

Establishment Subcommittee

Follow-up to meeting on 20 January 2016

**Supplementary information on the proposal to
convert seven multi-disciplinary (MD) Chief Architect (CA) posts to
designated grade posts in the Architectural Services Department (ArchSD)
Item EC(2015-16)10**

The Administration was requested to provide supplementary information as follows -

Information requested

- (a) **The details of ArchSD's consultation with staff unions of various professional grades and the Departmental Consultative Committee (DCC) on the establishment proposal**

Response

2. On 4 August 2014, the departmental management of ArchSD issued the consultation paper on the review of multi-disciplinary posts to the staff side of the Departmental Consultative Committee (DCC) and the Chairpersons of the staff associations of the six professional disciplines, including Architect (Arch), Building Services Engineer (BSE), Landscape Architect (LA), Maintenance Surveyor (MS), Quantity Surveyor (QS) and Structural Engineer (SE) for their comments on the proposed declassification of all seven MD posts pitched at D1 level (i.e. six Chief Project Managers and the Chief Technical Advisor/Subvented Projects) to the mainstream as follows: three CAs, one Chief BSE, one Chief MS, one Chief QS and one Chief SE.
3. On 11 August 2014, the departmental management of ArchSD held a briefing for the DCC representatives from all professional disciplines and the Chairpersons of the relevant staff associations to explain and address staff sides' questions on the consultation paper.

Information requested

(b) The major views received during the staff consultation, including the dissenting views

Response

4. The major views received from the staff sides of the six professional grades are set out below –

Professional Grade	Staff Sides' Feedback
Arch	<ul style="list-style-type: none">• The Association is generally supportive of the proposal and has no adverse comments.• The Association commented that based on the working experience of some grade members, there was a general opinion that officers from the Architectural discipline should be more suitable for the Chief Project Manager (CPM) and Senior Project Manager posts to steer a project.
BSE	<ul style="list-style-type: none">• Supported the recommendation.
MS	<ul style="list-style-type: none">• No adverse comment on the recommendation.
QS	<ul style="list-style-type: none">• No comment from grade members.
SE	<ul style="list-style-type: none">• No comment on the recommendation.
LA	<ul style="list-style-type: none">• Raised the concern that the proposal might affect the career path of LA grade colleagues in CPM level and beyond and requested for retaining at least one MD CPM post for development purpose.

Information requested

(c) The follow-up actions taken to address the views received during the staff consultation

Response

5. As regards the above concern of the LA grade, the departmental management sent a reply to the DCC representative of LA grade members in ArchSD on 5 September 2014 explaining that in exploring the feasibility of the proposal, the ArchSD management has taken into account all relevant factors including operational requirements, establishment history, staffing complement etc. before arriving at the recommendation of declassifying all MD CA posts to the mainstream Arch, BSE, MS, QS and SE. Subject to exigency of service and where there is a need to groom and develop LA grade colleagues in a CPM post in ArchSD, the department would endeavour to accommodate the possible long-term need in consultation with the Head of LA Grade and the Civil Service Bureau according to the prevailing establishment procedures. Such arrangement has all along been in place and could make available development opportunity in the area of project management for LA colleagues, fulfill the objective of the review on MD posts and is in compliance with the prevailing civil service rules and practices.

6. The Head of LA Grade in the Development Bureau (DEVB) had also received the above-mentioned DCC representative of LA grade members' suggestion referred by the Hong Kong Government Landscape Architects Association, and had given a similar reply as stated in paragraph 5 to the staff association.

7. Subsequent to the issue of the reply to the LA grade by ArchSD and DEVB, there were no further comments from the LA grade members.

8. Taking into account the outcome of the staff consultation exercise, operational requirements, establishment history, staffing complement, the achievement of structured training programs and the positive development of a knowledge sharing culture, ArchSD considered it appropriate to convert the seven MD CA posts to designated grade posts in order to enhance operational effectiveness and efficiency and optimize human resources deployment and planning.

9. The existing establishment of the six professional grades in ArchSD and the historical record of filling the seven MD posts in the past 10 years are as follows –

Establishment of the Six Professional Grades in ArchSD

	Architect	Building Services Engineer	Maintenance Surveyor	Quantity Surveyor	Structural Engineer	Landscape Architect
Number of Posts	138	66	74	82	78	16

Historical Record of Filling the Seven MD Posts in ArchSD in the Past 10 Years

Professional Grade	Filling Rate
Architect	51%
Quantity Surveyor	19%
Building Service Engineer	11%
Maintenance Surveyor	10%
Structural Engineer	9%
Landscape Architect	0%

Development Bureau
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