a new dedicated division headed by a professional ADEP would need to be created in EPD to provide the necessary technical and professional support to the Steering Committee.

The proposed post is to provide professional support to the Steering Committee and take forward the new policies and initiatives formulated by the Steering Committee as well as to head the proposed new dedicated division to support the sustainable development of the recycling industry in Hong Kong.

Panel consultation

We plan to consult the Legislative Council Panel on Environmental Affairs in December 2013.

Bureau/Department/Office

Financial Services and the Treasury Bureau

Post(s) proposed to be created/extended

Creation of two supernumerary posts of one Administrative Officer Staff Grade B (D3) and one Senior Principal Executive Officer (D2) for around ten months

Purpose and justification

China will assume the chairmanship of Asia-Pacific Economic Cooperation (APEC) in 2014. The Central People's Government has decided to hold the APEC Finance Ministers' Meeting (FMM) in Hong Kong on 10-12 September 2014. Finance ministers, as well as senior financial and central bank officials of APEC member economies will participate in this ministerial meeting. The FMM will be hosted by the Ministry of Finance of China and be arranged and organised by the Administration.

In view of the importance of the event and the profile of the attendance as well as the extremely tight timeframe of less than 12 months for preparation, there is an immediate need to create two directorate posts (one at D3 and one at D2) to lead the work of the Event Coordination Team to oversee the logistical arrangements for the event and formulate deployment plan for staff and other resources.

Panel consultation

We consulted the Legislative Council Panel on Financial Affairs on 4 November 2013, and sought the support of the Establishment Subcommittee on 13 November 2013.

Bureau/Department/Office

Home Affairs Bureau

Post(s) proposed to be created/extended

Creation of one supernumerary post of Administrative Officer Staff Grade C (D2) for two years

Purpose and justification

We propose to create the post in order to allow for the dedicated directorate level supervision of two complex issues that require a high level of policy input and extensive coordination between numerous government bureaux/departments and non-governmental organisations, namely –

- (1) The detailed planning of the Multi-purpose Sports Complex (MPSC) at Kai Tak. The work will require strong policy input and analysis in relation to the detailed planning and development of the project, in particular the implementation of a procurement and financing plan; supervision of the master planning and design of the project; and coordination of the individual venue planning issues.
- (2) The supervision of the comprehensive review of the policy on Private Recreational Leases (PRL), as well as monitoring the implementation of schemes to allow greater public access to lessees' facilities. In supervising the policy review and ensuring the implementation of the review outcome there will be a need to liaise intensively with relevant government agencies such as the Lands Department, Planning Department, Rating and Valuation Department, as well as Financial Services and the Treasury Bureau, Development Bureau and the numerous external stakeholders with a keen interest in this issue.

The proposed duration of the post ties in with the planning and initial implementation of the MPSC project from 2014 to 2016 and the completion and implementation of the recommendations of the PRL policy review over a similar time-frame.

Panel consultation

We plan to consult the Legislative Council Panel on Home Affairs in December 2013.

Bureau/Department/Office

Housing Department (HD)

Post(s) proposed to be created/extended

Creation of one supernumerary post of Administrative Officer Staff Grade C (AOSGC) (D2) for two years

Purpose and justification

The proposed supernumerary AOSGC post is required for coping with the increase in the complexity and volume of work arising from the implementation of the recommendations of the Long Term Housing Strategy (LTHS) consultation document, including compiling Government's responses to the LTHS consultation report; conducting policy review and implementing initiatives agreed by the Government arising from the recommendations of the LTHS review; coordinating with other relevant bureaux/departments and within HD on the implementation of the new housing-related initiatives under the LTHS; setting up the framework for conducting regular reviews on housing policy and supply projections in future; and preparing policy papers and replies to the Executive Council, Legislative Council (LegCo) and other relevant organisations. It is expected that the above work would take two years to complete.

Panel consultation

We plan to consult the LegCo Panel on Housing in December 2013.

Bureau/Department/Office

Inland Revenue Department (IRD)

Post(s) proposed to be created/extended

Creation of one supernumerary post of Chief Assessor (CA) (D1) for three years

Purpose and justification

The purpose of creating the proposed supernumerary CA post is to provide directorate support to the Stamp Office (SO) of IRD for the implementation of a number of policy initiatives in relation to stamp duty and tackling the strategic work of the SO.

The holder of the supernumerary post will oversee all aspects of work of the SO and provide steer on its operational and strategic development in response to the various policy initiatives; handle procedural and technical matters, including stamp duty assessments, penalty, appeal and enquiries; and deal with legislative amendments in relation to the Stamp Duty Ordinance (Cap. 117) and Betting Duty Ordinance (Cap.108).

The post is proposed to be created on a time-limited basis for three years with effect from 1 April 2014 to deal with the policy initiatives engaging the SO. Continued needs for the post will be critically reviewed towards the end of the period in light of the latest circumstances prevailing at that time.

Panel consultation

We consulted the Legislative Council Panel on Financial Affairs on 4 November 2013.

Bureau/Department/Office

Intellectual Property Department

Post(s) proposed to be created/extended

Creation of one supernumerary post of Assistant Director of Intellectual Property (ADIP) (DL2) for three years

Purpose and justification

The proposed post is to co-ordinate the implementation of the “original grant” patent (OGP) system following a major review of Hong Kong’s patent regime. The duration of the post is from 1 April 2014 to 31 March 2017, and will tie in with our tentative plan to launch the OGP system in 2016-17, subject to the progress of legislative and other preparatory work. Continued need for the post will be reviewed upon implementation of the new patent system.

The proposed post will also provide directorate support to strengthen the promotion of Hong Kong as an intellectual property trading hub, which is an important policy initiative mentioned in the Chief Executive’s 2013 Policy Address and the Financial Secretary’s 2013-14 Budget Speech.

Panel consultation

We plan to consult the Legislative Council Panel on Commerce and Industry in December 2013.

Bureau/Department/Office

Marine Department (MD)

Post(s) proposed to be created/extended

Creation of three supernumerary posts of one Administrative Officer Staff Grade B (AOSGB) (D3), one Senior Principal Executive Officer (SPEO) (D2) and one Assistant Director of Marine (AD of M) (D2) for around two years and four months

Purpose and justification

The Report of the Commission of Inquiry into the Collision of Vessels near Lamma Island on 1 October 2012 revealed inadequacies in MD's existing regulatory regime governing maritime safety matters. Improvements are called for in the MD's discharge of regulatory duties. The Secretary for Transport and Housing (STH) set up a Steering Committee on Systemic Reform of MD in early May 2013 to advise and steer the Director of Marine (D of M) to conduct a comprehensive departmental review and reform covering a wide range of issues on improving local passenger vessels safety, strengthening internal governance and addressing the shortfall of professional staff. The Steering Committee is chaired by STH and is supported by two lay members whose appointments are for a term of two years.

We need to form a dedicated Task Force on Reform in MD, headed by an AOSGB underpinned by an SPEO and an AD of M, to provide secretariat support to the Steering Committee and to assist D of M in following up and taking forward the deliberations and recommendations of the Steering Committee and in overseeing their implementation. We anticipate the work of the Task Force will remain substantial for at least the year following the Steering Committee membership to be due in May 2015, and we therefore propose that the three directorate posts be created up to 31 May 2016.

Panel consultation

We consulted the Legislative Council Panel on Economic Development on 25 November 2013.

Bureau/Department/Office

Department of Justice (DoJ)

Post(s) proposed to be created/extended

Creation of one supernumerary post of Deputy Principal Government Counsel (DPGC) (DL2) for around two years and four months

Purpose and justification

The proposed post is to lead a dedicated legal team in DoJ to provide necessary legal support to the joint task force led by the Transport and Housing Bureau (THB) in taking forward the outstanding marine-related legislative amendment exercise. Duties of the proposed post include leading the legal team to assist THB in steering legislation required for the maritime-conventions-related project through the legislative process, advising THB and the Marine Department on the drafting instructions for the legislative proposals, drafting the more complex legislation, supervising and vetting the drafting work of and co-ordinating the advisory work of non-directorate counsel of the team and liaising with the directorate counsel in other divisions of DoJ as regards the vetting of the advices, assisting in the preparation of various papers required in the legislative process including Executive Council (ExCo) Memoranda and Legislative Council (LegCo) brief, attending the meetings of the ExCo and the LegCo committees in connection with the project as well as drafting and vetting amendments to legislation for consideration and adoption by the LegCo .

In respect of the marine-related legislative exercise, THB aims to submit all relevant bills and other legislative amendments to the LegCo before 2016. The proposed supernumerary DPGC post is required from February 2014 to 31 May 2016 to take forward the legislative work to meet such target and complete the legislative process.

Panel consultation

We consulted the LegCo Panel on Economic Development on 25 November 2013. Members of the Panel on Administration of Justice and Legal Services were invited to join the meeting.

Bureau/Department/Office

Registration and Electoral Office (REO)

Post(s) proposed to be created/extended

Creation of one supernumerary post of Principal Executive Officer (D1) for three years and nine months

Purpose and justification

The proposed post is for assisting the Electoral Affairs Commission (EAC) and the Chief Electoral Officer (CEO) in the preparation and conduct of the 2015 District Council election, the 2016 Legislative Council election, the 2016 Nominating Committee election and the 2017 Chief Executive election.

The proposed duration of the post is from 1 April 2014 to 31 December 2017. This is to ensure that REO will have dedicated directorate input to oversee the overall operational arrangements throughout the coming election cycle and look after all relevant residual electoral work.

Duties of the proposed post include overseeing the preparation and conduct of the elections; ensuring the overall coordination of work for efficient resource and operational management; evaluating legislative proposals and providing executive support in legislative amendment exercises; representing the CEO and REO at inter-departmental meetings and negotiating with various bureaux and departments for the smooth planning and conduct of the elections; deputising the CEO in providing executive support to EAC to implement a wide range of electoral activities; providing policy and strategic support to the CEO in the implementation of new electoral arrangements and conducting related research and operational trials; and consolidating, reviewing and revising contingency plans for the major elections.

Panel consultation

We consulted the Legislative Council Panel on Constitutional Affairs on 21 October 2013.

Bureau/Department/Office

Civil Engineering and Development Department

Post(s) proposed to be created/extended

Extension of three supernumerary posts of one Government Engineer (GE)/ Government Architect (GA) (D2) and two Chief Engineer (CE) (D1) for five years

Purpose and justification

Kai Tak Development (KTD)

The existing GE/GA and CE supernumerary posts will lapse on 1 April 2014. The purpose of extending the posts is to provide continued directorate support to oversee the administration, planning and implementation of KTD. There will remain the majority of infrastructure works in KTD to be implemented in phases in the coming years with some completion dates beyond 2020. It is necessary to extend the bi-disciplinary supernumerary GE/GA post of Head (Kai Tak Office), and the supernumerary CE post of CE/Kowloon 3, both for five years from 1 April 2014 to 31 March 2019, so as to provide continued directorate steer to take forward the works and manage the resources under a very tight timeframe. We will review the continued need for the posts taking into account the project progress and the workload situation in 2018-19.

Liantang/Heung Yuen Wai Boundary Control Point (BCP) Project

The existing supernumerary CE post will lapse on 1 April 2014. The purpose of extending the post is to provide continued directorate support to oversee the administration, planning and implementation of the Liantang/Heung Yuen Wai BCP project. The Liantang/Heung Yuen Wai BCP is a fast-tracked mega-size project closely interfaced with projects of other government departments and the Shenzhen side. Details over the planning of the works have to be coordinated, and the parties concerned have to liaise closely with each other in different aspects, in order to ensure that the project is smoothly implemented and put into operation not later than 2018. Having regard to the BCP project being at its peak currently, the level and scope of responsibilities involved, and the professional input required, it is necessary to extend the existing supernumerary CE post of CE/BCP, for five years from 1 April 2014 to 31 March 2019, to meet the heavy workload arising from the works contracts and ensure timely completion of the project.

Panel consultation

We consulted the Legislative Council Panel on Development on 22 October 2013, and sought the support of the Establishment Subcommittee on 13 November 2013.

Bureau/Department/Office

Commerce and Economic Development Bureau (Tourism Commission)

Post(s) proposed to be created/extended

Extension of one supernumerary post of Administrative Officer Staff Grade C (D2) for three years

Purpose and justification

The Assistant Commissioner for Tourism (4) (AC(T)4) is responsible for providing policy input and coordination in promoting the development of cruise tourism in Hong Kong and for overseeing the development and operation of the Hong Kong Disneyland (HKD), including its future expansion plans.

As the tasks of AC(T)4 will be on-going in the coming few years given that cruise tourism and the continuous development of the HKD are among the key tourism initiatives to sustain Hong Kong's position as a leading tourist destination, there is an operational need to extend the post of AC(T)4 for three years from 1 January 2015 to 31 December 2017.

Panel consultation

We plan to consult the Legislative Council Panel on Economic Development in April/May 2014.

Bureau/Department/Office

Financial Services and the Treasury Bureau (FSTB)

Post(s) proposed to be created/extended

Extension of one supernumerary post of Administrative Officer Staff Grade C for two years

Purpose and justification

The supernumerary directorate post of Principal Assistant Secretary for Financial Services and the Treasury (Financial Services) Mainland Affairs (PAS(FS)MA) was created in April 2012 for two years for enhancing financial co-operation with the Mainland at the central and regional levels as a strategic goal promulgated in the 12th Five-Year Plan; co-ordinating the implementation of Central Authorities' measures to support the economic and social development in Hong Kong in August 2011; and promoting the development of offshore Renminbi (RMB) business in Hong Kong.

The scope and volume of the work taken up by the Mainland Division of FSTB, which PAS(FS)MA oversees, has increased significantly over the past two years. For one, there have been rapid developments in Hong Kong's financial co-operation with the Mainland, particularly in offshore RMB business. Hong Kong is now the world's largest offshore RMB hub with the largest offshore pool of RMB funds. Our financial co-operation with the Mainland at the national as well as regional levels has also been strengthened with the implementation of measures under the Closer Economic Partnership Arrangement and other co-operation platforms. In order to reap the full benefits from this favourable backdrop, we need to consolidate our existing efforts and explore new opportunities arising from the internationalisation of RMB and liberalisation of Mainland's capital markets.

In addition, following the global financial crisis in 2008, there have been a large degree of international consensus to strengthen financial regulation and maintain financial system stability. As an international financial centre, Hong Kong needs to respond to international commitments agreed at G20 and Financial Stability Board, etc. One of the key initiatives being pursued is the development of a cross-sector resolution regime for financial institutions, the proposals of which are being prepared in consultation with regulators for public consultation in the fourth quarter of 2013 with the target to introduce the Bill into the Legislative Council (LegCo) in the first half of 2015. It is therefore essential that the subject supernumerary post be retained and the portfolio expanded to ensure adequate staffing support for the delivery of the tasks above.

Subject to the approval of the Finance Committee, the supernumerary post will be retitled as Principal Assistant Secretary (Financial Services) (International and Mainland Affairs).

Panel consultation

We consulted the LegCo Panel on Financial Affairs on 4 November 2013.

Bureau/Department/Office

Financial Services and the Treasury Bureau (FSTB)

Post(s) proposed to be created/extended

Extension of two supernumerary posts of one Administrative Officer Staff Grade B (AOSGB) (D3) for two years and five months and one Administrative Officer Staff Grade C (AOSGC) (D2) for two years and six months

Purpose and justification

The Financial Services Branch (FSB) of FSTB is taking forward the corporate insolvency law improvement exercise and working on proposals to reform the auditor regulatory regime to enhance its independence from the audit profession and proposals for introducing a statutory corporate rescue procedure, as well as conducting an overall review of the abscondee regime under the Bankruptcy Ordinance (BO). FSB has also committed to review certain aspects of the new Companies Ordinance after its implementation planned for the first quarter of 2014. At present, one AOSGB supernumerary post in FSB is responsible for overseeing and providing high-level policy steer on the aforementioned exercises which are highly complex and technical. The post is supported by, among others, one supernumerary AOSGC post in FSB which is responsible for taking forward the review of abscondee regime under the BO, ensuring the smooth commencement of the new Companies Ordinance and taking forward reviews on specific areas under the new Ordinance. The AOSGB and AOSGC posts will lapse on 1 August 2014 and 1 July 2014 respectively. With reference to our aim to take forward the relevant legislative exercises within the current term of the Legislative Council (LegCo) and to ensure that there will be adequate directorate support for smooth implementation of the new legislation upon enactment, we propose to extend the two supernumerary posts concerned up to 31 December 2016.

Panel consultation

We plan to consult the LegCo Panel on Financial Affairs in January 2014.

Bureau/Department/Office

Financial Services and the Treasury Bureau (FSTB) (Office of the Commissioner of Insurance (OCI))

Post(s) proposed to be created/extended

Extension of one supernumerary post of Assistant Commissioner of Insurance (ACI) (D2) for around one year and five months

Purpose and justification

We propose to extend the supernumerary ACI post in OCI to head the Anti-Money Laundering and Mandatory Provident Fund Intermediaries Teams of the OCI so as to provide regulatory steer and direction as well as to oversee all the relevant supervisory and enforcement duties in relation to the Anti-Money Laundering and Counter-Terrorist Financing (Financial Institutions) Ordinance (AMLO) and Mandatory Provident Fund Schemes (Amendment) Ordinance 2012. In view of the scale and complexity of the requisite work and the large number of entities involved, ACI's regulatory oversight on the supervisory and enforcement work of the relevant teams is necessary.

Under the legislative proposals for the establishment of an independent Insurance Authority (IIA), there will be a statutory licensing regime for insurance intermediaries, whereby the IIA will take over the regulation of insurance intermediaries from the existing self-regulatory organisations (SROs). In this regard, it is necessary for ACI to continue engagement with industry stakeholders in the preparation of setting up the new statutory regime. The post-holder will lead the Insurance Intermediaries Team and work with the three SROs to help ensure smooth and seamless transition. The scope of work will cover the transfer of registration/disciplinary data of insurance intermediaries, the establishment of an insurance intermediaries computerised system for the proposed IIA, and stocktaking of in-force codes of conduct and penalty guidelines issued by the SROs for reference by the future IIA.

The Administration plans to introduce the bill for establishing the IIA into the Legislative Council (LegCo) in early 2014 with a view to setting up the IIA in 2015. Given the timeframe of the exercise, we propose to extend the ACI post from 25 May 2014 to 31 October 2015, which is in line with the approved tenure of the supernumerary Administrative Officer Staff Grade C post in the Financial Services Branch under FSTB responsible for the legislative and related work in relation to the establishment of the IIA.

Panel consultation

We plan to consult the LegCo Panel on Financial Affairs in January 2014.

Bureau/Department/Office

Home Affairs Bureau

Post(s) proposed to be created/extended

Extension of one supernumerary post of Administrative Officer Staff Grade C (D2) for around three years and two months

Purpose and justification

The existing supernumerary post will lapse on 6 May 2014. Following the additional injection of \$15 billion into the Community Care Fund (CCF) in June 2013, the CCF will continue to launch more assistance programmes and pilot schemes to help those who are facing economic difficulties and plug the gaps in the existing system. The post is proposed to be extended to continue to lead the CCF Secretariat to take forward the CCF initiative by, among other things, engaging the public and stakeholders for views and suggestions, coordinating cross-bureaux/departmental efforts in drawing up and implementing assistance programmes, and overseeing the overall funding allocation of the CCF.

Panel consultation

We plan to consult the Subcommittee on Poverty under House Committee of the Legislative Council in December 2013.

Bureau/Department/Office

Radio Television Hong Kong (RTHK)

Post(s) proposed to be created/extended

Extension of one supernumerary post of Administrative Officer Staff Grade B (AOSGB) (D3) for five years

Purpose and justification

This proposal is to extend a supernumerary AOSGB post in RTHK for five years in order to maintain strong governance at senior management level to ensure effective planning and implementation of its new services and projects.

In May 2011, the Finance Committee approved the creation of the supernumerary post for three years to lead and coordinate RTHK's major development projects, including the re-provisioning of the Broadcasting House, the Media Asset Management project and development works in support of the new digital audio broadcasting and digital terrestrial television (DTT) services. The current post will lapse on 27 May 2014. The coming five years are critical for the development of RTHK because most of its major new services and projects will gradually be rolled out or completed. We therefore propose to extend the supernumerary post for five years to continue providing strong and dedicated steer at senior directorate level to ensure success of these initiatives. The proposed duration of the post is primarily to tie in with the commissioning of the new Broadcasting House and the formal launch of the DTT service scheduled for 2018-19.

Panel consultation

We plan to consult the Legislative Council Panel on Information Technology and Broadcasting in December 2013.
