

## **NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE**

### **Update on Overall Directorate Establishment Position**

#### **INTRODUCTION**

This paper updates Members on the overall directorate establishment position and informs Members of possible proposals for the creation and deletion of directorate posts in the 2014-15 legislative session.

#### **CONTINUOUS EFFORTS TO CONTROL THE SIZE OF THE CIVIL SERVICE ESTABLISHMENT**

2. The Administration has continued its efforts to control the size of the civil service by making more effective use of manpower resources, deleting existing posts where the functional need has ceased, and creating new posts only when fully justified. As at 31 August 2014, the civil service establishment (including judges and judicial officer (J&JO) posts in the Judiciary and all posts in the Independent Commission Against Corruption (ICAC)) stood at 172 102, made up of 1 637 directorate and 170 465 non-directorate posts. The number of directorate posts is maintained at less than 1% of the total establishment of the civil service.

3. In November 2013, we submitted vide ECI(2013-14)6 a forecast on the likely creation and deletion of directorate posts for the 2013-14 legislative session. By the end of the session, the Establishment Subcommittee (ESC)/Finance Committee (FC) endorsed/approved the creation of 13 permanent directorate posts and 20 new supernumerary directorate posts, and the extension of 14 supernumerary directorate posts. Meanwhile, seven supernumerary directorate posts lapsed without extension during the period. As a result, there was a net creation of 13 permanent directorate posts and 13 supernumerary directorate posts for the 2013-14 legislative session.

**/FORECAST .....**

**FORECAST OF DIRECTORATE POST PROPOSALS LIKELY TO BE SUBMITTED IN THE 2014-15 LEGISLATIVE SESSION**

4. Based on the current assessment provided by bureaux, we forecast that in the 2014-15 legislative session the Administration may put forward the following proposals –

*Civil servants*

Encl. 1

(a) to create nine permanent directorate posts (excluding upgrading/downgrading among directorate ranks, transfer of posts, etc.) as set out in Enclosure 1;

Encl. 2

(b) to create two supernumerary directorate posts and extend 11 supernumerary directorate posts as set out in Enclosure 2. Members may wish to note that four existing supernumerary directorate posts are expected to lapse during the period; and

*J&JOs*

Encl. 3

(c) to create seven permanent directorate posts (excluding upgrading/downgrading among directorate ranks, transfer of posts, etc.) as set out in Enclosure 3.

Encls. 4 - 6 Enclosures 4, 5 and 6 set out further information on each of the above items.

5. The above forecast is based on our current assessment only. Bureaux/departments may need to adjust their current plans on staffing requirements in the course of the 2014-15 legislative session as proposals are further refined, or as unforeseeable circumstances arise.

6. In addition, there are possible additional requirements at the directorate level which are under review by the bureaux/departments concerned, which may result in submissions to ESC/FC in the 2014-15 legislative session.

7. The Administration will continue to exercise prudence in monitoring and controlling the size of the directorate establishment. A rigorous system is in place to scrutinise proposals initiated by bureaux/departments and ensure that these proposals are fully justified before submission to ESC/FC.

**/FINANCIAL .....**

**FINANCIAL IMPLICATIONS**

8. The total financial implications of the directorate establishment, in terms of notional annual salary cost at mid-point, were around \$2,857.9 million in August 2014. The salary costs arising from the net increase of 13 permanent directorate posts and 13 supernumerary directorate posts for the 2013-14 legislative session amount to \$43.9 million. The detailed financial implications of the possible proposals for the creation of directorate posts in the 2014-15 legislative session will be set out in the respective ESC papers to be submitted in due course.

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Civil Service Bureau  
Financial Services and the Treasury Bureau  
November 2014

## Current Forecast of Possible Submissions on Creation/Deletion of Permanent Directorate Posts in the 2014-15 Legislative Session

Bureau/ Department/ Organisation	Purpose	Rank	Proposed Creation	Others (e.g. upgrading, downgrading, transfer)
Department of Justice (DoJ)	To provide continued directorate support for the promotion and development of mediation in Hong Kong.  (please also see the lapse of one supernumerary DL2 post in DoJ in Enclosure 2)	Deputy Principal Government Counsel (DL2)	+1	
Fire Services Department	To introduce the Quality Assurance mechanism and accreditation of training programmes to ensure sustainability of quality service in firefighting and rescue.	Deputy Chief Fire Officer (GDS(C) 1 or D1-equivalent)	+1	
Hong Kong Police Force	To command the new Cyber Security and Technology Crime Bureau in the Crime Wing to enhance the Force's capability in addressing the ever-increasing cyber threat and cyber crime challenges.	Chief Superintendent of Police (PPS 55 or D1-equivalent)	+1	
Housing Department	To meet the new public housing production target as pledged in the 2014 Policy Address.	Chief Architect (D1)	+1	
Judiciary	To head the Executive Body of the Hong Kong Judicial Institute.	Non-civil service position designated as Executive Director (Judicial Institute) (D3-equivalent)	+1	

<b>Bureau/ Department/ Organisation</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Others (e.g. upgrading, downgrading, transfer)</b>
Judiciary	To cope with the work of the Judiciary Administration, particularly in support of the implementation of the Information Technology Strategy Plan.	Chief Systems Manager (D1)	+1	
		Chief Treasury Accountant (D1)	+1	
Transport Department (TD)	To provide directorate input and leadership in formulating, updating and improving vehicle examination policies, approaches and operations; formulating and updating vehicle safety standards; and monitoring and checking the work of the Designated Car Testing Centres.	Chief Electrical and Mechanical Engineer (D1)	+1	
TD	To cope with the expanded responsibilities and increased complexity of work in the Departmental Secretariat.	Principal Executive Officer (D1)	+1	
Offices of the Chief Secretary for Administration and the Financial Secretary - Protocol Division	To regrade the post of Director of Protocol on a long-term basis.	Senior Principal Executive Officer (D2)		+1
		Director of Protocol (D2)		-1
<b>Total</b>			<b>+9</b>	

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## Current Forecast of Possible Submissions on Creation/Extension of Supernumerary Directorate Posts in the 2014-15 Legislative Session

Bureau/ Department/ Organisation	Purpose	Rank	Proposed Creation	Proposed Extension	Expected to Lapse <sup>Note</sup>
Commerce and Economic Development Bureau	To conduct a review of the Telecommunications Ordinance and the Broadcasting Ordinance and to complete the associated legislative exercise.	Administrative Officer Staff Grade B (D3)	+1		
		Administrative Officer Staff Grade C (D2)	+1		
Food and Health Bureau (FHB)	To implement Voluntary Health Insurance Scheme and mental health policy; to revamp the regulatory regime for private healthcare facilities; and to take forward healthcare manpower planning and professional development.	Administrative Officer Staff Grade B (D3)		1	
		Administrative Officer Staff Grade C (D2)		1	
FHB	To steer the enactment of the enabling legislation and oversee the implementation of the Electronic Health Record Sharing System (eHRSS) developed under the Stage 1 eHR programme and to develop Stage 2 eHRSS.	Administrative Officer Staff Grade B (D3)		1	
		Administrative Officer Staff Grade C (D2)		1	
Highways Department	To extend one supernumerary directorate post in the Railway Development Office to continue to manage the Hong Kong section of the Guangzhou-Shenzhen-Hong Kong Express Rail Link project.	Chief Engineer (D1)		1	

<sup>Note</sup> Submission to the Establishment Subcommittee is not required for lapse of supernumerary directorate posts.

<b>Bureau/ Department/ Organisation</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Proposed Extension</b>	<b>Expected to Lapse</b> <small>Note</small>
Home Affairs Bureau	To monitor the implementation of the West Kowloon Cultural District project; to implement the integrated basement; and to coordinate the related interfacing issues.	Principal Government Engineer (D3)		1	
		Administrative Officer Staff Grade C (D2)		1	
Security Bureau	To sustain the enhanced anti-drug work built upon the anti-drug initiatives spearheaded by the Task Force on Youth Drug Abuse.	Administrative Officer Staff Grade C (D2)		1	
Transport and Housing Bureau	To extend three supernumerary directorate posts in the Airport Expansion Project Coordination Office to steer and coordinate the planning work for taking forward the Hong Kong International Airport Master Plan 2030.	Principal Government Engineer (D3)		1	
		Administrative Officer Staff Grade C (D2)		1	
		Chief Engineer (D1)		1	
Department of Justice (DoJ)	To allow a supernumerary DL2 post to lapse upon the creation of one permanent DL2 post in DoJ in Enclosure 1.	Deputy Principal Government Counsel (DL2)			-1
Education Bureau	To allow a supernumerary D1 post created for reviewing and overseeing the implementation of enhanced services for students with special educational needs and non-Chinese speaking students in local mainstream schools to lapse.	Principal Education Officer (D1)			-1

<b>Bureau/ Department/ Organisation</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Proposed Extension</b>	<b>Expected to Lapse</b> <small>Note</small>
Home Affairs Department	To allow a supernumerary D2 post created for undertaking the legislative exercise to establish a licensing regime for the property management industry and reviewing the Building Management Ordinance to lapse.	Administrative Officer Staff Grade C (D2)			-1
Independent Commission Against Corruption	To allow a supernumerary D2-equivalent post created for spearheading corruption investigations of great sensitivity, exceptional magnitude and complexity to lapse.	Assistant Director, Commission Against Corruption (IPS 46 or D2-equivalent)			-1
<b>Total</b>			<b>+2</b>	<b>11</b>	<b>-4</b>

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**Current Forecast of Possible Submissions on Creation of Permanent Directorate Posts for Judges and Judicial Officers  
in the 2014-15 Legislative Session**

<b>Bureau/ Department/ Organisation</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>
Judiciary	To enhance the establishment of judicial manpower at various levels of court.	Justice of Appeal of the Court of Appeal of the High Court (JSPS 17)	+3
		Judge of the Court of First Instance of the High Court (JSPS 16)	+1
		Judge of the District Court (JSPS 13)	+1
		Magistrate (JSPS 7-10)	+2
<b>Total</b>			<b>+7</b>

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**Forecast of Possible Submissions on Creation/Deletion of Permanent Directorate Posts in the 2014-15 Legislative Session**

**Bureau/Department/Organisation**

Department of Justice

**Post(s) proposed to be created/deleted**

Creation of one permanent post of Deputy Principal Government Counsel (DPGC) (DL2)

**Purpose and justification**

The existing supernumerary DPGC post was supported and approved for two years from 2013-14 by the Establishment Subcommittee and Finance Committee respectively in January and March 2013 for taking forward the work required in the promotion and development of mediation in Hong Kong. This DPGC has to lead the Mediation Team comprising three non-directorate posts. Experience gained over the past years shows that the current establishment is the bare minimum required to undertake the required work. As the promotion and development of mediation (as well as other forms of dispute resolution) are a long term and firm commitment of the Administration, the proposed DPGC post is required to be made permanent to provide the necessary support to the Steering Committee on Mediation and its three Sub-committees, supervising the overall work of the Mediation Team, as well as to undertake duties and responsibilities for implementing the commitment/new initiatives to sustain the promotion and development of mediation (as well as other related forms of alternative dispute resolution, as appropriate) and to enhance the capacity and status of Hong Kong as a dispute resolution centre.

If the proposed DPGC post is not created, the work of the Mediation Team will be seriously undermined and a dedicated team to provide the full support required for the promotion and development of mediation will not be feasible, resulting in the dissipation of the experience gained and the loss of the working network established with the stakeholders. Stakeholders which strongly support the use of mediation to resolve disputes will question Government's commitment to promote and develop mediation as a means of dispute resolution.

**Panel consultation**

We plan to consult the Legislative Council Panel on Administration of Justice and Legal Services in late 2014/early 2015.

## **Bureau/Department/Organisation**

Fire Services Department (FSD)

## **Post(s) proposed to be created/deleted**

Creation of one permanent post of Deputy Chief Fire Officer (DCFO) (General Disciplined Services (Commander) (GDS(C)) 1 or D1-equivalent)

## **Purpose and justification**

FSD considers that there is a strong need to implement a structured quality assurance (QA) mechanism of the services rendered by the fire stream<sup>Note</sup> to enhance the standards of its fire-fighting and rescue operations. Various training programmes of FSD will also be enhanced having regard to the areas of improvements suggested by the QA mechanism.

The Chief Fire Officer (CFO) (GDSPS(C) 2 or D2-equivalent) of the Headquarters (HQ) Command oversees a wide portfolio, encompassing resources planning, mobilising and communications, recruitment and training, information technology management, procurement and special projects etc. The post holder is now assisted by one DCFO. With the implementation of various new initiatives over the recent years (e.g. the First Responder Programme, the provision of Post-dispatch Advice and the redevelopment of the Fire Services Training School (FSTS)), the HQ Command of FSD requires reinforcement at the directorate level to take forward the proposed QA mechanism and enhancement in training programmes.

The proposed new DCFO post will assist CFO(HQ) in spearheading the strategic quality planning for FSD under a specialised and institutionalised QA mechanism with clear quality benchmarks for field auditing in emergency operations. With the completion of the new FSTS in end-2015, this new DCFO post will also be responsible for developing an accreditation scheme to review and enhance the content of the various training programmes by incorporating the advice from the QA mechanism. In addition, he/she will assist CFO(HQ) in providing management support on planning of resources for service delivery, recruitment and training and the overall administration of the new FSTS, with a view to relieving the heavy workload of the existing DCFO.

## **Panel consultation**

We plan to consult the Legislative Council Panel on Security in the first half of 2015.

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<sup>Note</sup> For the provision of emergency ambulance service, the clinical performance of paramedics (i.e. frontline ambulance personnel) is monitored by the Paramedic Services Quality Assurance System which has been implemented since August 2010.

**Bureau/Department/Organisation**

Hong Kong Police Force (HKPF)

**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**

Dedicated attention and strategic planning to tackle the fast growing technology crime trend have become a key operational priority of the HKPF. Given the rapid advancement in information technology as well as the transnational nature of technology crime, there is a pressing need to strengthen the overall capability of the HKPF in combating technology crime and cyber security incidents. A new Cyber Security and Technology Crime Bureau (CSTCB) will be established in the Crime Wing of the HKPF to address the drastic growth of technology crimes and cyber security incidents. The CSTCB will support a wide range of functions, with a view to enhancing HKPF's capability in combating technology crime and handling cyber security incidents.

In view of the scope and complexity of work, it is imperative that a dedicated officer at CSP rank possessing the necessary professional police knowledge, exposure and vision to serve as the commander of the CSTCB to formulate long-term objectives and strategies and to give dedicated attention to commanding the operation of the CSTCB in meeting the challenges related to technology crimes and cyber security incidents.

**Panel consultation**

We consulted the Legislative Council Panel on Security on 3 June 2014.

**Bureau/Department/Organisation**

Housing Department

**Post(s) proposed to be created/deleted**

Creation of one permanent post of Chief Architect (CHARCH) (D1)

**Purpose and justification**

The proposed CHARCH post is required to handle the additional workload arising from the further increase in public housing production target as pledged in the 2014 Policy Address, including the production of 3 000 additional new Home Ownership Scheme (HOS) flats. The holder of the CHARCH post will be responsible for the overall project management and co-ordination of the additional new HOS development. Moreover, the increasing number of small and difficult sites, compressed project lead time, rising public expectation and implementation of various environmental initiatives and statutory requirements have led to the increase in project complexity. Strategic inputs at Chief Professional level (D1) is therefore indispensable. The proposed CHARCH post will provide steer and leadership throughout the construction process from inception to post-construction stages and oversee the provision of architectural services relating to potential site studies, planning, design and construction of the additional new HOS development.

**Panel consultation**

We plan to consult the Legislative Council Panel on Housing in late 2014/early 2015.

**Bureau/Department/Organisation**

Judiciary

**Post(s) proposed to be created/deleted**

Creation of one non-civil service position designated as Executive Director (Judicial Institute) (D3-equivalent)

**Purpose and justification**

The holder of the proposed position will head the Executive Body of the Judicial Institute for providing dedicated executive support in implementing the policies and programmes as directed by the Governing Body of the Judicial Institute.

**Panel consultation**

We consulted the Legislative Council Panel on Administration of Justice and Legal Services on 24 June 2014.

**Bureau/Department/Organisation**

Judiciary

**Post(s) proposed to be created/deleted**

Creation of two permanent posts of one Chief Systems Manager (D1) and one Chief Treasury Accountant (D1)

**Purpose and justification**

The purpose of creating the proposed posts is to enhance both the Information Technology Office (Technical) and the Finance Section of the Judiciary Administration to meet operational needs relating to the implementation of Information Technology Strategy Plan and the enhancement of financial management of the Judiciary as a whole.

**Panel consultation**

We consulted the Legislative Council Panel on Administration of Justice and Legal Services on 24 June 2014.

**Bureau/Department/Organisation**

Transport Department

**Post(s) proposed to be created/deleted**

Creation of one permanent post of Chief Electrical and Mechanical Engineer (CEME) (D1)

**Purpose and justification**

The proposed creation of the CEME post is to provide directorate input and leadership for the Vehicle Safety and Standards Division (VSSD) of the Administration and Licensing Branch.

VSSD is facing increasingly demanding work and new challenges. The significant developments in vehicle technologies in the past decade, including the emergence of electric and hybrid vehicles, intelligent safety and other advanced automotive systems, etc., have called for amendments to the prevailing standards and legislation on vehicle construction and maintenance. Also, the number of new vehicle type approvals from both normal and parallel import channels has doubled in the past three years. In the light of cases of arrests and convictions of staff at the Designated Car Testing Centres (DCTCs) since 2011, VSSD has to review and strengthen the monitoring work. VSSD is also involved in the implementation of new environmental initiatives related to vehicles, such as installation of additional dynamometers in vehicle examination centres, phasing-out of pre-Euro IV diesel commercial vehicles, etc. The CEME post is proposed to enable VSSD to formulate, update and improve vehicle examination policies, approaches and operations; to formulate and update vehicle safety standards and relevant vehicle construction and maintenance legislation; to monitor and check the work of the DCTCs; and to administer environmental initiatives related to vehicles.

**Panel consultation**

We plan to consult the Legislative Council Panel on Transport in late 2014/early 2015.

## **Bureau/Department/Organisation**

Transport Department (TD)

## **Post(s) proposed to be created/deleted**

Creation of one permanent post of Principal Executive Officer (PEO) (D1)

## **Purpose and justification**

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

Over the years, the functions, workload and complexity of work of TD have increased manifold. Public expectations have also changed considerably and the public are much more demanding on the service delivery of the department. TD has strived to contain its overall establishment for many years through continuous attempts at process re-engineering, computerisation, contracting-out, etc. Despite such continuous efforts, TD's establishment has grown in recent years by 22.3% from 1 219 posts in April 2007 to 1 491 posts in September 2014. The number of higher-level posts has also increased substantially. The number of staff at (or equivalent to) directorate level has increased from four in 1981 to 27 in 2014. Similarly, the number of staff at senior professional levels has increased from nine in 1981 to 86 in 2014. The level of responsibilities and complexity of the work of the DS, who advises the directorate and other senior officers on the whole range of human resources management and departmental administration functions, has increased significantly. Therefore, it is proposed to upgrade the DS post to PEO level with more focus on strategic planning, devising of pre-emptive measures and innovative solutions to keep pace with the wide strides that TD is taking on the operational front. This will bring the ranking of TD's DS on par with that of his counterparts in a number of departments having similar establishments.

## **Panel consultation**

We plan to consult the Legislative Council Panel on Transport in late 2014/early 2015.

**Bureau/Department/Organisation**

Offices of the Chief Secretary for Administration and the Financial Secretary – Protocol Division (PD)

**Post(s) proposed to be created/deleted**

Regrading the permanent post of Director of Protocol (D2) to Senior Principal Executive Officer (D2)

**Purpose and justification**

The D2 Director of Protocol (D of P) post, created in February 1998, was an open directorate departmental post, which may be filled by potential officers in any field of the civil service. In March 1998, a supernumerary Senior Principal Executive Officer (SPEO) post held against the vacant D of P post was created to accommodate an SPEO deployed to fill the D of P post. Since then, the D of P post has been filled by SPEOs by means of this mechanism.

In September 2013, a review was conducted on the long term arrangement for filling the D of P post. With the expanded roles and responsibilities of the PD since 1997, the new range of services that PD has undertaken includes the administering of the honours and awards system, administering and servicing the Consular Corps, planning and co-ordination of visit programmes for overseas dignitaries and national leaders and management of the Government VIP Lounge facilities at the airport. Many of the duties are administrative and executive in nature. These duties are considered suitable for carrying out by Executive Grade members. It is considered that continuing the current arrangement of deploying SPEOs to fill the D of P post is reasonable and appropriate. It is recommended that the D of P post should be formally regraded as a permanent SPEO post.

**Panel consultation**

We plan to consult the Legislative Council Panel on Public Service in late 2014/early 2015.

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**Forecast of Possible Submissions on Creation/Extension of Supernumerary Directorate Posts in the 2014-15 Legislative Session**

**Bureau/Department/Organisation**

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 around 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 on 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 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 immediately after the Finance Committee's approval for around 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 late 2014/early 2015.

## **Bureau/Department/Organisation**

Food and Health Bureau (FHB)

## **Post(s) proposed to be created/extended**

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

## **Purpose and justification**

The two existing supernumerary posts will lapse on 6 January 2015. The proposed extension of the two supernumerary posts is required for providing continued steer and leadership over the work of the Healthcare Planning and Development Office (HPDO) under the Health Branch of FHB.

The HPDO will be responsible for taking forward the following major policy initiatives in the coming five years –

- (a) formulate legislative proposals and develop operational details for implementing the Health Protection Scheme (HPS);
- (b) formulate legislative proposals and develop operational details for the introduction of a revamped regulatory regime for private healthcare facilities (PHFs);
- (c) oversee the strategic review on healthcare manpower planning and professional development and take forward the recommendations as appropriate; and
- (d) review existing policy on mental health with a view to mapping out the future direction for development of mental health services in Hong Kong, and take forward recommendations for enhancing mental health services as appropriate.

The proposed AOSGB officer will oversee all aspects of work of the HPDO, provide an overall strategic direction to the office, and steer the direction for stakeholder engagements. The proposed AOSGC officer will assist the AOSGB officer in overseeing the consultation exercises on HPS and regulation of PHFs, the subsequent drafting work for the two major pieces of legislation, and implementing the proposals for the HPS and regulation of PHFs. An existing AOSGC officer will continue to be internally redeployed to assist the AOSGB officer in handling policy matters relating to healthcare manpower planning and professional development as well as mental health.

## **Panel consultation**

We consulted the Legislative Council Panel on Health Services on 20 October 2014.

**Bureau/Department/Organisation**

Food and Health Bureau (FHB)

**Post(s) proposed to be created/extended**

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

**Purpose and justification**

The AOSGB post holder will assume the role of Commissioner for Electronic Health Record (eHR) under the future Electronic Health Record Sharing System (eHRSS) Ordinance. His major duties will include –

- (a) to establish, operate, maintain and develop the eHRSS;
- (b) to regulate and supervise the sharing and using of data and information contained in the eHRSS;
- (c) to supervise compliance with the eHRSS Ordinance;
- (d) to lead a dedicated team in the FHB to oversee and co-ordinate efforts to develop and implement the Stage 2 eHR sharing infrastructure;
- (e) to formulate policies, development plans and work targets for the eHR development;
- (f) to oversee the relevant technical services provided by the Hospital Authority (HA);
- (g) to promote and engage private sector participation in the development and adoption of eHR; and
- (h) to oversee the financial management of the eHR programme and formulate policy on the funding of public-private partnership (PPP) eHR projects.

The AOSGC post holder will assist in the performance of the statutory functions of the Commissioner for eHR in accordance with the future eHRSS Ordinance. The major duties of the post holder will include –

- (a) to commission a Privacy Compliance Audit on the technical system and operational workflow of Stage 1 eHRSS;

- (b) to assist in reviewing the institutional arrangements and governance structure for the effective development and implementation of eHR sharing;
- (c) to assist in managing the financial resources provided for the operation of Stage 1 eHRSS and development of Stage 2 eHRSS;
- (d) to liaise with the HA on policy issues of eHRSS development and to devise detailed implementation programme;
- (e) to resolve interface problems between relevant PPP projects and eHRSS;
- (f) to devise publicity strategy to promote adoption by the community; and
- (g) to provide secretariat service to the eHR Steering Committee and its Working Groups.

Our target is to launch the Stage 1 eHRSS in around mid-2015, subject to the passage of the eHRSS Bill by the Legislative Council (LegCo) in early 2015. We are in parallel finalising the scope of the Stage 2 eHRSS, and will consult the LegCo Health Services Panel and Finance Committee on the Stage 2 programme in 2015. The coming three years will be a critical period. Directorate support is essential for ensuring the successful launch of eHRSS developed under the Stage 1 programme and the smooth implementation of Stage 2 programme.

### **Panel consultation**

We plan to consult the LegCo Panel on Health Services in late 2014/early 2015.

## **Bureau/Department/Organisation**

Highways Department (HyD)

## **Post(s) proposed to be created/extended**

Extension of one supernumerary post of Chief Engineer (CE) (D1) for around four years and six months

## **Purpose and justification**

The supernumerary post concerned was approved by the Legislative Council (LegCo) Finance Committee (via EC(2008-09)8) with effect from 7 July 2008 for a period of seven years up to 6 July 2015. Due to the delay of the Hong Kong section of the Guangzhou-Shenzhen-Hong Kong Express Rail Link (XRL) works, the commissioning of the XRL is now expected to be in the second half of 2017 (HyD is currently reviewing the revised programme submitted by MTR Corporation Limited (MTRCL)). Prior to the railway operation, intensive negotiation with the Mainland authorities, MTRCL and relevant departments on the interoperability of the entire XRL as well as discussion on the associated operation and financial models will require day-to-day steering at directorate level. Moreover, infrastructure project of this scale and complexity will often receive a considerable number of contractual claims, the settlement of which will not only take months but also call for negotiation and decisions at high levels.

The CE post concerned will continue to lead the XRL project division of HyD and oversee the implementation of the XRL project entrusted to the MTRCL for delivery. To ensure smooth implementation within the revised project programme, he has to carry out intensive monitoring works and take full charge of all professional, technical, contractual and interface issues, administer the entrustment agreement with MTRCL and related consultancies, steer the timely resolution of matters concerning project implementation and financial control.

The CE post concerned is a key member of various high-level meetings, including the Project Supervision Committee and the Project Coordination Meeting, which serve as the formal communication platforms with MTRCL for supervision and monitoring of the XRL project delivery, as well as resolving all major issues regarding the entrustment activities. To prepare for the commissioning of XRL, the CE post will play an important role in overseeing and coordinating with relevant authorities on the overall testing and commissioning programme, as well as in the discussion with MTRCL on the details of the pre-operation arrangement and the service concession agreement, which contains sensitive financial, commercial and operational information.

In view of the scale, complexity and strategic importance of the XRL project, the frequent high-level contacts with MTRCL and various authorities, as well as the need of constant steering on various project matters and entrustment activities, we consider it essential to maintain the dedicated division head of XRL project team at D1 level on a full-time basis until end 2019 when the XRL has been commissioned and that majority contractual claims should have been settled.

**Panel consultation**

We plan to consult the LegCo Panel on Transport in late 2014.

## **Bureau/Department/Organisation**

Home Affairs Bureau

## **Post(s) proposed to be created/extended**

Extension of two supernumerary posts of one Principal Government Engineer (PGE) (D3) and one Administrative Officer Staff Grade C (AOSGC) (D2) for four years

## **Purpose and justification**

The Government and West Kowloon Cultural District Authority (WKCD) announced on 28 June 2013 that a pragmatic approach would be adopted to implement the West Kowloon Cultural District (WKCD) project. Under the pragmatic implementation approach, a mix of arts and cultural facilities and a park would come on stream in three batches starting from 2015-16. The Batch 1 facilities are targeted to be completed by 2018, the Batch 2 facilities are targeted to be completed in stages starting from 2020 whereas the implementation programme of the Batch 3 facilities would be reviewed at a suitable juncture later. When compared with the original implementation programme proposed in the Consultative Committee on the Core Arts and Cultural Facilities of the West Kowloon Cultural District case for the one-off upfront endowment application in 2008, the target completion of the Batches 1 and 2 WKCD facilities would be much delayed. The Government also announced that in addition to undertaking the public infrastructure works, it will take up the implementation of the capital works of the integrated basement, subject to funding approval by the Finance Committee, so as to allow WKCD to focus on delivering the arts and cultural facilities.

The WKCD project is in a critical intensive stage and the hardware and software (programming, governance and management structure etc.) need to be put in place before the Batch 1 facilities are completed and operational in 2019. It is hence essential to extend the two supernumerary posts which would lapse by 1 April 2015, to oversee the hardware and software development of the WKCD project, and perform the regulatory and monitoring role of the project until 2019.

## **Panel consultation**

We plan to consult the Legislative Council Joint Subcommittee to Monitor the Implementation of the West Kowloon Cultural District Project in late 2014.

## **Bureau/Department/Organisation**

Security Bureau

## **Post(s) proposed to be created/extended**

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

## **Purpose and justification**

The AOSGC post was created in the Narcotics Division in February 2010 for five years, principally to follow up the anti-drug initiatives recommended by the Task Force on Youth Drug Abuse led by the then Secretary for Justice in 2008, as well as, the escalated anti-drug efforts on top of the recommendations spearheaded by the Task Force led by the then Chief Executive in 2009. Specifically, the post holder oversees the policy and measures in respect of drug treatment and rehabilitation (T&R) services.

In spite of the downward drug trend, new challenges have surfaced, calling for more focused efforts in combating the worsening situation of hidden drug abuse. It is necessary to extend this supernumerary AOSGC post for three years to continue the implementation of various initiatives; to explore measures to help identify the drug abusers early in order to provide appropriate help to them; and to roll out the various T&R initiatives. Among other things, he/she has to work out the detailed proposals of the RESCUE Drug Testing Scheme (RDT) and assist in launching the second stage public consultation on the Scheme. He/she has to continually implement the Healthy School Programme with a Drug Testing Component (HSP(DT)) and evaluate its effectiveness. He/she needs to render assistance to drug treatment and rehabilitation centres to better use their resources, including assisting those without a license in seeking in-situ upgrading or relocation; sorting out land use, planning and land management issues and liaise with relevant departments and parties involved for conducting local consultation. Furthermore, he/she is responsible for coordinating the preparation of the Three-year Plan on Drug Treatment and Rehabilitation Services in Hong Kong (2015-2017), including liaising with different sectors to formulate the strategic direction to which drug treatment, rehabilitation and other relevant services should take in the next three years with due regard to the latest drug scene. The Plan should aim to facilitate the provision of comprehensive services for drug abusers and enhance the effectiveness of T&R services.

## **Panel consultation**

We plan to consult the Legislative Council Panel on Security in late 2014.

**Bureau/Department/Organisation**

Transport and Housing Bureau

**Post(s) proposed to be created/extended**

Extension of three supernumerary posts of one Principal Government Engineer (PGE) (D3), one Administrative Officer Staff Grade C (AOSGC) (D2) and one Chief Engineer (CE) (D1) for three years

**Purpose and justification**

In July 2012, the Airport Expansion Project Coordination Office (AEPCO) was set up to coordinate efforts and steer the work of the Airport Authority Hong Kong (AAHK) to take forward the planning work, namely, the statutory Environmental Impact Assessment, the associated design details and the financial arrangement for the Three-Runway System (3RS) project. AEPCO is headed by one PGE and supported by two directorate officers (one AOSGC and one CE) as well as eight non-directorate staff. These 11 posts are time-limited and will lapse on 1 April 2015.

In light of the importance and scale of the 3RS project, it is necessary to retain the 11 time-limited posts, including the three directorate posts in question, for three years from 2015-16 to 2017-18 in order to continue to steer and closely monitor the works of AAHK in taking forward the project.

**Panel consultation**

We plan to consult the Legislative Council Panel on Economic Development in late 2014/early 2015.

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**Forecast of Possible Submissions on Creation of Permanent Directorate Posts  
for Judges and Judicial Officers in the 2014-15 Legislative Session**

**Bureau/Department/Organisation**

Judiciary

**Post(s) proposed to be created**

Creation of seven permanent judicial posts of three Justice of Appeal of the Court of Appeal of the High Court (JSPS 17), one Judge of the Court of First Instance of the High Court (JSPS 16), one Judge of the District Court (JSPS 13) and two Magistrate (JSPS 7-10)

**Purpose and justification**

The purpose of creating the proposed judicial posts is to strengthen the establishment of the respective courts in order to cope with the increasing workload of the High Court and to cover the absence of Judges and Judicial Officers for attending training and dealing with judicial education matters.

**Panel consultation**

We consulted the Legislative Council Panel on Administration of Justice and Legal Services on 24 June 2014.

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