

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

HEAD 44 – ENVIRONMENTAL PROTECTION DEPARTMENT Subhead 000 Operational expenses

Members are invited to recommend to Finance Committee the creation of the following supernumerary posts in the Environmental Protection Department for a period of three years with immediate effect upon approval by the Finance Committee –

1 Administrative Officer Staff Grade B
(D3) (\$168,300 - \$183,700)

1 Administrative Officer Staff Grade C
(D2) (\$144,700 - \$158,250)

PROBLEM

We need to strengthen the staffing support in the Environmental Protection Department (EPD) to take forward the preparation for implementation of quantity-based municipal solid waste (MSW) charging in Hong Kong and to meet the upsurge in workload on waste management.

PROPOSAL

2. We propose to create a supernumerary Administrative Officer Staff Grade B (AOSGB) (D3) post and a supernumerary Administrative Officer Staff Grade C (AOSGC) (D2) post in EPD for a period of three years with immediate

/effect

effect upon approval by the Finance Committee (FC). The proposed AOSGC will lead a new Waste Management (Special Duties) (SD) Division in EPD, to be supervised by the proposed AOSGB who will concurrently supervise the existing Waste Management Policy (WM) Division in EPD¹.

JUSTIFICATION

3. Quantity-based charging can create financial incentive to drive behavioural changes in waste generation thus reducing the overall waste disposal². In December 2014, after completing a four-month public engagement and subsequent internal deliberation, the Council for Sustainable Development (SDC) published a report setting out its recommendations on how to implement quantity-based MSW charging in Hong Kong. First, the SDC recommended that for equity and in line with the principle of “polluter pays”, MSW charging should be implemented across the board for all sectors in one go. Secondly, regarding the charging mechanism, the SDC considered that it should be built upon the existing MSW collection and disposal system so as to minimise adverse impacts on environmental hygiene. The level of charges should be directly related to the quantity of waste disposed of by MSW producers.

4. The Government welcomes the SDC’s recommendations. An inter-departmental working group (WG) has been convened by EPD comprising senior representatives of EPD, FEHD, Housing Department (HD) and Home Affairs Department³ to steer and co-ordinate the preparatory work. In parallel, we are also undertaking concurrent actions to take forward the work plan and to follow up other SDC’s recommendations regarding enhanced recycling in support of MSW charging etc. In broad terms, there are four key areas of preparatory work –

- (a) formulating effective implementation plans to give effect to the charging mechanism at the various types of MSW reception points;
- (b) development of relevant complementary systems;

/(c)

¹ In addition to the proposed creation of two supernumerary directorate posts, with effect from 2015-16, EPD and Food and Environmental Hygiene Department (FEHD) will be supported by eight and three three-year time-limited non-directorate posts respectively for the implementation of the framework proposal.

² In Taipei City and Seoul, MSW disposal dropped by some 30% in the initial period after a quantity-based charging was in place. In Hong Kong, the Construction Waste Disposal Charging Scheme was implemented in January 2006 and has resulted in a dramatic reduction in construction waste disposal at landfills (by 37% in the first year of implementation and by about 56% up to 2013).

³ Where necessary, representatives from other relevant departments may also be co-opted.

- (c) stepping up of public education and community involvement programmes; and
- (d) drafting of the enabling legislation to provide the legal basis for implementation of MSW charging.

The WG will give due consideration to the interface issues between the proposed mandatory MSW charging and other public services such as efficiency of waste disposal/collection for environmental hygiene, public housing management, and balancing effective enforcement of the charging scheme with privacy considerations and compliance costs. It is our aim to complete the development phase of MSW charging within three years.

Manpower Requirements

5. In EPD, the policy development on MSW charging has been undertaken by the WM Division which is led by Assistant Director of Environmental Protection (ADEP) (Waste Management Policy) (an AOSGC post) under the supervision of the Deputy Director of Environmental Protection (DDEP) (2) (an AOSGB post). Amongst the policy responsibilities of the WM Division, quite a number of new initiatives have been added or reaching key implementation stages which require extensive attention. These initiatives include (i) extension of plastic shopping bag charging and the two new mandatory producer responsibility schemes (PRSs) on waste electrical and electronic equipment and glass beverage bottles; (ii) development of 18 community green stations to enhance environmental education and help collect different types of recyclables in the local community, with a view to promoting green living at the community level; (iii) review of Construction Waste Disposal Charging Scheme; and (iv) management of public fill. In view of the complexity and volume of work involved in developing the implementation details of MSW charging, it is no longer practical for the WM Division to continue to absorb the workload while taking on the other on-going policy development tasks.

6. At the senior directorate level, at present, DDEP (2) has also been overstretched with the responsibility of overseeing the work of four waste management divisions. This is particularly because in recent years and the few years ahead, many of the tasks in these divisions will progress to critical execution stages. These include overseeing the tendering and construction of landfill extension, the integrated waste management facility and the organic waste treatment facilities, the operation of existing waste treatment facilities including the Sludge Treatment Facility which is expected to commence its operation soon, the implementation of the Recycling Fund and other support measures for the

/sustainable

sustainable development of the recycling industry, the Restored Landfill Revitalisation Funding Scheme, the planning study of future environmental infrastructure facilities for waste treatment and transfer. In addition, DDEP (2) is responsible for development and implementation of nature conservation policy. With the new initiatives to promote sustainable development of recycling industries and the urgent need to take forward planning of new waste treatment facilities and extension of landfills, the DDEP (2) post is so heavy and overstretched that it will not be practical for DDEP (2) to absorb the responsibility for MSW charging. Taking into account the overall manpower needs of EPD in preparing for the implementation of MSW charging while carrying out other duties of priority, we propose that a supernumerary AOSGB post and a supernumerary AOSGC post be created in EPD for a period of three years with immediate effect upon approval by the FC.

Need to create a supernumerary AOSGB (D3) post

7. The proposed supernumerary AOSGB (to be designated as DDEP (4)) will oversee both the WM and SD Divisions and report to the Permanent Secretary for the Environment/Director of Environmental Protection. The new post will help ensure effective and strategic communications with stakeholders outside the Government, and expedite matters that cut across Bureaux and Departments and require high-level coordination for the development of major waste management policies. By overseeing also the work of the WM Division, DDEP (4) may synergise MSW charging with the progressive development of other policy initiatives such as construction waste charging and the PRSs, etc., which are aimed at promoting behavioural changes for waste reduction. This arrangement will ensure proper senior directorate attention can be accorded to the policy development on the various waste management and related policy areas during the coming three years when the new initiatives are being taken forward for implementation.

Need to create a supernumerary AOSGC (D2) post

8. The proposed supernumerary AOSGC (to be designated as ADEP(SD)) will assist DDEP (4) mainly in the development of MSW charging. He will head a new SD Division be set up in EPD. The new SD Division will be supported by 20 non-directorate officers. It will take over from the WM Division all relevant duties in respect of the preparation work concerning the implementation of MSW charging. For more details, please refer to the outline of our work plan at Enclosure 1 which was presented to the Legislative Council Panel on Environmental Affairs (EAP) at its meeting on 25 February 2015. On a temporary basis, the SD Division will also undertake duties relating to the policy on public fill management and the review of the Construction Waste Disposal Charging Scheme.

Encl. 1

9. The above new staffing proposal will cover the manpower requirement of EPD in the development phase of MSW charging. The long-term manpower requirement during the implementation phase of MSW charging will be reviewed at a later stage taking into account the final design of the charging mechanism, the developed enforcement strategies and other relevant factors. The schedules of duties for the proposed supernumerary posts of DDEP (4) and ADEP (SD) are at Enclosure 2(a). The existing and revised schedule of duties of ADEP (Waste Management Policy) is at Enclosure 2(b). EPD's organisation chart before and after the proposed creation of posts are at Enclosure 3(a) and 3(b) respectively.

Encl. 2(a)
Encl. 2(b)
Encl. 3(a) &
(b)

Non-directorate Support

10. To support the proposed DDEP (4) post, we will create a time-limited Personal Secretary I post in EPD. The new SD Division, led by the proposed ADEP (SD) post, will be supported by 20 non-directorate officers including 13 officers redeployed from the other divisions and seven other time-limited posts created for three years from 2015-16. In addition, a new MSW Charging Section will be set up in FEHD and supported by three time-limited non-directorate posts for three years from 2015-16 to 2017-18. The proposed organisation charts of the SD Division and FEHD's MSW Charging Section are at Enclosures 4(a) and 4(b) respectively.

Encl. 4(a) &
(b)

ALTERNATIVES CONSIDERED

11. We have critically evaluated whether the duties of the two proposed directorate posts could be absorbed by existing DDEPs and ADEPs within EPD. We conclude that it would not be viable for the existing DDEP (2) and ADEP (Waste Management Policy) to continue to absorb the workload in relation to the planning and implementation of MSW charging, nor would it be practicable to redeploy other existing directorate officers to take up the relevant tasks, without prejudicing the delivery of policy initiatives and legislative exercises under their respective heavy portfolios. The existing portfolios of the DDEPs and ADEPs are at Enclosures 5(a) and (b) respectively.

Encl. 5(a) &
(b)

FINANCIAL IMPLICATIONS

12. The proposed creation of two supernumerary directorate posts will bring about an additional notional annual salary cost at mid-point of \$3,982,800 as follows –

/Notional

	Notional annual salary cost at mid-point \$	No. of posts
Supernumerary posts		
AOSGB (D3)	2,139,600	1
AOSGC (D2)	1,843,200	1
Total	3,982,800	2

The additional full annual average staff cost, including salaries and staff on-cost is \$5,641,000.

13. The notional annual salary cost at mid-point for the eight time-limited non-directorate posts in EPD referred to paragraph 10 above is \$5,307,240 and the full annual average staff cost, including salaries and staff on-cost, is \$7,742,000. The notional annual salary cost at mid-point for the three time-limited non-directorate posts in FEHD is \$2,111,340 and the full annual average staff cost, including salaries and staff on-cost, is \$2,614,000. We have included the necessary provision in the 2015-16 draft Estimates and will reflect the resources required in the Estimates of subsequent years to meet the requirement of this proposal.

PUBLIC CONSULTATION

14. The EAP was consulted at its meeting on 25 February 2015, and Members generally supported the above proposal.

ESTABLISHMENT CHANGES

15. The establishment changes of Head 44 EPD for the past three years are as follows –

Establishment (Note)	Number of posts			
	Existing (as at 1 April 2015)	As at 1 April 2014	As at 1 April 2013	As at 1 April 2012
A	33+(7) #	33+(4)	33+(4)	33+(2)
B	543	497	485	471
C	1 251	1 236	1 209	1 183
Total	1 827+(7)	1 766+(4)	1 727+(4)	1 687+(2)

/Note:

Note:

- A – ranks in the directorate pay scale or equivalent
- B – non-directorate ranks, the maximum pay point of which is above MPS point 33 or equivalent
- C – non-directorate ranks, the maximum pay point of which is at or below MPS point 33 or equivalent
- () – number of supernumerary directorate posts
- # – as at 1 April 2015, there was no unfilled directorate post in EPD.

CIVIL SERVICE BUREAU COMMENTS

16. The Civil Service Bureau supports the proposed creation of the supernumerary AOSGB and AOSGC posts for a period of three years with immediate effect upon approval by the FC to oversee and lead the new SD Division in EPD. The grading and ranking of the proposed posts are considered appropriate having regard to the level and scope of responsibilities concerned.

ADVICE OF THE STANDING COMMITTEE ON DIRECTORATE SALARIES AND CONDITIONS OF SERVICE

17. As the AOSGB and AOSGC posts are proposed on a supernumerary basis, their creation, if approved, will be reported to the Standing Committee on Directorate Salaries and Conditions of Service in accordance with the agreed procedure.

Environment Bureau
May 2015

**Implementation of Municipal Solid Waste (MSW) Charging:
An Outline Work Plan for the Four Key Areas of Preparatory Work**

Effective Implementation Plans at MSW Reception Points

Environmental Protection Department (EPD)'s Landfills and Refuse Transfer Stations (RTSs):

MSW Disposed of by Private Waste Collectors

Due to privacy and practical resource considerations, implementation of MSW charging will primarily be based on the activities at the MSW reception points, which are Food and Environmental Hygiene Department (FEHD)'s refuse collection vehicles (RCVs) and refuse collection points (RCPs), and EPD's landfills and RTSs. At present, commercial and industrial (C&I) establishments engage private waste collectors to collect their waste. Some residential buildings also hire private waste collection services. These private waste collectors deliver about 3 800 tonnes per day (tpd) of MSW to landfills or RTSs direct. For such MSW, charging arrangements would be made through "gate-fees" and could be implemented in a relatively straightforward manner. On the other hand, there would be concerns of fly-tipping, which will demand stepping up of enforcement actions and resources.

FEHD's RCVs:

MSW mainly from Institutional premises and Residential Buildings managed by Property Management Companies (PMCs)

2. FEHD manages a collection fleet of RCVs providing direct collection service to most residential buildings managed by the PMCs including the public housing estates and various institutional premises and collects some 3 700 tpd of MSW. In such premises, MSW is often collected centrally by the PMC concerned who acts as a service agent for handing the waste over to FEHD and the waste will then be conveyed by FEHD's RCVs to either a landfill or an RTS. If new laws are enacted to implement charging "by household using pre-paid designated garbage bags", the PMCs will play a pivotal role in facilitating the migration to a successful charging system where individual households pay as they throw. The PMCs will have to engage their residents to consider suitable response measures, including for instance whether and how to adjust their refuse collection arrangements for effective monitoring of compliance, whether or not to discontinue the existing provision of free garbage bags by the PMCs, need of new house rules to sanction against free-riders, how to enhance recycling support within the premises and whether or not to opt for the interim option of "by volume of waste disposed by the building" etc. Accordingly, we will closely and comprehensively engage the property management sector (including Housing Department) to ascertain their plans and will work with the stakeholders to develop necessary facilitating measures for transition to ultimately disposal by pre-paid designated bags by households.

/FEHD's

FEHD's RCPs:

MSW mainly from "3-nil" Buildings and Rural Villages

3. FEHD's direct collection service does not however cover residential buildings and village houses that are not readily accessible by RCVs (mainly single-block buildings in old districts or remote areas) and the rural sector. Households in these residential buildings and village houses are instead served by a network of RCPs which also handle street waste collected by street cleaners and other trade waste (usually from street level shops) subject to a 100-litre disposal limit with a total usage of about 1 600 tpd of MSW. These buildings do not normally hire property management services and some so-called "3-nil" buildings might not have even proper building management. This has presented unique challenges in mobilising the residents to follow the charging scheme. Most RCPs, in particular those in rural areas, are unmanned¹ thus leading to additional constraints on effective enforcement. There must be comprehensive engagement and suitable strategy to deter non-compliance. Otherwise we will be expecting prevalent free-riding behaviour in these sectors for which MSW charging is unlikely to achieve its intended results in reducing waste.

Enforcement against Non-compliance of MSW Disposal

4. On the whole, for the mandatory requirement to wrap MSW in designated garbage bags, we envisage that non-compliance cases would occur more at RCPs (particularly those unmanned) than at refuse collection chambers in residential buildings served by FEHD's collection fleet. FEHD's workmen at RCPs may help turn away people who intend to deposit MSW not wrapped in pre-paid designated garbage bags. Likewise, FEHD's collection fleet may reject the reception of MSW that is not wrapped in pre-paid designated garbage bags. Other additional measures will be needed to deter non-compliance or free-riders, which the Inter-departmental Working Group will develop in consultation with relevant parties.

Development of Complementary and Other Technical Systems

Modifications at the MSW Reception Points

5. During the transitional period, residential buildings using FEHD's refuse collection service may adopt an interim charging mechanism on the basis of "by volume of waste disposed by the building", i.e. in practice counting the number of garbage collection bins used to contain the MSW disposed of. With the

/support

¹ Only some 150 out of over 3 160 are permanent facilities and attended by workman of FEHD or its contractor; the others are small concrete or metal structures or simply bin-sites which are unattended.

support of FEHD and the Electrical and Mechanical Services Department, EPD will conduct a small-scale trial to test out the technical feasibility of an automated bin-counting system in Hong Kong starting tentatively from July 2015. We will consider the way forward based on the experience gained from the trial.

6. We tried out charging “by volume of waste disposed of by the building” in the pilot scheme for PMC-managed residential buildings started in April 2014. It was found that reliance on manual procedures (such as measurement and recording) in the charging system would lead to a lot of operational challenges, for instance, the additional time and human error in recording and taking measurements of each waste bin. For the purpose of a statutory charging scheme, a manually operated system would also open up loopholes for abuses. Installing an automated system onto FEHD’s RCVs to support charging will help address the operational issues identified. When fully implemented, the automated system will also operate in conjunction with necessary software to support the registration of and billing to those users of FEHD’s direct collection services who have opted for this charging mechanism.

7. Separately, we will take stock of the practical situation in all RCPs and accordingly consider scope of improvement for say facilitating enforcement and enhancing recycling support. To tie in with the implementation of MSW charging, FEHD will review the overall provision of litter bins placed in public places and the design of such litter bins. EPD will correspondingly review the need of enhanced provision of collection facilities for various types of recyclables in public places.

Installation of Appropriate Technical Systems

8. For the purpose of collecting an MSW gate fee at EPD’s landfills and RTSs, all these facilities have already been equipped with weigh-bridges. However certain software and hardware upgrade will be needed for billing systems. In addition, there should be a proper distribution network through which users (including households, PMCs, and C&I establishments and even cleansing workers) procure the designated garbage bags conveniently. This may or may not include an online portal.

Design of “Designated Garbage Bags”

9. A huge number of designated garbage bags will be consumed in everyday MSW disposal through FEHD, either RCVs or RCPs. We will draw up the technical specifications for such bags taking into account feedback received

/during

during past and future trials and develop an efficient system to manufacture these bags. For instance, we have received different views on the size (now ranging from family-sized at 5 to 15-litre to industrial-sized at 30 to 70-litre), shape (i.e. flat-top or t-shirt, with or without gusset) and other physical characteristics (e.g. translucency and toughness) of the bags. There are also suggestions about the chemical content of the bags, e.g. whether they can be made from uncontaminated plastic shopping bags locally recovered in Hong Kong or other bio-degradable materials.

Public Education and Community Involvement Projects

10. The Council for Sustainable Development (SDC)'s recommendation for MSW charging to be implemented in all sectors in one go will directly impact on over 2.2 million domestic households in all kinds of residential settings, a wide range of different C&I establishments and other institutions or community service units. We need to adequately inform them of the new initiative and prepare them for the expected behavioural change in response to charging. Throughout the preparation period, we will also need to extensively engage relevant stakeholders such as general members of the public (as domestic MSW producers), chambers of commerce, professional bodies, private waste collectors, cleansing contractors and property management etc.

Community Green Stations (CGSs)

11. As announced in the 2014 Policy Address, we are progressively developing CGSs in each of the 18 districts. These stations will be operated by non-profit-making organisations and the Government will provide funding for their operation. The first facility in Sha Tin District has already been opened to the public. The construction of the second one in Eastern District will soon be completed and the tendering exercise of the operation contract has been finished. It will commence operation as soon as possible following the completion of construction work. Apart from enhancing the logistics support for local recycling initiatives, progressive CGS development will also enhance our capacity in environmental education and community engagement in support of MSW charging and other waste reduction initiatives.

Stakeholder Forums

12. In addition, we are preparing for the establishment of a platform for stakeholders to be engaged in the development of MSW charging on an on-going basis. We are inclined to organise relevant parties into four to five stakeholder forums, each of which will focus at the implementation of MSW charging in/for (i) PMC-managed residential buildings, (ii) residential buildings without proper building management, (iii) rural or less densely populated areas, (iv) businesses and

(v) institutions and community service units. The stakeholder forums will be interactive and participatory by nature. They are expected to contribute to the Government's preparatory work by (i) reflecting views from within the stakeholder groups on relevant operational issues, (ii) sharing examples of best practices and contributing to the development of practicable guidelines for wider promulgation in the stakeholder groups and (iii) mobilising the stakeholder groups in the engagement of the wider community for conducting trials to prepare for the full implementation of MSW charging.

An Enabling Legislation for Necessary Legal Basis

13. Finally, MSW charging has to be implemented by legislation. EPD will take the lead in preparing the legislative proposals which will amongst other things (i) mandate proper wrapping of MSW using pre-paid designated garbage bags for disposal through FEHD's RCVs or RCPs, (ii) provide for an alternative, interim charging mechanism for MSW handed over to FEHD's RCVs during the transitional period, and (iii) enable the charging of an MSW gate fee at EPD's landfills and RTSs. There will also be specific fee proposals which will be drawn up after giving due considerations to the "polluter pays" principle and the SDC's findings about community acceptability².

² Based on the feedback received during the public engagement, the SDC noted that it should be generally acceptable to the public if a three-member household will have to pay around \$30 to \$44 per month and charging through a gate fee between \$400 and \$499 per tonne.

**Main Duties and Responsibilities for the
Proposed Supernumerary Directorate Posts**

Deputy Director of Environmental Protection (4) (DDEP (4))

Rank : Administrative Officer Staff Grade B (D3)

Responsible to : Permanent Secretary for the Environment/
Director of Environmental Protection (PSE/DEP)

Main Duties and Responsibilities –

1. To steer the initiation, development and finalisation of policies, strategies and programmes for the attainment of relevant policy goals for sustainable management of municipal solid waste (MSW) and construction waste including implementation of MSW charging, appropriate Producer Responsibility Schemes, and other measures such as development and implementation of community green stations, overseeing of public fill management policy.
2. To liaise and negotiate at a senior level within the Government and with private and public sector organisations and companies on any matter relating to the above policy areas.
3. To strategise the promotion and communication of the Government's policy objectives and plans in relation to the above areas to the public and all relevant stakeholders.
4. To steer the community and trade engagement programmes in support of the policy development process in relation to the above areas.
5. To oversee and steer the work of the Waste Management Policy Division and the Special Duties Division with a view to ensuring the effective deployment of professional and technical staff so as to facilitate the policy development process in relation to the above areas.
6. To oversee the department's liaison activities with its counterparts in Mainland China, as well as with other local stakeholders, in relation to public fill management.
7. To deputise PSE/DEP in relation to the above areas as necessary.

/Assistant

Assistant Director of Environmental Protection (Special Duties)

Rank : Administrative Officer Staff Grade C (D2)

Responsible to : DDEP (4)

Main Duties and Responsibilities –

1. To direct the work of Waste Management (Special Duties) Division in developing policies, strategies, legislative proposals, management and public engagement programmes for implementation of MSW charging.
2. To oversee the policy and its implementation of the public fill management including export of public fills.
3. To initiate, develop and recommend policies, strategies, programmes and implementation plans for the attainment of Hong Kong's waste management policy goals in relation to construction and demolition (C&D) materials, including the reduction, reuse and recycling of C&D materials through charging scheme and other appropriate programmes and plans.
4. To represent PSE/DEP at appropriate forums and attend, as necessary, meetings of advisory and statutory bodies including the Town Planning Board, the Legislative Council, the Advisory Council on the Environment, District Councils and various high level government policy forums/steering committee meetings.
5. To keep abreast of developments in relevant professional, technical and scientific fields relating to MSW and construction waste charging.

**Existing and Revised
Main Duties and Responsibilities for the
Assistant Director of Environmental Protection
(Waste Management Policy)**

Assistant Director of Environmental Protection (Waste Management Policy)

Rank : Administrative Officer Staff Grade C (D2)

Responsible to : Deputy Director of Environmental Protection (2) ^{Note}

Main Duties and Responsibilities (existing) –

1. To direct the work of Waste Management Policy Division in developing policies, strategies and management programmes for solid waste management in Hong Kong.
2. To initiate, develop and recommend policy goals for the sustainable management of construction and demolition (C&D) materials in Hong Kong.
3. To oversee the policy on the export of C&D materials.
4. To initiate, develop and recommend policies, strategies, programmes and implementation plans for the attainment of Hong Kong's waste management policy goals in relation to the collection and disposal of C&D materials and the reduction, reuse and recycling of C&D materials.
5. To initiate, develop and recommend policies, strategies, programmes and implementation plans for the progressive implementation of producer responsibility schemes (PRSs) on (i) plastic shopping bags, (ii) waste electrical and electronic equipment (WEEE) (including the development and operation of the WEEE Treatment and Recycling Facility) and (iii) glass beverage bottles.
6. To initiate, develop and recommend policies, strategies, programmes and implementation plans for the provision of one community green station (CGS) in each of the 18 districts and for synergising the CGS operation with PRSs and other waste reduction policies and programmes.
7. To represent PSE/DEP at appropriate forums and attend, as necessary, meetings of advisory and statutory bodies including the Town Planning Board (TPB), the Legislative Council (LegCo), the Advisory Council on the Environment (ACE), District Councils (DCs) and various high level government policy forums/steering committee meetings.

8. To keep abreast of developments in relevant professional, technical and scientific fields relating to PRSs and MSW and construction waste charging.

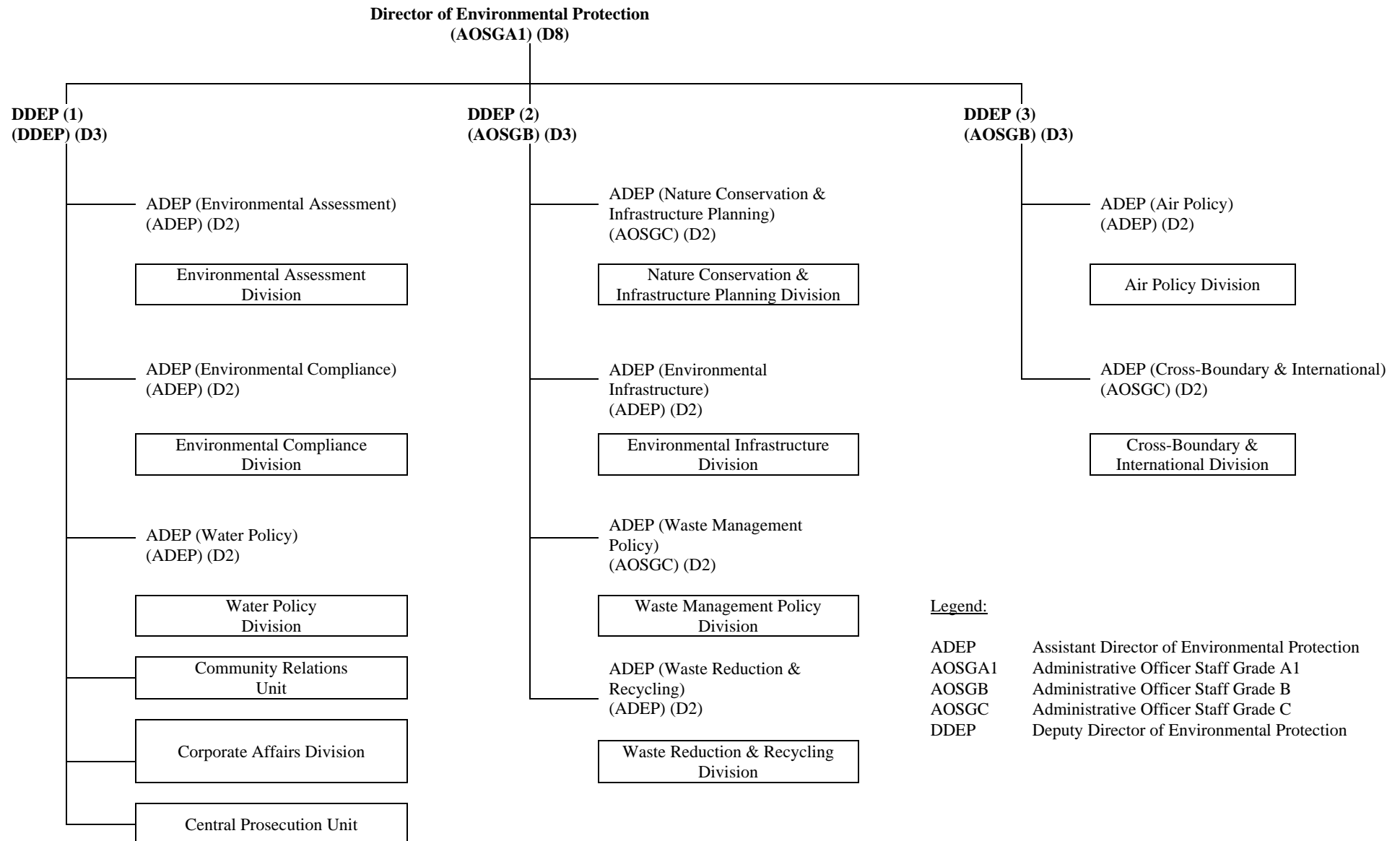
Main Duties and Responsibilities (after reorganisation) –

1. To direct the work of Waste Management Policy Division in developing policies, strategies and management programmes for solid waste management in Hong Kong except the policy area under Assistant Director of Environmental Protection (Special Duties).
2. To initiate, develop and recommend policies, strategies, programmes and implementation plans for the progressive implementation of PRSs on (i) plastic shopping bags, (ii) WEEE (including the development and operation of the WEEE Treatment and Recycling Facility) and (iii) glass beverage bottles.
3. To initiate, develop and recommend policies, strategies, programmes and implementation plans for the expansion of PRSs to other products.
4. To initiate, develop and recommend policies, strategies, programmes and oversee the implementation plans of one CGS in each of the 18 districts and for synergising the CGS operation with PRSs and other waste reduction policies and programmes.
5. To represent PSE/DEP at appropriate forums and attend, as necessary, meetings of advisory and statutory bodies including the TPB, the LegCo, the ACE, DCs and various high level government policy forums/steering committee meetings.
6. To keep abreast of developments in relevant professional, technical and scientific fields relating to PRSs and other waste management policy initiatives.

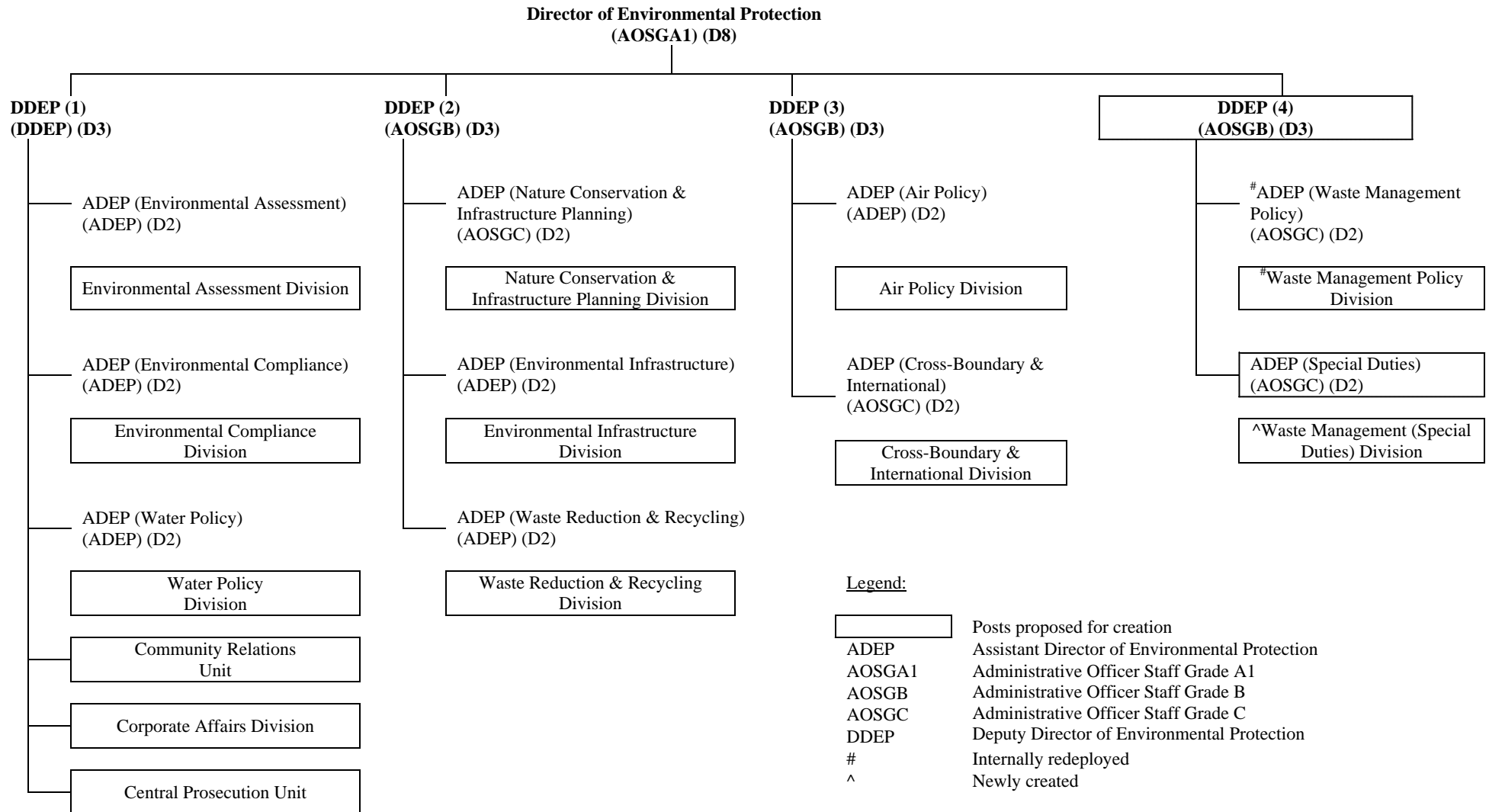
Note:

ADEP (WM) will be responsible to the new DDEP (4) after reorganisation.

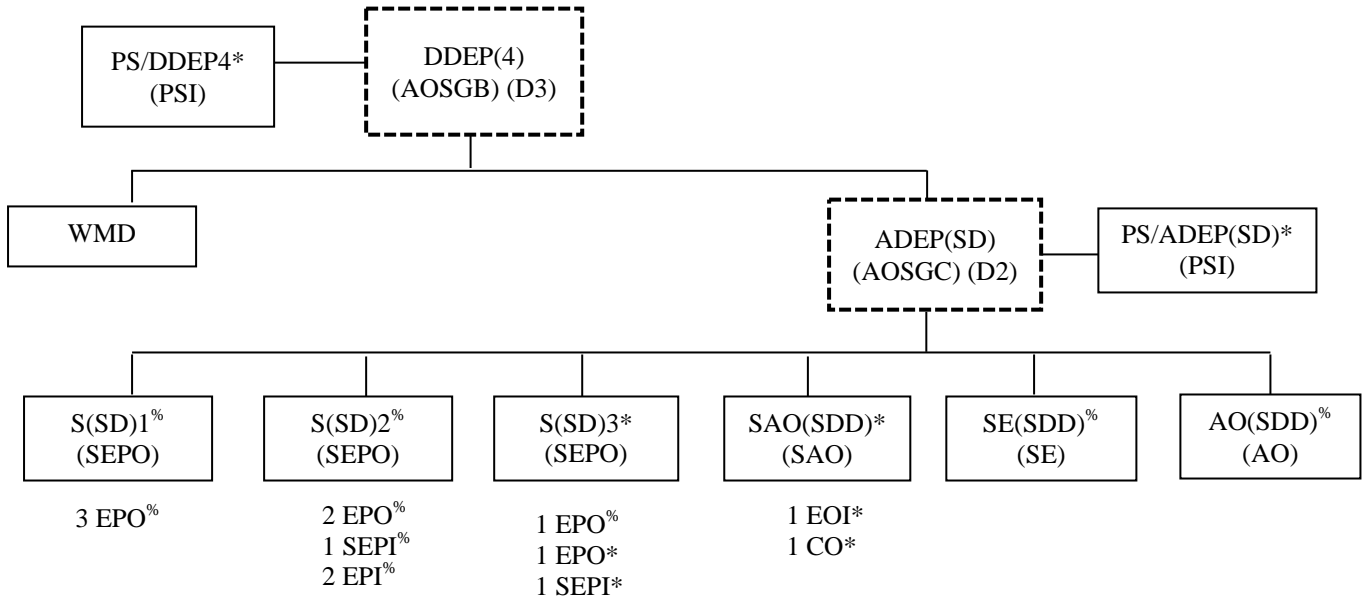
Environmental Protection Department Organisation Chart before the proposed creation of posts



Environmental Protection Department Organisation Chart after the proposed creation of posts



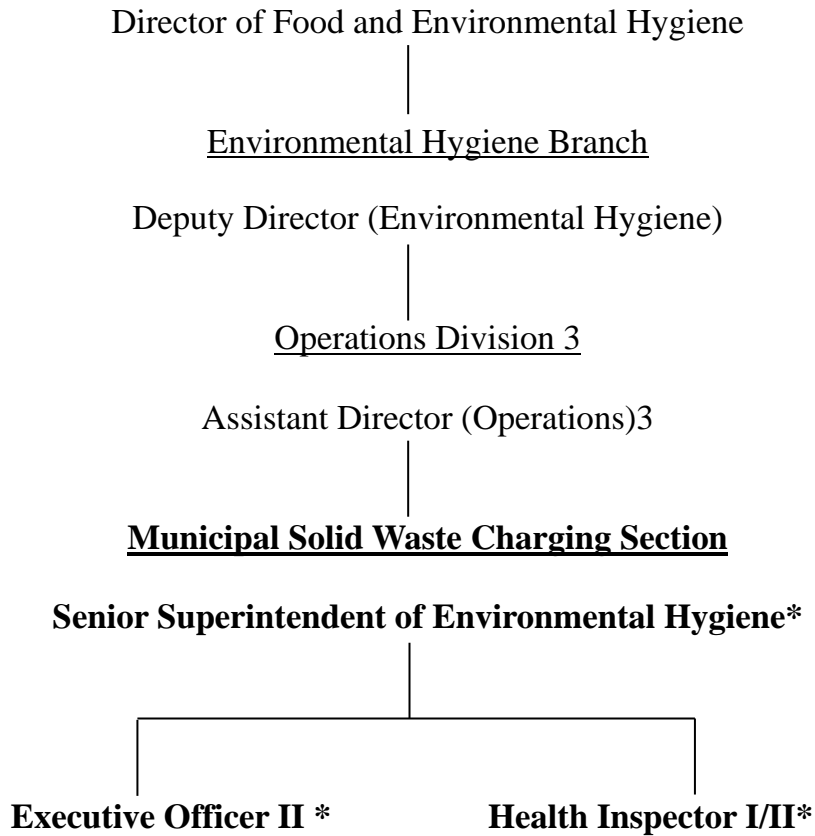
Organisation Chart of the proposed Waste Management (Special Duties) Division in the Environmental Protection Department



Legend:

- Proposed creation of supernumerary directorate posts
- * Time-limited and new non-directorate posts for three years from 2015-16
- % Internally redeployed
- ADEP Assistant Director of Environmental Protection
- AO Administrative Officer
- AOSGB Administrative Officer Staff Grade B
- AOSGC Administrative Officer Staff Grade C
- CO Clerical Officer
- DDEP Deputy Director of Environmental Protection
- EOI Executive Officer I
- EPI Environmental Protection Inspector
- EPO Environmental Protection Officer
- PS/PSI Personal Secretary I
- SAO Senior Administrative Officer
- SD Special Duties
- SDD Special Duties Division
- SE Senior Engineer
- SEPI Senior Environmental Protection Inspector
- SEPO Senior Environmental Protection Officer
- WMD Waste Management Policy Division

**Organisation Chart of the new Municipal Solid Waste Charging Section
of Food and Environmental Hygiene Department**



* Time-limited and new non-directorate posts for three years from 2015-16

Major Duties and Responsibilities of the Existing Deputy Directors of Environmental Protection (DDEPs)

At present, DDEP (1) directly supervises four divisions and two units of the Environmental Protection Department (EPD). He is responsible for steering policy matters, strategies and legislation relating to environmental impact assessment (EIA), control of noise, improvement of water quality and planning of sewerage infrastructure facilities. On the operation side, he steers the EPD's participation in the town planning process and advice provided on the environmental protection requirements, oversees the operation of EIA process, supervises the enforcement work of all pollution control legislation under the EPD, as well as manages the Community Relations Unit and the Central Prosecution Unit. He also leads the human resources management matters of the Environmental Protection Officers grade and professional development, as well as oversees the general support, housekeeping and financial management of the EPD.

2. DDEP (2) supervises four divisions including the Environmental Infrastructure Division, the Waste Reduction & Recycling Division, the Waste Management Policy Division and the Nature Conservation & Infrastructure Planning Division. Many key initiatives are being pursued and will require active follow-up within the next few years. In addition to the duties which are proposed to be transferred to the new DDEP(4), DDEP(2) supervises among other things the operation, planning and development of existing and new waste treatment facilities, implementation of the Recycling Fund and other support measures for the sustainable development of the recycling industry, and implementation of the Restored Landfill Revitalisation Funding Scheme. In respect of development and implementation of nature conservation policy, DDEP (2) supervises among other things the preparation and implementation of the Biodiversity Strategy and Action Plan, the inclusion of enclaves into country parks, and designation of new marine parks.

3. DDEP (3) supervises the Air Policy Division and the Cross-Boundary & International Division. The two divisions are mainly responsible for formulating and implementing air quality management policies and programmes as well as regional and international co-operation on environmental protection respectively. Various major initiatives are being implemented including phasing out of pre-Euro IV diesel commercial vehicles, reducing emissions from vessels, collaborating with the Guangdong Provincial Government on reduction of air pollutants, and implementing the Cleaner Production Partnership Programme.

Major Duties and Responsibilities of the Existing Assistant Directors of Environmental Protection (ADEPs)

1. ADEP (Environment Assessment) is responsible for policy formulation, strategic planning and programme development in the areas of environmental impact assessment (EIA) and noise management through planning process and legislative control. The officer reviews the environmental implications of policies and strategic and local plans, and administers the statutory EIA process under the EIA Ordinance. He oversees the scrutiny of EIAs submitted under the relevant legislation and implementation of noise abatement programmes. He also advises on environmental angles of all major planning developments, infrastructure projects, and private sector-initiated proposals submitted to the Town Planning Board.
2. ADEP (Environmental Compliance) is responsible for enforcing pollution control laws and supervising the services and activities of four Regional Offices and a Territorial Control Office under the department. The officer oversees law enforcement functions of the five offices, and related activities including follow up actions on pollution complaints/reports and collaboration with trades and District Councils in promoting environmental compliance.
3. ADEP (Water Policy) is responsible for policy formulation, strategic planning and programme development in the area of water quality management. The officer oversees planning of sewerage infrastructure facilities to meet development needs, improving near shore water quality and monitoring water quality across the territory, cross-boundary water quality management issues and implementation of the Sewage Services Charging Scheme.
4. ADEP (Nature Conservation & Infrastructure Planning) oversees the nature conservation policy and programme including country parks, marine parks, biological diversity matters etc., and is also responsible for the long-term planning of future waste treatment and transfer facilities, the planning and development of the integrated waste management facility and organic waste treatment facilities, the Food Wise Hong Kong Campaign and the food waste management programme.
5. ADEP (Environmental Infrastructure) is responsible for the management of existing waste facilities including the three strategic landfills, the refuse transfer station (RTS) network, chemical waste treatment facility, sludge treatment facility etc., planning of the landfill extensions, new RTSs, aftercare and after-use schemes of 13 restored landfills and implementation of the Restored Landfill Revitalisation Funding Scheme.

6. ADEP (Waste Management Policy) is responsible for policy formulation, strategic planning and programme development in the area of waste management. In addition to the duties which are proposed to be transferred to the new ADEP (Special Duties), the officer oversees planning and implementation of producer responsibility schemes (PRSs) including the extension of plastic shopping bag charging and the two new mandatory PRSs on waste electrical and electronic equipment (WEEE) and glass beverage bottles, as well as development of WEEE Treatment and Recycling Facility and 18 community green stations.
7. ADEP (Waste Reduction & Recycling) is responsible for waste reduction and recycling policy. Its main duties include co-ordinating inter-departmental efforts in implementing measures endorsed by the Steering Committee to Promote the Sustainable Development of the Recycling Industry such as enhancing infrastructural support for the recycling industry, formulating and implementing new initiatives to promote waste reduction, recycling and green procurement, developing the policy and overseeing the execution of the recycling fund to be launched, and overseeing the operation of the EcoPark
8. ADEP (Air Policy) is responsible for policy formulation, strategic planning and programme development in the field of air quality management. In addition to implementing the on-going air quality control programmes, the officer is pursuing tightened emission control on vehicles, vessels, power plants and non-road mobile machinery.
9. ADEP (Cross-Boundary & International) is responsible for liaison with the Mainland and other regions on environmental issues of mutual concern, as well as the development of plans to combat climate change. The officer oversees the operation of various cross-boundary environmental cooperation frameworks, implementation of the climate change action agenda, the Cleaner Production Partnership Programme and support measures for the local environmental services sector to seize market opportunities.
