

香港特別行政區政府
The Government of the Hong Kong Special Administrative Region

政府總部
運輸及房屋局
香港九龍何文田佛光街 33 號



Government Secretariat
Transport and Housing Bureau
33 Fat Kwong Street, Ho Man Tin, Kowloon, Hong Kong

本局權號 Our Ref.
來函權號 Your Ref.

28 January 2014

Clerk to Panel on Public Service
(Attn : Ms Shirley Chan)
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong

Dear Ms Chan,

**Panel on Public Service
Letter from Hon Christopher Chung Shu-kun**

I refer to your letter of 7 January 2014 to the Secretary for the Civil Service enclosing the letter of 2 January from Hon Christopher Chung Shu-kun. Our response to the Hon Chung's questions about the arrangements for filling the post of Assistant Director (Estate Management)3 (AD(EM)3) in the Housing Department (HD) is set out in the ensuing paragraphs.

The AD(EM)3 post in HD belongs to the Assistant Director of Housing (ADH) rank (Directorate Pay Point 2), which is a promotion rank for all eligible officers at Directorate Pay Point 1 from ten departmental disciplines in HD, namely, Architect, Building Services Engineer, Civil Engineer, Estate Surveyor, Geotechnical Engineer, Housing Manager (HM), Maintenance Surveyor, Planning Officer, Quantity Surveyor, and Structural Engineer grades. Officers entrusted with duties and responsibilities at the ADH rank are expected to be both experienced officers and all-rounded leaders. With a wealth of professional and administrative experiences as well as managerial skills, holders of the ADH posts are expected to perform effectively the duties of ADH holding different portfolios.

/...

In anticipation of the need to fill two ADH vacancies arising from the retirement of two officers in 2013-14, HD conducted an ADH promotion exercise in June 2013. In accordance with the relevant rules and guidelines, the promotion board assessed the suitability of all eligible officers for promotion based on the criteria of ability, character and experience. The recommendations of the promotion board were endorsed by the Public Service Commission and approved by the appointment authority in line with the established mechanism.

HD fully understands the sentiments of HM grade staff and treasures their commitment and strength of service demonstrated over many years. To facilitate the development and succession planning for the HM grade, the Department has taken a number of measures in recent years. In particular, a succession plan for the HM grade staff has been put in place with a view to facilitating the career development of individual grade members and the development of the HM grade as a whole. Under the plan, Housing Officers / Assistant Housing Managers with good potential for advancement will be provided with a range of grooming opportunities, such as “Mentoring Scheme”, “Breakthrough Programme”, “Supervisory Management Course” and “HQ/Regional Meeting Observers Programme”, etc., and career postings to enhance their exposure.

In recognition of the importance of involving the grade actively in the development of individual officers, a working group has been set up involving the staff associations and management. HD will continue to work closely with HM grade staff associations to address the development needs as well as succession planning of the HM grade and other issues of concern through this channel.

We hope that the above has clarified the arrangements for filling the AD(EM)3 post in HD.

Yours sincerely,



(Ms Vicky Kwan)
for Director of Housing

c.c. Secretary for the Civil Service (Attn : Ms Wendy CHAN)