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本局檔號 Our Ref. DEVB(PL-P)50/01/238/4

來函檔號 Your Ref.



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21 March 2014

Clerk to the Legislative Council Panel on Development  
Legislative Council Complex  
1 Legislative Council Road  
Central, Hong Kong  
(Attn: Mr Fred PANG)

Dear Mr PANG,

**Manpower Increase for Implementing Initiatives to Increase Land Supply  
and Redistribution of Responsibilities among Directorate Posts in the  
Development Bureau and Civil Engineering and Development Department**

**Follow-up to the Meeting on 25 February 2014**

Thank you for your e-mail of 26 February 2014 regarding the list of issues requiring follow-up action by the Government further to the discussion of the above at the meeting of the Legislative Council Panel on Development on 25 February 2014. After consulting the relevant departments, we provide our responses in the ensuing paragraphs.

*Item 1: Details of the composition, including the number of personnel and their respective grades, of the new cross-disciplinary team to be headed by the proposed Deputy Secretary (Planning and Lands)<sup>3</sup> within the Planning and Lands Branch of the Development Bureau*

To support the important work of the Planning and Lands Branch (PLB) of the Development Bureau (DEVB) in increasing land supply with the objective of addressing the housing and other development needs of our community, we propose to create a permanent Administrative Officer Staff Grade B post, to be designated as Deputy Secretary (Planning and Lands)<sup>3</sup> (DS(PL)<sup>3</sup>) and underpinned by a cross-disciplinary team within the PLB of DEVB. This new team will comprise officers from the relevant professional and technical disciplines including 1 Senior Land Surveyor, 1 Senior Survey Officer (Planning), 1 Senior Survey Officer (Land) and 1 Senior Technical Officer (Cartographic). In addition, the existing Lands Unit, proposed to be placed under DS(PL)<sup>3</sup>, will be strengthened by including 1 additional Senior Estate Surveyor to underpin DS(PL)<sup>3</sup> in site tracking.

The new team including the existing Lands Unit will enable the PLB to better engage stakeholders over statutory plan amendments and relocation of existing facilities, such that their concerns and requests could be examined and addressed as far as practicable. By putting a dedicated team to focus on such work that is essential to the timely delivery of housing sites, we aim to expedite the implementation of the various on-going and planned initiatives to increase land supply in the short, medium and long term. The new team will also provide support to the Land Supply Tracking Subcommittee to be set up under the Committee on Planning and Land Development, and co-ordinate the improvement of the information system so as to further enhance inter-bureau and inter-departmental co-ordination in site tracking and land production at all levels.

Item 2: A comparison between the existing establishment of staff involved in the implementation of initiatives to increase land supply and the establishment in the 1990s for the implementation of the Airport Core Programme during the commencement stage and at the peak of the construction works with a breakdown by directorate and non-directorate posts

As at 1 July 2012, there were a total of 6 803 (including 165

directorates) posts in the Development Bureau and the major departments, the portfolios of which include but are not limited to land supply: Development Bureau (PLB: 12 directorate, 118 non-directorate; Works Branch: 26 directorate and 200 non-directorate), Civil Engineering and Development Department (54 directorate and 1 684 non-directorate), Planning Department (27 directorate and 769 non-directorate) and Lands Department (46 directorate and 3 867 non-directorate). As land supply is only one of their responsibilities, we are unable to provide a breakdown of their manpower provision devoted solely to the initiative to increase land supply.

In the financial years of 2012-13 and 2013-14, a total of 71 posts (1 directorate and 70 non-directorate posts) had been created for implementing the various initiatives to increase land supply. Details of the said additional posts are at **Annex A**.

For the implementation of the Airport Core Programme (ACP) in the 1990s, our records show that a total of 49.5 directorate and 820.5 non-directorate posts were created in different bureaux and departments at various stages. Details of the posts approved/created for implementation of the ACP are at **Annex B**, of which the time-limited posts lapsed upon their expiry and the other posts were either deleted or redeployed for other duties within the bureaux/departments. Given the different nature, scope, scale and complexity of the initiatives to increase land supply and the ACP, it would not be appropriate to directly compare the manpower provisions. What is relevant and important is that any proposals for creation of posts are to be justified and considered on their own merits and are subject to the Government's established internal mechanisms for allocation of resources.

*Item 3: Details of the directorate and non-directorate posts to be created in the Development Bureau and various departments in 2014-2015 for carrying out the initiatives to increase land supply, including their ranks and duties*

To enhance the support for the various initiatives to increase land supply in the short, medium and long term, 229 posts will be created in the

Development Bureau and other relevant departments in 2014-15. The details of these posts including their bureau and departments, grades/ranks and main duties and responsibilities are set out at **Annex C**.

Yours sincerely,



( Kevin Choi )  
for Secretary for Development

**c.c.**

Director of Civil Engineering and Development

(Attn: Mr. CHEONG Siu-yau)

Fax : 2714 0064

**Manpower Increase in 2012-13 and 2013-14 for Implementing Initiative to Increase Land Supply**

| <b>Financial Year</b> | <b>Bureau/ Department</b>                           | <b>Number of Directorate Posts</b> | <b>Number of Non-directorate Posts</b> |
|-----------------------|---|------------------------------------|--|
| <b>2012-13</b>        | Development Bureau (Works Branch)                   | 0                                  | 1                                      |
|                       | Civil Engineering and Development Department (CEDD) | 0                                  | 5                                      |
|                       | Drainage Services Department                        | 0                                  | 1                                      |
|                       | Lands Department (LandsD)                           | 0                                  | 4                                      |
|                       | Planning Department (PlanD)                         | 1                                  | 13                                     |
|                       | Water Supplies Department                           | 0                                  | 1                                      |
| <b>Sub-total</b>      |   | <b>1</b>                           | <b>25</b>                              |
| <b>2013-14</b>        | Buildings Department                                | 0                                  | 10                                     |
|                       | CEDD  | 0                                  | 3                                      |
|                       | LandsD  | 0                                  | 18                                     |
|                       | PlanD   | 0                                  | 14                                     |
| <b>Sub-total</b>      |   | <b>0</b>                           | <b>45</b>                              |
| <b>Total</b>          |   | <b>1</b>                           | <b>70</b>                              |

**Establishment in the 1990s for Implementation of the Airport Core Programme**

| <b>Financial Year</b> | <b>Bureau/<br/>Department</b>                 | <b>Number of<br/>Directorate Posts</b> | <b>Number of<br/>Non-direcorate<br/>Posts</b> |
|-----------------------|---|--|---|
| <b>1989-90</b>        | Civil Engineering Department (CED)            | 1                                      | 1   |
|                       | Planning, Environment and Lands Branch (PELB) | 1                                      | 0   |
|                       | Highways Department (HyD)                     | 2                                      | 15  |
|                       | Planning Department (PlanD)                   | 0                                      | 1   |
|                       | Territory Development Department (TDD)        | 4                                      | 0   |
| <b>Sub-total</b>      |   | <b>8</b>                               | <b>17</b>                                     |
| <b>1990-91</b>        | Civil Aviation Department (CAD)               | 0                                      | 10  |
|                       | CED   | 1                                      | 59.5  |
|                       | Environmental Protection Department (EPD)     | 0                                      | 2   |
|                       | Finance Branch (FB)                           | 0                                      | 1   |
|                       | HyD   | 5                                      | 18  |
|                       | Information Services Department (ISD)         | 0                                      | 6   |
|                       | Lands Department (LandsD)                     | 2                                      | 79  |
|                       | Labour Department (LD)                        | 0                                      | 2   |
|                       | Transport Department (TD)                     | 2                                      | 10  |
|                       | TDD   | 0                                      | 19  |
|                       | Works Branch (WB)                             | 6                                      | 7   |
|                       | Water Supplies Department (WSD)               | 1                                      | 1   |
| <b>Sub-total</b>      |   | <b>17</b>                              | <b>214.5</b>                                  |

| <b>Financial Year</b> | <b>Bureau/<br/>Department</b>                           | <b>Number of<br/>Directorate Posts</b> | <b>Number of<br/>Non-direcorate<br/>Posts</b> |
|-----------------------|---|--|---|
| <b>1991-92</b>        | CAD   | 1                                      | 1   |
|                       | CED   | 0                                      | 24  |
|                       | Electrical and Mechanical Services<br>Department (EMSD) | 1                                      | 7   |
|                       | EPD   | 0                                      | 5   |
|                       | HyD   | 2                                      | 27  |
|                       | LandsD  | 1                                      | 1   |
|                       | LD  | 0                                      | 7   |
|                       | PELB  | 0                                      | 0.3   |
|                       | PlanD   | 0                                      | 1   |
|                       | TDD   | 0                                      | 19  |
|                       | WB  | 2                                      | 67  |
|                       | WB (seconded to Drainage<br>Services Department)        | 0                                      | 9   |
|                       | WSD   | 0.5                                    | 11.5  |
| <b>Sub-total</b>      |   | <b>7.5</b>                             | <b>179.8</b>                                  |
| <b>1992-93</b>        | CAD   | 0                                      | 11  |
|                       | CED   | 0                                      | 5.5   |
|                       | FB  | 1                                      | 2   |
|                       | Government Logistics Department<br>(GLD)                | 1                                      | 0   |

| <b>Financial Year</b> | <b>Bureau/<br/>Department</b> | <b>Number of<br/>Directorate Posts</b> | <b>Number of<br/>Non-direcorate<br/>Posts</b> |
|-----------------------|-------------------------------|--|---|
| <b>1992-93</b>        | Royal Observatory (RO)        | 1                                      | 0   |
|                       | HyD                           | 3                                      | 0   |
|                       | LandsD                        | 0                                      | 13  |
|                       | LD                            | 0                                      | 5   |
|                       | Marine Department (MD)        | 0                                      | 5   |
|                       | TDD                           | 0                                      | 19  |
|                       | WB                            | 3                                      | 39  |
|                       | WSD                           | 0                                      | 0.5   |
| <b>Sub-total</b>      |                               | <b>9</b>                               | <b>100</b>                                    |
| <b>1993-94</b>        | Buildings Department (BD)     | 0                                      | 4   |
|                       | CAD                           | 0                                      | 5   |
|                       | LandsD                        | 1                                      | 0   |
|                       | RO                            | 0                                      | 10  |
|                       | HyD                           | 0                                      | 5   |
|                       | LandsD                        | 0                                      | 20  |
|                       | MD                            | 0                                      | 4   |
|                       | WB                            | 0                                      | 6   |
|                       | WSD                           | 0                                      | 2   |
| <b>Sub-total</b>      |                               | <b>1</b>                               | <b>56</b>                                     |



| <b>Financial Year</b> | <b>Bureau/<br/>Department</b> | <b>Number of<br/>Directorate Posts</b> | <b>Number of<br/>Non-direcorate<br/>Posts</b> |
|-----------------------|-------------------------------|--|---|
| <b>1994-95</b>        | BD                            | 1                                      | 12  |
|                       | CAD                           | 0                                      | 3   |
|                       | Fire Serivce Department (FSD) | 0                                      | 1   |
|                       | GLD                           | 0                                      | 2   |
|                       | RO                            | 0                                      | 2   |
|                       | Post Office                   | 0                                      | 1   |
|                       | HyD                           | 0                                      | 4   |
|                       | LandsD                        | 1                                      | 19  |
|                       | LD                            | 0                                      | 7   |
|                       | PlanD                         | 0                                      | 1   |
|                       | MD                            | 0                                      | 3   |
|                       | Royal Hong Kong Police Force  | 0                                      | 25  |
|                       | TD                            | 0                                      | 1   |
|                       | WB                            | 1                                      | 5   |
|                       | WSD                           | 0                                      | 17  |
| <b>Sub-total</b>      |                               | <b>3</b>                               | <b>103</b>                                    |
| <b>1995-96</b>        | CAD                           | 2                                      | 19  |
|                       | FSD                           | 0                                      | 10.5  |
|                       | RO                            | 0                                      | 17  |
|                       | HyD                           | 0                                      | 2   |
|                       | LD                            | 1                                      | 23  |

| <b>Financial Year</b> | <b>Bureau/<br/>Department</b>                 | <b>Number of<br/>Directorate Posts</b> | <b>Number of<br/>Non-direcorate<br/>Posts</b> |
|-----------------------|---|--|---|
| <b>1995-96</b>        | MD  | 0                                      | 3   |
|                       | TD  | 0                                      | 6   |
|                       | WB  | 0                                      | 7   |
|                       | WSD   | 0                                      | 8   |
| <b>Sub-total</b>      |   | <b>3</b>                               | <b>95.5</b>                                   |
| <b>1996-97</b>        | CAD   | 1                                      | 24  |
|                       | RO  | 0                                      | 4   |
|                       | LD  | 0                                      | 17  |
|                       | Information Technology Services<br>Department | 0                                      | 2.7   |
|                       | WB  | 0                                      | 7   |
| <b>Sub-total</b>      |   | <b>1</b>                               | <b>54.7</b>                                   |
| <b>Total</b>          |   | <b>49.5</b>                            | <b>820.5</b>                                  |

**Details of the 229 poststol be created in the Development Bureau and other relevant departments in 2014-15 for increasing land supply**

| <b>Bureau/<br/>Departments</b>                 | <b>New posts to be created</b>  | <b>Main duties and responsibilities</b>   |
|--|---|---|
| Development Bureau (Planning and Lands Branch) | 1 Administrative Officer Staff Grade B<br>1 Senior Town Planner<br>1 Senior Land Surveyor<br>1 Senior Estate Surveyor<br>1 Administrative Officer*<br>1 Senior Survey Officer (Planning)<br>1 Senior Survey Officer (Land)<br>1 Senior Technical Officer (Cartographic)<br>1 Personal Secretary I | To strengthen the tracking of land supply and production, better engage stakeholders to gain their support for the various land supply measures, provide secretariat support to the Land Supply Tracking Subcommittee to be set up under the Committee on Planning and Land Development, and improve the information system so as to further enhance inter-bureau and inter-departmental co-ordination in site tracking and land production at all levels.  |
| Development Bureau (Works Branch)              | 1 Government Engineer<br>1 Senior Engineer<br>1 Senior Geotechnical Engineer<br>1 Personal Secretary I  | To (i) oversee and provide technical input on the studies for forming new land; (ii) provide technical input and oversee the provision of infrastructure support for timely delivery of new development sites or specific sites with increased development intensity; (iii) provide technical input and coordinate with works departments for tracking and monitoring land production and associated infrastructure works under the Land Supply Tracking Subcommittee; and (iv) provide secretariat support to the Lantau Development Advisory Committee. |

| <b>Bureau/<br/>Departments</b>                      | <b>New posts to be created</b>   | <b>Main duties and responsibilities</b>  |
|---|--|--|
| Architectural Services Department                   | 1 Senior Architect<br>1 Architect/Assistant Architect<br>1 Building Services Engineer/Assistant Building Services Engineer<br>1 Structural Engineer/Assistant Structural Engineer<br>1 Technical Officer/Technical Officer Trainee (Architectural)   | To provide technical advisory services for the potential sites for development, which include but are not limited to the proposed developments in New Territories (NT) North, Lantau, Kam Tin South, Tuen Mun East, New Development Areas (NDAs), sites identified in land use reviews, as well as the redevelopment of potential government sites and review of deserted agricultural land in North District and Yuen Long. |
| Buildings Department                                | 1 Building Surveyor<br>1 Structural Engineer<br>1 Survey Officer(Building)<br>1 Technical Officer(Structural)<br>1 Clerical Assistant  | To strengthen the manpower of the New Buildings Divisions to cope with the additional workload in the processing of plans and applications for the commencement of works and occupation permits.   |
| Civil Engineering and Development Department (CEDD) | 2 Chief Engineers<br>9 Senior Engineers<br>1 Senior Geotechnical Engineer<br>18 Engineers/Assistant Engineers<br>2 Geotechnical Engineers/Assistant Geotechnical Engineers<br>1 Architect/Assistant Architect<br>1 Senior Technical Officer (Civil)<br>2 Technical Officers/Technical Officer Trainees (Civil)<br>2 Assistant Clerical Officers<br>2 Clerical Assistants | To strengthen CEDD's capacity in taking forward the various studies/projects, which include but are not limited to the proposed developments in NT North, Lantau, NDAs, Kam Tin South, potential reclamations and sites identified in land use reviews, Topside Development on the Hong Kong Boundary Crossing Facilities Island of the Hong Kong-Zhuhai-Macao Bridge, and underground space development.                    |

| <b>Bureau/<br/>Departments</b>      | <b>New posts to be created</b>   | <b>Main duties and responsibilities</b>   |
|-------------------------------------|--|---|
| Drainage Services Department        | 1 Senior Engineer<br>5 Engineers/Assistant Engineers   | To (i) take forward the investigation, design and construction for the relocation of Sha Tin Sewerage Treatment Works (STW) to caverns; (ii) carry out the feasibility study on relocation of the Sai Kung STW and Sham Tseng STW to caverns; and (iii) plan and develop the sewerage and drainage infrastructure works in relation to site/project delivery for the potential sites for land supply.             |
| Environmental Protection Department | 2 Environmental Protection Officers/Assistant Environmental Protection Officers<br>1 Chief Environmental Protection Inspector<br>2 Environmental Protection Inspectors | To (i) provide support for the planning of sewerage infrastructure arising from the increased and expedited supply of sites for development; (ii) offer professional environmental advice and provide comments for establishing the environmental acceptability of sites for development; and (iii) strengthen the asbestos management and control section to facilitate expeditious land supply for development. |
| Fire Services Department            | 1 Assistant Divisional Officer<br>4 Senior Station Officers/ Station Officers  | To (i) speed up the processing of general building plans submissions on fire safety requirements; (ii) enhance the provision of advisory service; and (iii) expedite and improve the processing of the fire service installation drawings.  |
| Highways Department                 | 2 Senior Engineers<br>3 Engineers/Assistant Engineers  | To timely and effectively vet and comment submissions arising from the proposed developments in NT North, Lantau, Kai Tak Development Area, sites identified in land use reviews, committed and proposed public housing sites, as well as the potential reclamations.   |

| <b>Bureau/<br/>Departments</b> | <b>New posts to be created</b>  | <b>Main duties and responsibilities</b>  |
|--------------------------------|---|--|
| Lands Department               | 2 Senior Estate Surveyors<br>6 Estate Surveyors<br>2 Land Surveyors/Assistant Land Surveyors<br>1 Chief Land Executive<br>4 Senior Land Executives<br>16 Land Executives<br>12 Land Inspectors I<br>15 Land Inspectors II<br>2 Senior Survey Officers (Estate)<br>1 Survey Officer (Estate)<br>1 Executive Officer I<br>2 Senior Survey Officers (Land)<br>4 Senior Technical Officers (Cartographic)<br>4 Survey Officers (Land)<br>1 Survey Officer (Photogrammetric)<br>5 Technical Officers (Cartographic)<br>1 Land Conveyancing Officer I<br>1 Land Conveyancing Officer II | To (i) input and follow-up the results of the land use reviews and planning and engineering studies for various sites; (ii) commence land acquisition works for the Wang Chau public housing development; and (iii) expedite land resumption and clearance work in relation to the NDAs project. |
| Planning Department            | 7 Senior Town Planners<br>14 Town Planners/Assistant Town Planners<br>1 Executive Officer I<br>1 Official Languages Officer I<br>2 Senior Survey Officers (Planning)<br>2 Senior Technical Officers (Cartographic)<br>5 Survey Officers (Planning)<br>7 Technical Officers (Cartographic)<br>1 Assistant Clerical Officer   | To (i) undertake statutory and district planning work arising from the potential sites identified in land use reviews; and (ii) undertake planning work for the new strategic development areas in the NT North, Lantau and potential reclamations.  |

| <b>Bureau/<br/>Departments</b> | <b>New posts to be created</b>  | <b>Main duties and responsibilities</b>  |
|--------------------------------|---|--|
| Transport<br>Department        | 1 Senior Engineer<br>4 Engineers/Assistant Engineers<br>1 Chief Transport Officer<br>2 Senior Transport Officers<br>4 Transport Officers I<br>2 Senior Technical Officers<br>(Traffic)<br>6 Technical Officers<br>(Traffic)/Technical Officer<br>Trainees (Traffic) | To provide the necessary support for handling the traffic engineering and public transport issues arising from the increased and expedited supply of sites for private housing and commercial developments, amongst other duties.  |
| Water Supplies<br>Department   | 1 Senior Engineer<br>4 Engineers/Assistant Engineers  | To (i) plan for waterworks for meeting the water demand of the proposed land development projects in NT North and Lantau as well as from land use reviews; and (ii) kick-start the feasibility study on the relocation of the Diamond Hill Fresh Water and Salt Water Service Reservoirs into caverns. |
| <b>Total:</b>                  | <b>229 posts</b>  |  |

\* The new Administrative Officer post will be created under the Lands Unit, an existing Senior Administrative Officer post will be transferred from the Lands Unit to the Planning Unit to assist in territorial planning in relation to land supply issues.