

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

### **HEAD 25 – ARCHITECTURAL SERVICES DEPARTMENT Subhead 000 Operational expenses**

Members are invited to recommend to the Finance Committee the creation of the following permanent posts in the Architectural Services Department with immediate effect upon approval of the Finance Committee –

3 Chief Architect  
(D1) (\$130,500 - \$142,750)

1 Chief Building Services Engineer  
(D1) (\$130,500 - \$142,750)

1 Chief Maintenance Surveyor  
(D1) (\$130,500 - \$142,750)

1 Chief Quantity Surveyor  
(D1) (\$130,500 - \$142,750)

1 Chief Structural Engineer  
(D1) (\$130,500 - \$142,750)

to be offset by the deletion of the following permanent multi-disciplinary posts –

7 Chief Architect  
(D1) (\$130,500 - \$142,750)

**/PROBLEM .....**

**PROBLEM**

We need to rationalise the existing designation of seven D1 posts in Architectural Services Department (ArchSD) from multi-disciplinary (MD) Chief Architect (CA) posts (posts created in the Architect grade while being open to other professional grades) to designated grade (i.e. single disciplinary) posts to facilitate better utilisation of human resources and more effective staff planning in meeting operational needs.

**PROPOSAL**

2. We propose to convert seven MD CA posts in ArchSD to designated grade posts, comprising three CA (single disciplinary), one Chief Building Services Engineer (CBSE), one Chief Maintenance Surveyor (CMS), one Chief Quantity Surveyor (CQS) and one Chief Structural Engineer (CSE). The proposals are cost neutral and will not result in any changes to the size of the establishment of ArchSD.

**JUSTIFICATION**

3. The seven MD CA posts in question include six Chief Project Manager (CPM) posts in the three Project Management Branches (PMBs) created in 1995 (namely CPM 102 in PMB1, CPM 202 and CPM 203 in PMB2 as well as CPM 301, CPM 302 and CPM 303 in PMB3) and the Chief Technical Adviser/Subvented Projects (CTA/SP) in the Subvented Projects Division (SPD) of the Quantity Surveying Branch (QSB) created in 1986. At that time, the application of project management concept was relatively new in ArchSD and hence the experience in project management of the grades concerned was limited. In the circumstances, the seven posts created at CA rank were classified as MD posts so that they could be filled by the most suitable candidates available in the disciplines of architect, building services engineering, quantity surveying, maintenance surveying, structural engineering and landscaping architect when vacancies arose.

4. Over the years, ArchSD has adopted various measures to enhance the project management capability of professional grades in all disciplines and enriched their understanding of the common and critical success factors of project implementation. To advance the systemic development of knowledge sharing and transfer among officers of different disciplines, the Department established the Knowledge Management Portal and the ArchSD Academy in 2011 and 2013 respectively, capturing corporate knowledge for sharing so that colleagues will have ready access to contents reflecting the core competencies of ArchSD and best practices derived from work-related experience and learning.

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5. In addition, to better prepare the professional grades staff in taking up project management duties, on top of generic training on project management, structured practical training courses capitalising on personal knowledge and pragmatic tips from officers with sound project management experience have been conducted since April 2013 with a view to enhancing knowledge transfer and nurturing talents for project management duties in all disciplines. The training programme covers all work stages in project delivery. With the successful implementation of the above measures, ArchSD has already built up a pool of suitable potential candidates for project management duties at different levels in different disciplines.

6. Taking into account the above and the need to meet job and operational requirements which have evolved over the years, ArchSD considers it an opportune time to review whether the MD nature of these directorate posts should be retained. Of the seven MD CA posts, it is considered appropriate for three to be converted from MD CA posts to single-disciplinary CA posts, and the remaining four to be regraded as one CBSE, one CMS, one CQS and one CSE, in order to enhance operational effectiveness and efficiency, and optimise human resources deployment and staff planning. Detailed considerations are set out in paragraphs 7 to 19 below.

**Seven MD CA posts (six CPMs in PMBs and CTA/SP in SPD) to be regraded as single-disciplinary posts**

7. Under the existing mechanism on filling MD posts, the parent grade of the incumbent is required to reserve a vacancy to cater for the officer's return after a normal tour of three years, unless the officer will immediately proceed on retirement upon completion of the tour. This arrangement may pose constraints and uncertainty in staff deployment under certain circumstances, and thus compromise the effectiveness of staff planning and development by respective heads of the concerned grades.

8. Taking into account the availability of a pool of suitable potential candidates, past occupancy rates of posts, and overall staffing complement, it is recommended to convert all these seven MD CA posts to single-disciplinary posts of designated grades. This would enhance the overall staff planning and development as well as optimise the utilisation of existing human resources to meet operational requirements more efficiently and effectively.

*/Three .....*

*Three CPM posts (one in PMB2 and two in PMB3) to be retained as CA (D1)*

9. There are currently three PMBs, each under the leadership of a Project Director (ranked at D2) and assisted by three CPMs, responsible for the delivery of new projects under the control of ArchSD. PMBs, with the support of MD teams, provide strategic planning, risk management, overall control of budget and programme as well as resolution of major contractual and consultancy disputes. They also need to determine project needs and establish project briefs with clients, monitor the performance of consultants for outsourced projects and ensure implementation up to agreed standards, on time and within budget. Of the existing nine CPM posts, six are MD posts whereas three are CA posts. Upon review of the operational requirements, we consider that there should be two CAs in each PMB (i.e. a total of six for the three PMBs) to ensure sufficient expertise in areas of architectural and urban design, tendering documentation, project management and compliance of statutory requirements. Indeed, for these six MD posts, Architect grade has the highest occupancy rate among the eligible grades in the past ten years. It is therefore operationally necessary to convert three MD posts to single-disciplinary CA posts, namely CPM 202 in PMB2, CPM 301 and CPM 302 in PMB3.

*The remaining three CPM posts (CPM 102, 203 and 303) to be regraded as CQS, CBSE and CSE respectively*

10. For the remaining three MD posts in PMB, we propose converting them into non-architect single-disciplinary posts having regard to the particular operational requirements of each PMB, as set out in paragraphs 11 to 17 below.

(a) One CPM post in PMB1 to be regraded as CQS

11. PMB1 mainly manages government projects including school projects and it provides advisory services on costs, procurement arrangements, contractual issues, standard of finishes and provisions to client departments and school sponsoring bodies.

12. The CPM 102 post under PMB1 is proposed to be regraded as a CQS post. The incumbent's quantity surveying background will enable the team to provide sound professional advice on, for example, cashflow, contractual and dispute resolution matters, and ensure smooth project implementation and secure sound budget control.

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13. For outsourced projects under the charge of PMB1, additional fee claims due to prolongation of the contract period, default and re-entry of contractors, and liquidation of the consultants and contractors are not uncommon. In view of the particularly large number of contracts handled by the CPM, the expertise in handling fee claims will enable the officer to provide prompt direction and guidance to the Senior Project Managers and Project Managers in contractual assessments.

(b) One CPM post in PMB2 to be regraded as CBSE

14. The majority part of PMB2's project portfolio covers healthcare projects and disciplined services projects under the purview of the Food and Health Bureau and the Security Bureau respectively. These projects very often require unique and non-standard building services design to suit the project scopes and specific building services requirements. Many of them involve not only challenging building services issues at planning and design stages (such as sophisticated air-conditioning and mechanical ventilation system for infectious control for healthcare and hospital projects, fire engineering design including smoke extraction system and air pressurisation system for boundary control points projects, etc.), but also co-ordination of the integration of special requirements of specialised systems (electrical and mechanical installations such as x-ray scanning systems for boundary control points projects and dedicated medical equipment for hospital projects) into the building and building services design. In the circumstances, the CPM 203 post under PMB2 is proposed to be regraded as a CBSE post as special building services expertise and experience of the incumbent will benefit project management under PMB2's portfolio.

15. Green building design including energy efficiency, renewable energy, water resources management, indoor environmental quality, etc. are also important considerations for projects. A CBSE in PMB2 with building engineering background can also provide sound advice to the client departments and lead the project teams to ensure appropriate and timely attention is given to the above projects for addressing critical building services issues and enabling smooth project delivery.

(c) One CPM post in PMB3 to be regraded as CSE

16. PMB3's portfolio covers mainly leisure, sports and cultural projects under the purview of the Leisure and Cultural Services Department. These projects often require unique and non-standard designs to suit the variety of project scope and site conditions. Many of them involve challenging structural issues at planning and design stages such as long span structures, complex structural arrangement for multi-purpose buildings, development at former landfill sites, or difficult

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geotechnical or site formation works at sloping terrains. Foundation problem and site safety during construction stage are also important considerations for congested sites, particularly piling works in sensitive urban areas, fabrication of mega steel trusses, or excavation for deep basements. In view of the above, the CPM 303 post in PMB3 is proposed to be regraded as a CSE post where special structural expertise and experience of the incumbent will benefit the management of projects under PMB3.

17. The CSE in PMB3 also provides technical advice to the Home Affairs Bureau and undertakes major projects, such as the Kai Tak Development. Some of these projects require innovative structural solutions as well as careful construction planning to address interfacing issues with other on-going projects such as those managed by the Mass Transit Railway Corporation Ltd., other works departments and private developers in the area.

*One CTA/SP post in SPD to be regraded as CMS*

18. The remaining MD CA post is the CTA/SP post in Subvented Projects Division (SPD) of the Quantity Survey Branch. SPD provides technical advisory services to various bureaux/departments on subvented building projects (currently about 730 projects). Not all of these projects are new construction works. A substantial number are maintenance works comprising repair, addition, alteration, improvement or slope upgrading works, e.g. welfare projects under the Lotteries Fund of the Social Welfare Department and major repairs to District Subsidy Scheme schools under the Education Bureau. The ratio of new projects and maintenance projects currently handled by SPD is about 1:3. Maintenance works are carried out in existing premises, often under occupation and usually subject to constraints such as restricted working hours, congested working space, particular noise and dust protection requirements, etc. which are normally not inherent in new construction. Moreover, repair works involve technical assessment of their need and choice of appropriate repair methods and materials to achieve the optimum results. Furthermore, as some maintenance works are recurrent in nature and the scope of work is uncertain until they are actually carried out on site, term contracts are engaged by some subvented organisations to deliver maintenance works. In view of the above, the CTA post is proposed to be regraded as a CMS post as the incumbent should be knowledgeable and experienced in undertaking building and building maintenance works, including the application of term contracts and lump-sum contracts for this purpose.

19. In overall terms, the above proposals will allow the Department to better discharge its responsibilities on project management and enhance its operational effectiveness and efficiency. It also enables better staff planning for the concerned grades. The job descriptions of the seven D1 posts are at Enclosures 1 to 5 and the existing and proposed organisation chart is at Enclosure 6.

Encls. 1-6

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**STAFF CONSULTATION**

20. We have consulted members of all the professional grades in the Department, as well as Heads of Grades of the affected professions not under the central authority of the Director of Architectural Services, i.e. Permanent Secretary for Development (Works) in respect of the Landscape Architect grade and the Director of Electrical and Mechanical Services regarding the Building Services Engineer grade, on the conversion and regrading proposals. The staff and respective Heads of Grades concerned in general support the proposals.

**ALTERNATIVES CONSIDERED**

21. Optimisation of the limited staff resources in terms of employing the right staff with the required professional background and experience is essential to the effective and efficient operation of the Department. Taking into account operational requirements, establishment history, staffing complement, the achievement of structured training programmes and the positive development of a knowledge sharing culture, we consider that there is no longer any need for ArchSD to maintain the MD status of the seven D1 posts.

**FINANCIAL IMPLICATIONS**

22. The conversion of MD posts to designated grade posts and the regrading proposals are cost neutral.

**PUBLIC CONSULTATION**

23. We consulted the Legislative Council Panel on Development on the proposal on 26 May 2015. Members supported the proposal.

**BACKGROUND****Six MD CA Posts in PMBs**

24. For the purpose of improving the project delivery process, three PMBs (formerly known as Project Management Division), each led by a Government Architect (D2) and supported by three CA/Project Management, were set up in 1995 vide ESC Paper EC(95-96)8 for undertaking new projects under the control of ArchSD. Among the nine CA posts under the PMBs, six (namely CPM 102 in PMB1, CPM 202 and CPM 203 in PMB2 as well as CPM 301, CPM 302 and CPM 303 in PMB3) were created in 1995 and classified as MD posts

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to be filled by the most suitable officers with proven experience and ability in the disciplines of architect, building services engineering, quantity surveying, maintenance surveying, structural engineering and landscaping architect. At that time, application of project management concept was relatively new among the works departments. Taking into account the fact that project delivery involves cross-function contributions and that expertise required for overseeing and driving project delivery from conception to completion need not be confined to a specific discipline, all the six D1 posts were therefore classified as MD so that they could be filled by the most suitable officers with proven experience and ability at the prevailing time.

### One MD CA Post in SPD of QSB

25. In the mid-1980s, there were a great number of aided primary and secondary schools, medical and health agencies, voluntary welfare agencies constantly seeking financial subvention for new projects or maintenance of existing buildings. In addition, there were the then University and Polytechnic Grants Committee schemes and Vocation Training Council projects subvented by the Government. To ensure rationalisation of all types of subvented works and standardisation of the procedures for carrying out such works, a dedicated SPD under QSB, headed by a CA post designated as CTA/SP, was created in 1986 vide ESC Paper EC 1986-87 Item 41. To lead SPD comprising officers from various disciplines, the CA post was created and classified as a MD post which could be filled by any of the six disciplines listed in paragraph 24 above.

### ESTABLISHMENT CHANGES

26. The establishment changes in ArchSD for the past two years are as follows –

Establishment (Note)	Number of posts			
	Existing (as at 1 November 2015)	As at 1 April 2015	As at 1 April 2014	As at 1 April 2013
A	39*	39	39	39
B	553	547	546	531
C	1 222	1 221	1 220	1 219
<b>Total</b>	<b>1 814</b>	<b>1 807</b>	<b>1 805</b>	<b>1 789</b>

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

\* - as at 1 November, there was no unfilled directorate posts in ArchSD



**CIVIL SERVICE BUREAU COMMENTS**

27. The Civil Service Bureau supports the proposed conversion and regrading of seven MD CA posts to designated grade posts of three CA (single disciplinary), one CBSE, one CMS, one CQS and one CSE to facilitate better utilisation of human resources and more effective staff planning in ArchSD. The grading and ranking of the posts involved are appropriate having regard to the level and scope of the responsibilities and professional input required.

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

28. The Standing Committee on Directorate Salaries and Conditions of Service has advised that the grading proposed for the permanent directorate posts would be appropriate if the proposal would be implemented.

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Development Bureau  
November 2015

**Job Description**

**Post Title** : Chief Project Managers 202/301/302

**Rank** : Chief Architect (D1)

**Responsible to** : Project Director 2/3

**Major Duties and Responsibilities –**

The posts are responsible for providing project management and professional advisory service on projects of various scale and complexity.

1. To be responsible for the administration and efficient operation of project teams and work closely with project team and other professional and supervisory or site staff and supervising their performance.
2. To assist the Project Director in determining the scope, scale and quality of the projects, in planning and preparing implementation plans and schedules for projects.
3. To prepare the estimates and anticipated cash flows for projects, and monitor and control closely their performance; to assist the Project Director in preparing annual estimates.
4. To plan, control and monitor the resources under his control for individual projects.
5. To establish strategies and procedures for tendering and examine and recommend the award of tenders for projects.
6. To control and monitor the progress and quality of the projects to ensure that the projects are carried out according to the schedules and take corrective measures and actions in the event of deviation from the schedules.
7. To monitor the co-ordination of all the relevant disciplines within the project management group and liaise with the other branches to ensure that the overall defined objectives are achieved.
8. To monitor closely the performance and progress of consultants and contractors and co-ordinate the functions of different contractors.

9. To liaise with the client bureaux/departments and organisations, the Development Bureau and other concerned parties on the strategies, programming and quality standard of projects.
10. To prepare regular and systematic progress reports to the Project Director and update the project progress in the public works management system.
11. To attend meetings of District Council, Legislative Council Panel, Public Works Subcommittee and Finance Committee whenever necessary.
12. To provide professional advice to the branch on architectural, urban design, heritage, greening and sustainability issues and statutory compliance of the projects.
13. To assist the relevant Project Management Branch in providing advisory services from architectural, urban design, heritage, greening, and sustainability perspectives to other branches in the Department and other bureaux/departments.
14. To provide guidance to Senior Project Managers/Project Managers in Project Management Branches (PMBs) on architectural and related issues.
15. To oversee the fulfillment of the professional training requirements of Architect Graduates attached to PMBs.

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**Job Description**

**Post Title** : Chief Project Manager 102  
**Rank** : Chief Quantity Surveyor (D1)  
**Responsible to** : Project Director 1

**Major Duties and Responsibilities –**

The post is responsible for providing professional advisory service and undertaking project management of schools and government offices projects of various scale and complexity.

1. To be responsible for the administration and efficient operation of project teams and work closely with project team and other professional and supervisory or site staff and supervising their performance.
2. To assist the Project Director in determining the scope, scale and quality of the projects, in planning and preparing implementation plans and schedules for projects.
3. To prepare the estimates and anticipated cash flows for projects, and monitor and control closely their performance; to assist the Project Director in preparing annual estimates.
4. To plan, control and monitor the resources under his control for individual projects.
5. To establish strategies and procedures for tendering and examine and recommend the award of tenders for projects.
6. To control and monitor the progress and quality of the projects to ensure that the projects are carried out according to the schedules and take corrective measures and actions in the event of deviation from the schedules.
7. To monitor the co-ordination of all the relevant disciplines within the project management group and liaise with the other branches to ensure that the overall defined objectives are achieved.
8. To monitor closely the performance and progress of consultants and contractors and co-ordinate the functions of different contractors.

9. To liaise with the client bureaux/departments and organisations, the Development Bureau and other concerned parties on the strategies, programming and quality standard of projects.
10. To prepare regular and systematic progress reports to the Project Director and update the project progress in the public works management system.
11. To attend meetings of District Council, Legislative Council Panel, Public Works Subcommittee and Finance Committee whenever necessary.
12. To render quantity surveying (QS) specialist support to PMBs on projects of high QS complexities requiring special QS inputs.
13. To provide advisory services on procurement arrangements, contractual disputes, project finalisation and feasible contractual options and rough indication of cost for pre-Project Definition Statement projects to other branches in the Department and other bureaux/departments.
14. To provide guidance to Senior Project Managers/Project Managers in Project Management Branches (PMBs) on cost, contractual and related issues.
15. To oversee the fulfillment of the professional training requirements of Quantity Surveyor Graduates attached to PMBs.

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**Job Description**

**Post Title** : Chief Project Manager 203  
**Rank** : Chief Building Services Engineer (D1)  
**Responsible to** : Project Director 2

**Major Duties and Responsibilities –**

The post is responsible for providing professional advisory service and undertaking project management of healthcare and disciplined services projects of various scale and complexity.

1. To be responsible for the administration and efficient operation of project teams and work closely with project team and other professional and supervisory or site staff and supervising their performance.
2. To assist the Project Director in determining the scope, scale and quality of the projects, in planning and preparing implementation plans and schedules for projects.
3. To prepare the estimates and anticipated cash flows for projects, and monitor and control closely their performance; to assist the Project Director in preparing annual estimates.
4. To plan, control and monitor the resources under his control for individual projects.
5. To establish strategies and procedures for tendering and examine and recommend the award of tenders for projects.
6. To control and monitor the progress and quality of the projects to ensure that the projects are carried out according to the schedules and take corrective measures and actions in the event of deviation from the schedules.
7. To monitor the co-ordination of all the relevant disciplines within the project management group and liaise with the other branches to ensure that the overall defined objectives are achieved.

8. To monitor closely the performance and progress of consultants and contractors and co-ordinate the functions of different contractors.
9. To liaise with the client bureaux/departments and organisations, the Development Bureau and other concerned parties on the strategies, programming and quality standard of projects.
10. To prepare regular and systematic progress reports to the Project Director and update the project progress in the public works management system.
11. To attend meetings of District Council, Legislative Council Panel, Public Works Subcommittee and Finance Committee whenever necessary.
12. To render building services (BS) specialist support to PMBs on projects of high BS complexity requiring special BS inputs.
13. To provide project management advisory services and green building design including energy efficiency, renewable energy, water resources management, indoor environmental quality from BS perspectives to other branches in the Department and other bureaux/departments.
14. To provide guidance to Senior Project Managers/Project Managers in Project Management Branches (PMBs) on BS issues and resources planning.
15. To oversee the fulfillment of the professional training requirements of Building Services Engineer Graduates attached to PMBs.

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**Job Description**

**Post Title** : Chief Project Manager 303  
**Rank** : Chief Structural Engineer (D1)  
**Responsible to** : Project Director 3

**Major Duties and Responsibilities –**

The post is responsible for providing professional advisory service and undertaking project management of leisure, sports and cultural projects of various scale and complexity.

1. To be responsible for the administration and efficient operation of project teams and work closely with project team and other professional and supervisory or site staff and supervising their performance.
2. To assist the Project Director in determining the scope, scale and quality of the projects, in planning and preparing implementation plans and schedules for projects.
3. To prepare the estimates and anticipated cash flows for projects, and monitor and control closely their performance; to assist the Project Director in preparing annual estimates.
4. To plan, control and monitor the resources under his control for individual projects.
5. To establish strategies and procedures for tendering and examine and recommend the award of tenders for projects.
6. To control and monitor the progress and quality of the projects to ensure that the projects are carried out according to the schedules and requirements; and take corrective measures and actions in the event of deviation from the schedules or requirements.
7. To monitor the co-ordination of all the relevant disciplines within the project management group and liaise with the other branches to ensure that the overall defined objectives are achieved.



8. To monitor closely the performance and progress of consultants and contractors and co-ordinate the functions of different consultants and contractors.
9. To liaise with the client bureaux/departments and organisations, the Development Bureau and other concerned parties on the strategies, programming and project requirements.
10. To prepare regular and systematic progress reports to the Project Director and update the project progress in the public works management system.
11. To attend meetings of District Council, Legislative Council Panel, Public Works Subcommittee and Finance Committee whenever necessary.
12. To render structural engineering specialist support to Project Management Branches (PMBs) on projects of high structural and site safety complexities.
13. To assist the relevant Project Management Branch in providing project management advisory services from structural perspective to other branches in the Department and other bureaux/departments.
14. To provide guidance to Senior Project Managers/Project Managers in PMBs on structural and related issues.
15. To oversee the fulfillment of the professional training requirements of Structural Engineer Graduates attached to PMBs.

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**Job Description**

**Post Title** : Chief Technical Advisor/Subvented Projects

**Rank** : Chief Maintenance Surveyor (D1)

**Responsible to** : Assistant Director/Quantity Surveying

**Major Duties and Responsibilities –**

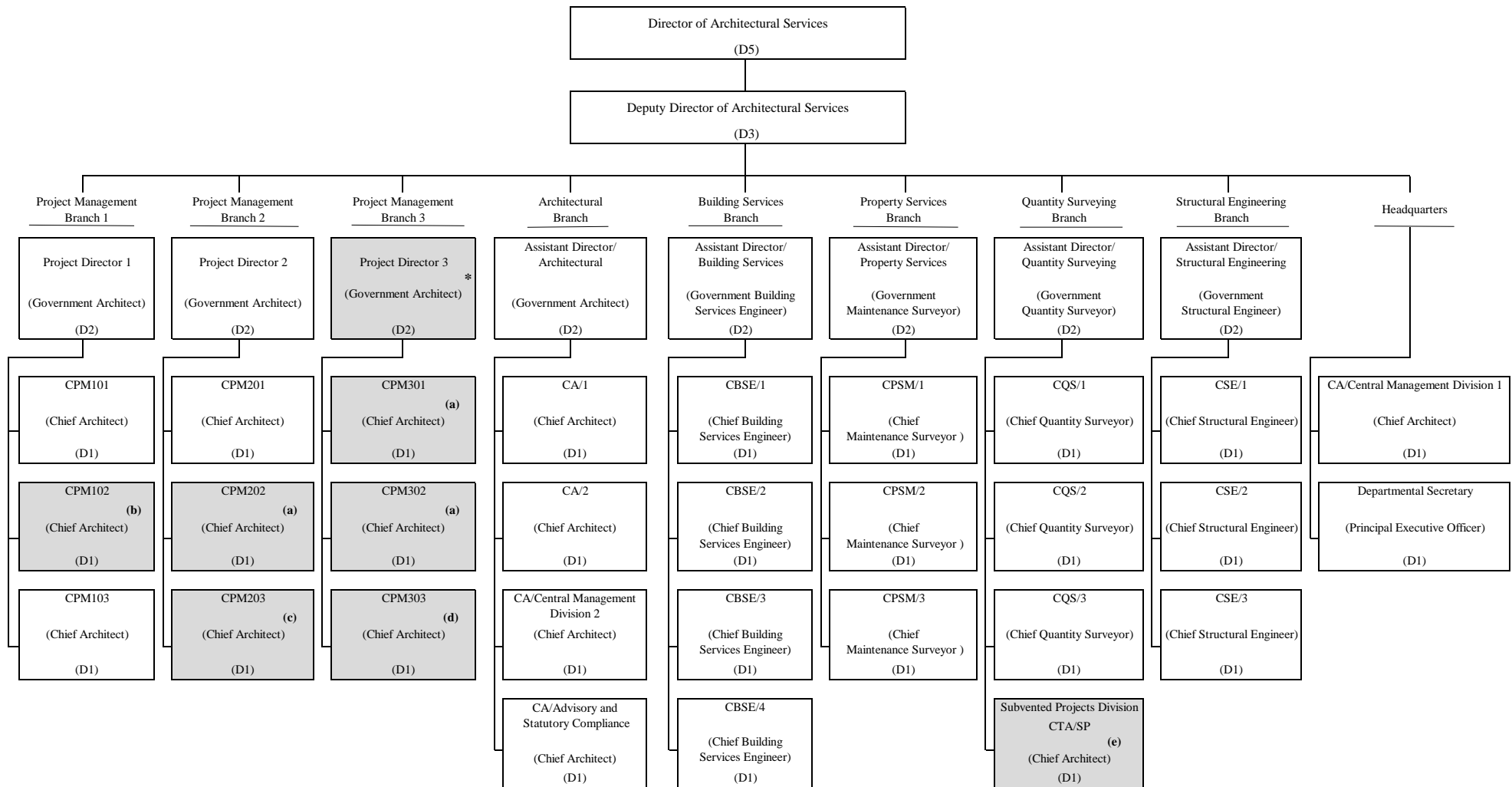
The post is responsible for providing professional advisory services to various bureaux/departments on subvented building projects.

1. To help ensure that government recognised standards in respect of design, types of materials used and overall costs and “value for money” are met in the construction and maintenance of subvented building projects including vetting all estimates, drawings and contract documents.
2. To process subvented building projects in accordance with the established requirements and procedures.
3. To issue technical and design guides to bureaux/departments and their subvented organisations.
4. To advise on the appointment of consultants of any discipline on subvented building projects for consideration and approval by bureaux/departments.
5. To advise on appropriate contractual arrangements for the construction of all subvented building projects and their maintenance.
6. To help ensure that correct procedures for tender invitation, receipt and evaluation processes are applied and to advise on recommendation of tender acceptance for subvented building projects.
7. To advise on cost during the planning and construction stages of these projects.
8. To advise on and vet final accounts and claims settlements on all subvented building projects.

9. To attend meetings of District Council, Legislative Council Panel, Public Works Subcommittee and Finance Committee whenever necessary.
10. To provide building maintenance specialist advice on subvented building projects.
11. To provide guidance to senior professionals/professionals in the Quantity Surveying Branch (QSB) on building maintenance and related issues.
12. To oversee the fulfillment of the professional training requirements of Maintenance Surveyor Graduates attached to QSB.

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## Existing and Proposed Organisation Chart of Architectural Services Department

Legend:

CA: Chief Architect  
 CBSE: Chief Building Services Engineer  
 CPM: Chief Project Manager  
 CPSM: Chief Property Services Manager  
 CQS: Chief Quantity Surveyor  
 CSE: Chief Structural Engineer  
 CTA/SP: Chief Technical Adviser/Subvented Projects

Multi-disciplinary (MD) posts open to the grades of Architect, Maintenance Surveyor, Quantity Surveyor and Structural Engineer under Director of Architectural Services, Building Services Engineer under Director of Electrical & Mechanical Services and Landscape Architect under Permanent Secretary for Development (Works)

- (a) Three CA(MD) posts proposed to be converted to single-disciplinary posts and retained as Chief Architect
- (b) CA(MD) post proposed to be converted to single-disciplinary post and regraded as Chief Quantity Surveyor
- (c) CA(MD) post proposed to be converted to single-disciplinary post and regraded as Chief Building Services Engineer
- (d) CA(MD) post proposed to be converted to single-disciplinary post and regraded as Chief Structural Engineer
- (e) CA(MD) post proposed to be converted to single-disciplinary post and regraded as Chief Maintenance Surveyor

\* Government Architect (MD) post to be retained as MD post to facilitate the development of potential D1 officers for further advancement and succession planning