

**For discussion
on 23 February 2016**

Legislative Council Panel on Development

**Creation and Redeployment of Directorate Posts
in Civil Engineering and Development Department (CEDD) and
Planning Department (PlanD)**

PURPOSE

This paper seeks Members' support for the following staffing proposals, to take effect upon approval of the Finance Committee –

- Annex I
- (a) **under Head 33 – CEDD** (staffing proposal at [Annex I](#))
- (i) creation of the following four supernumerary directorate posts for a new Lantau Development Office (LDO) for about five years up to 31 March 2021 –
- one Principal Government Engineer (PGE) (D3) (\$180,200 - \$196,700);
 - one Government Town Planner (GTP) (D2) (\$154,950 - \$169,450);
 - two Chief Engineer (CE) (D1) (\$130,500 - \$142,750);
- (ii) redeployment of three D3, five D2 and 13 D1 directorate posts within CEDD arising from the establishment of LDO and re-organisation of the existing Development Offices (DevOs), as follows –

To be transferred to (new Development Office)	To be transferred from (existing DevO*)	Rank of the Post	No.
LDO#	Hong Kong Island and Islands (HKI&I) DevO	Government Engineer (GE) (D2)	1
		CE (D1)	1

To be transferred to (new Development Office)	To be transferred from (existing DevO*)	Rank of the Post	No.
East Development Office	New Territories East (NTE) DevO	PGE (D3)	1
		GE (D2)	1
		CE (D1)	2
	Kowloon (K) DevO	GE/Government Architect (D2)	1
		CE (D1)	3
North Development Office	HKI&I DevO	PGE (D3)	1
	NTE DevO	GE (D2)	1
		CE (D1)	3
South Development Office	K DevO	PGE (D3)	1
		GE (D2)	1
		CE (D1)	2
	HKI&I DevO	CE (D1)	2
Total:			21

*The remaining existing DevO, namely New Territories West DevO, will be re-titled as West Development Office.

#Together with the proposed creation of four directorate posts, LDO will have six directorate posts.

Annex II

(b) under Head 118 – PlanD (staffing proposal at Annex II)

creation of a supernumerary Chief Town Planner (CTP) (D1) post (\$130,500 - \$142,750) for about three years up to 31 March 2019 to strengthen the provision of secretariat and technical support to the Town Planning Board in handling statutory planning matters under the Town Planning Ordinance.

FINANCIAL IMPLICATIONS

2. The creation of the proposed supernumerary posts will bring about an additional notional annual salary cost at mid-point of \$9,253,800. The additional full annual average staff cost, including salaries and staff on-cost, is about \$13,095,000. A breakdown is shown in the table below –

Bureau/Department	Directorate Post	No.	Notional annual salary cost at mid-point (\$)	Full annual average staff cost (\$)
CEDD	PGE	1	2,290,800	3,285,000
	GTP	1	1,973,400	2,682,000
	CE	2	3,326,400	4,790,000
Sub-total for CEDD		4	7,590,600	10,757,000
PlanD	CTP	1	1,663,200	2,338,000
Sub-total for PlanD		1	1,663,200	2,338,000
Grand Total		5	9,253,800	13,095,000

The proposed redeployment of posts in CEDD will be cost-neutral.

ADVICE SOUGHT

3. Members are invited to support the staffing proposals. Subject to Members' comments, we plan to seek the recommendation of the Establishment Subcommittee and the approval of the Finance Committee in the second quarter of 2016.

Development Bureau
February 2016

**STAFFING PROPOSAL ON
THE ESTABLISHMENT OF THE LANTAU DEVELOPMENT OFFICE
AND THE RE-ORGANISATION OF EXISTING
DEVELOPMENT OFFICES OF
CIVIL ENGINEERING AND DEVELOPMENT DEPARTMENT**

PROBLEM

We need additional support at the directorate level in the Civil Engineering and Development Department (CEDD) to lead a new Lantau Development Office (LDO) and to redeploy existing directorate officers to re-organise the Development Offices (DevOs) in CEDD.

PROPOSAL

2. To capitalise on the benefits brought by the locational advantages and strategic infrastructures in Lantau, the Government is pursuing short, medium and long-term economic, housing, social, conservation, recreation and tourism developments in Lantau which are crucial to the long-term sustainable development of Hong Kong. The Government aims to set up a dedicated LDO under CEDD to take forward and manage the development initiatives for Lantau. Specifically, we propose to create four supernumerary directorate posts for about five years up to 31 March 2021 to lead the LDO –

- (a) one Principal Government Engineer (PGE) (D3) to be designated as Project Manager (Lantau) (PM(L));
- (b) one Government Town Planner (GTP) (D2) to be designated as Deputy Project Manager (Lantau) 2 (DPM(L)2); and
- (c) two Chief Engineers (CE) (D1) to be designated as

Chief Engineer/Lantau 2 (CE/L2) and Chief Engineer/Lantau 3 (CE/L3).

3. Taking the opportunity, we propose to re-organise three existing DevOs in CEDD as shown below by redeployment of three D3, five D2 and 13 D1 directorate posts to rationalise the workload to tie in with the evolving development projects.

Development Office	Directorate posts to be transferred from existing DevO*	Existing posts		New posts	
		Rank	No.	Rank	No.
<i>New Office</i>					
LDO	Hong Kong Island and Islands (HKI&I) DevO	-		PGE (D3)	1
		Government Engineer (GE) (D2)	1	GTP (D2)	1
		CE (D1)	1	CE (D1)	2
<i>Re-organised Offices</i>					
East Development Office	New Territories East (NTE) DevO	PGE (D3)	1	-	
		GE (D2)	1		
		CE (D1)	2		
	Kowloon (K) DevO	GE/ Government Architect (GA) (D2)	1		
		CE (D1)	3		
North Development Office	HKI&I DevO	PGE (D3)	1		
	NTE DevO	GE (D2)	1		
		CE (D1)	3		
South Development Office	K DevO	PGE (D3)	1		
		GE (D2)	1		
		CE (D1)	2		
	HKI&I DevO	CE (D1)	2		
Total:			21	4	

*The remaining existing DevO, namely New Territories West (NTW) DevO, will be re-titled as West Development Office.

4. The existing and proposed organisation charts of CEDD showing the proposed creation and redeployment of directorate posts are at Enclosures 1 and 2 respectively.

JUSTIFICATIONS

Lantau Development

5. Since its establishment in January 2014, the Lantau Development Advisory Committee (LanDAC) has examined in detail the strategic positioning and development directions of Lantau and agreed that the planning vision is to develop Lantau into a smart, low-carbon community for living, work, business, leisure and study while balancing and enhancing development and conservation. LanDAC has formulated the proposed development strategies in different aspects, covering spatial planning and land use, conservation, strategic traffic and transport infrastructure, recreation and tourism, and social development. The development proposals will feature not only conservation at the centre in our consideration of sustainable developments but also local developments at the district level amid strategic development in a wider Hong Kong context. We are conducting public engagement to collect the public's views on the proposed development strategies in the first half of this year and will then draw up a blueprint for developing Lantau providing, among others, a reference timetable for implementing the related projects.

6. In the short to medium-term, we will implement the Tung Chung New Town Extension (TCNTE) to house a total population of about 268 000 as well as other developments along the northern part of Lantau which include the topside development at the Hong Kong boundary crossing facilities (HKBCF) island of the Hong Kong-Zhuhai-Macao Bridge (HZMB), Siu Ho Wan reclamation and adjoining development and Sunny Bay reclamation. At the same time, we will revitalise Tai O, Mui Wo and Ma Wan Chung Village and carry out other local improvement works projects including expansion and improvement of the mountain bike trail network and road improvement works in south Lantau. We will also take forward those feasible and worthwhile proposals on recreation and tourism development of Lantau. In the longer term, we will study the development of the East Lantau Metropolis (ELM) as a potential strategic growth area and a new core business district. Subject to study findings, public engagement and statutory procedures, the projection is to develop Lantau into an area capable of housing a population of up to a maximum of one million in

the long term¹. There will also be commercial developments at strategic locations, capitalising on the benefits brought by the Hong Kong International Airport (HKIA) and the planned Three-Runway System (3RS), HZMB and other strategic infrastructures in the area.

7. For its sheer scale and critical role in Hong Kong's sustainable development, Lantau Development will involve substantial and complex interfaces with various stakeholders on important aspects. It will require undertaking a wide range of studies, planning and implementing projects of different scales and natures in stages, conducting statutory procedures and public engagement in tandem under a well-coordinated programme.

Need for a Dedicated Multi-disciplinary Office

8. At present, the work concerned is carried out by several bureaux/departments (b/ds) and most of the work is only in the preliminary and exploratory stage. Currently, the Development Bureau (DEVB) coordinates with CEDD and the Planning Department (PlanD) to carry out various studies and projects, including topical studies to facilitate LanDAC to formulate the proposed development strategies for Lantau. DEVB is also conducting the study on recreation and tourism development strategy while CEDD is undertaking various studies and projects. PlanD is overseeing the planning-related studies and matters. Moreover, DEVB, CEDD and PlanD are sharing out the workload in providing secretariat support to LanDAC and its subcommittees.

9. All the existing posts involved in the work of LanDAC and Lantau Development were either redeployed within the b/ds or created on a time-limited basis, and there are no existing dedicated directorate posts for Lantau Development. The present level of manpower is scattered among the b/ds and is grossly inadequate to cope with the workload and complexity of Lantau Development from 2016 onwards. In view of the scale of the developments, including conservation initiatives, to be planned and implemented and for better coordination to ensure holistic planning, there is a need to form a new dedicated

¹ This estimation is on the maximum capacity only and is made on the assumption that all the proposed development projects would be implemented after being confirmed by detailed feasibility studies as feasible. As the actual uses, development scale, feasibility and implementation arrangement of each proposed development project have yet to be studied, the estimate is only a set of reference figures for the long-term development of Lantau.

multi-disciplinary LDO in CEDD with engineering, planning and other professionals working closely together for enhancing more effective and efficient communication and decision making in the development programme. Due to proximity convenience, LDO will also oversee projects in other outlying islands in the Islands District which is currently taken care of by HKI&I DevO.

10. The projects and proposals to be taken forward by LDO will include the following –

- (i) Implementation of the TCNTE;
- (ii) Engineering Infrastructural Works for Housing Development in Area 54, Tung Chung;
- (iii) Topside development at HKBCF island of HZMB;
- (iv) Sunny Bay reclamation;
- (v) Siu Ho Wan reclamation and development at adjoining area;
- (vi) Strategic Studies for Artificial Islands in the Central Waters (i.e. ELM);
- (vii) Improvement works at Mui Wo, Tai O and Ma Wan Chung;
- (viii) Improvement and expansion of Mountain Bike Trail Networks in south Lantau;
- (ix) Preliminary Feasibility Study of Cable Car System from Ngong Ping to Tai O, and Spa and Resort Development at Cheung Sha and Soko Islands;
- (x) Overall traffic and transport study for the developments in Lantau (recommended by LanDAC);
- (xi) Proposals of enhancing the conservation of Lantau and promoting better utilisation of natural resources;
- (xii) Project proposals recommended under DEVB's study on recreation and tourism development strategy;
- (xiii) Provision of cycle track along northern shore of Lantau;
- (xiv) Local enhancement works in Lantau, such as improvement works to roads/village access, car parking facilities, hiking trails, etc.;
- (xv) Proposals of supporting the social development of Lantau;
- (xvi) Public and stakeholder engagement to collect their views on the proposed development strategies for Lantau with a view to formulating a blueprint for developing Lantau;
- (xvii) Arrangement of or provision of support to local events in

Lantau, e.g. music festival, sports competition, etc.; and
(xviii) Development of ex-Lamma Quarry Area at Sok Kwu Wan.

11. LDO will be a one-stop office to carry out the planning, study/assessment, design, tendering and implementation of the various local and strategic development projects in Lantau in the short, medium and long term in an integrated, well-prioritised and scheduled manner, with proper coordination with interfacing projects including HZMB-related projects, HKIA's 3RS and North Commercial District development. To deliver the projects, LDO will need to provide professional and technical support to the drawing up of statutory Outline Zoning Plans and administrative land use plans, and conduct public and stakeholder engagement as well as completion of the relevant statutory procedures. Apart from major development proposals, LDO will continue to explore opportunities to implement quick-win local enhancement projects (e.g. area improvement projects) which will benefit the local or district level. Besides, in addition to works-related projects, LDO will devote substantial efforts to public engagement related to Lantau Development and hold or support local events which are conducive to the livelihood, well-being, and diversity of Lantau and meeting the vision of Lantau Development.

(A) Need for a Supernumerary PGE (D3) Post in CEDD to Head LDO

12. It is essential to have a PM ranked at PGE (D3) to lead LDO. He/she will provide close overview and high-level steer to manage the planning and implementation of all consultancy studies and works and non-works projects/initiatives in a coordinated manner, amid various requirements and constraints, to meet the vision and objectives of Lantau Development for Hong Kong's overall benefits. In the course, he/she will also liaise with the senior management of b/ds concerned and other stakeholders to resolve interfaces amongst different strategic issues and enable the delivery of the various projects under the development programme. At present, the existing PM/HKI&I of CEDD is responsible for the planning and implementation of all development projects on Hong Kong Island, Lantau and other outlying islands. Those projects on Hong Kong Island include, among others, the highly complex projects of Wan Chai Development II (WDII) and the associated works for Central-Wan Chai Bypass (CWB), which are progressing in full swing for completion as soon as practicable in order to relieve the existing increasingly congested road corridor

along the northern coast of Hong Kong Island. Other on-going works on Hong Kong Island include site formation projects for housing developments in Kennedy Town, provision of a boardwalk under the Island Eastern Corridor, the reassembly of Queen's Pier, and columbarium development engineering feasibility studies currently under HKI&I DevO, which will remain active until at least 2024. It is impractical for PM/HKI&I to head and oversee the new LDO on top of his existing work portfolio.

13. The proposed PGE (D3) heading LDO, designated as PM(L), will be underpinned by one GE (D2), one GTP (D2), and three CE (D1) posts. Amongst these six directorate posts, the PGE (D3), the GTP (D2) and two CE (D1) posts are new supernumerary posts proposed for creation for a period of about five years up to 31 March 2021 to take forward the planning and implementation of the development projects in Lantau and other outlying islands, whilst the remaining two directorate posts will be the DPM(HKI&I) post ranked at GE (D2) and CE/Islands post ranked at CE (D1) to be redeployed from HKI&I DevO and re-designated as DPM(L)1 and CE/L1 respectively. We will review the staffing requirement of LDO beyond 31 March 2021 by 2020, taking into account the development scale and progress of the programme at that time.

Encls. 3 & 4

14. The organisation chart of LDO showing the six directorate posts and the proposed job descriptions of PM(L) are at Enclosures 3 and 4 respectively. Upon the assumption of responsibilities relating to Lantau Development by the proposed PM(L), the existing post of PM(HKI&I) and the duties relating to Hong Kong Island will be subsumed into other development offices, as explained in the ensuing paragraphs.

(B) Need for a Supernumerary GTP (D2) Post in LDO of CEDD

15. As mentioned above, DPM(HKI&I) will be redeployed to LDO as DPM(L)1 to continue to take up the tasks related to developments in Lantau and other outlying islands, implement quick-win projects, and proactively lead the associated public engagement exercises for Lantau Development. Various studies for TCNTE, the topside development on the HKBCF island of HZMB, the Mui Wo and Tai O improvement works, the cable car system from Ngong Ping to Tai O, the spa and resort development at Cheung Sha and Soko Islands, and the tourism and recreation projects in south Lantau, amongst other projects, are also

progressing intensively further for early implementation. With the responsibility for Sunny Bay and Siu Ho Wan reclamations, ELM and support to LanDAC including secretariat support to all of its subcommittees to be centralised under LDO, the workload would be too heavy for a GE to manage.

16. Besides, LDO is intended to be a multi-disciplinary office for more effective and efficient collaboration among key professionals to take forward Lantau Development. It is imperative to have a planning team in LDO to integrate planning and engineering considerations in Lantau Development, which is especially important at this stage when land use strategy and statutory plans will be formulated for Lantau Development. We therefore propose creation of a new supernumerary GTP post, designated as DPM(L)2 to steer the planning work and share out the heavy workload of DPM(L)1 for ensuring professional and timely planning directions and inputs to Lantau Development. The planning team will be headed by the proposed DPM(L)2 to spearhead Lantau's planning and development including the drawing up of their overall strategies under a forward-planning perspective. He/she will also provide steer and manage the planning phase of various consultancy studies including leading the planning team to provide timely inputs to preparation of statutory and administrative land use plans. Moreover, DPM(L)2 will attend Legislative Council and other high-level meetings on planning matters related to Lantau Development and resolve planning issues in the implementation stage.

17. The proposed job descriptions of DPM(L)1 and DPM(L) 2 are at Encls. 5 & 6 Enclosures 5 and 6 respectively.

(C) Need for Two Supernumerary CE (D1) Posts in LDO of CEDD

18. At present, CE/Islands of HKI&I DevO is mainly responsible for supervising and managing the engineering feasibility studies and planning and engineering studies as well as implementing the infrastructure/improvement projects in Lantau and other outlying islands including TCNTE, the topside development on the HKBCF island of HZMB, the preliminary feasibility study of cable car system from Ngong Ping to Tai O, spa and resort development at Cheung Sha and Soko Islands, provision of public relations support to Lantau Development, and development of ex-Lamma Quarry Area at Sok Kwu Wan, etc. As he is already fully occupied with the projects mentioned above, the other two

CEs in HKI&I DevO, namely CE/HK1 and CE/HK2, are providing ad hoc support by sharing the workload of some projects in Lantau, including the improvement works at Tai O and Mui Wo and the improvement and expansion of the mountain bike trail network in south Lantau in order to temporarily cope with the current difficult situation. It is proposed that the CE/Islands will be redeployed to LDO to continue his work. However, the other two CEs of HKI&I DevO could not be redeployed to LDO as they still have to handle the work of Hong Kong Island including WDII and the associated work for CWB, which would continue until at least 2024. On the other hand, taking into account the increasingly substantial workload of Lantau Development arising from the upcoming tasks including the Sunny Bay and Siu Ho Wan reclamations, ELM, various proposals identified under the study on recreation and tourism development strategy for Lantau, etc., two CE (D1) posts are required to be created in LDO, namely CE/L2 and CE/L3.

19. LDO will be organised into two branches, namely Lantau 1 Branch headed by DPM(L)1, which focuses on projects progressed to design and construction stages, and Lantau 2 Branch headed by DPM(L)2, which basically handles projects at the planning stage. Given the amount and nature of work, Lantau 1 Branch requires the support of two CEs who will each head a division, namely Lantau Division 1 headed by CE/Lantau 1 (CE/L1) to be redeployed from HKI&I DevO and Division 2 by CE/L2 to be created. For Lantau 2 Branch, it will be supported by Division 3 which will be headed by CE/L3 to be created, and other professionals under DPM(L)2's steer and directives. CE/L1 and CE/L2 will work under DPM(L)1 while CE/L3 will be under DPM(L)2, with duties as follows -

- (a) CE/L1 will be mainly responsible for carrying out studies, implementing the reclamation, site formation and infrastructure works for TCNTE, Ma Wan Chung improvement works, and the development project at the ex-Lamma Quarry on Lamma Island, and overseeing all conservation and environmental issues for Lantau Development;
- (b) CE/L2 will be mainly responsible for implementing the improvement works at Mui Wo and Tai O, the mountain bike trail networks in south Lantau, and the topside development at the HKBCF island of HZMB, short-term local improvement

works and quick-win projects, and overseeing the secretariat work of the subcommittees under LanDAC, project programming and technical issues for Lantau Development and all public engagement events and activities; and

- (c) CE/L3 will be mainly responsible for implementing the ELM, the Sunny Bay reclamation, the Siu Ho Wan reclamation and adjoining development, the spa and resort development at Cheung Sha and Soko Islands, the cable car system from Ngong Ping to Tai O and proposals as identified under the study on recreation and tourism development strategy, and overseeing strategic traffic and transport infrastructure development and geotechnical issues for Lantau Development.

20. The proposed job descriptions of CE/L1, CE/L2 and CE/L3 are at Enclosures 7, 8 and 9 respectively.

Encls. 7 - 9

Proposed Change of Geographical Boundaries of DevOs in CEDD and Redistribution of Duties and Responsibilities

Existing Structure

21. CEDD currently comprises the following offices: the Headquarters (HQs), two functional Offices, namely Civil Engineering Office (CEO) and Geotechnical Engineering Office (GEO), and four DevOs demarcated according to geographical location, namely HKI&I, K, NTE, and NTW. Except for GEO which is headed by a Principal Government Geotechnical Engineer (D3), each of the other offices is headed by a PGE (D3). The geographical boundaries of the four existing DevOs are at Enclosure 10. The PGEs heading the four DevOs are each designated as PM, namely PM(HKI&I), PM(K), PM(NTE) and PM(NTW). PM(HKI&I) is deputised by the GE (D2) post of DPM(HKI&I); PM(K) by the GE (D2) post of DPM(K) and the GE/GA (D2) post of Head/Kai Tak Office (H(KTO)); PM(NTE) by the GE (D2) posts of DPM(NTE)1 and DPM(NTE)2; and PM(NTW) by the GE (D2) post of DPM(NTW).

Encl. 10

22. CEDD is the principal works department responsible for implementing the various engineering infrastructure, development and land

supply projects and district administration of the 18 Districts. Apart from Lantau Development and the projects in other outlying islands in the Islands District, CEDD is also actively taking forward the implementation of a vast number of major development and infrastructure projects in various regions of the territory, such as –

Region	Major Development and Infrastructure Projects
<u>Hong Kong Island</u> (currently being handled by HKI&I DevO)	(i) WDII and associated works for CWB (ii) Site formation projects for housing developments in Kennedy Town (iii) Boardwalk under the Island Eastern Corridor (iv) Reassembly of Queen's Pier (v) Columbarium development engineering feasibility studies (vi) Housing development at Braemar Hill district
<u>Kowloon</u> (currently being handled by K DevO)	(i) Kai Tak Development (KTD) (ii) West Kowloon Cultural District Integrated Basement and Infrastructure Projects (iii) Trunk Road T2 (iv) Development of ex-Cha Kwo Ling Kaolin Mine Site (v) Grade-separated pedestrian linkages along Sham Mong Road and at Kwun Tong Town Centre Redevelopment (vi) Infrastructure works for housing sites adjacent to Lung Ping Road at Tai Wo Ping (vii) Demolition works for development at North West Kowloon Reclamation Site 1
<u>New Territories North and East</u> (currently being handled by NTE DevO)	(i) Liantang/Heung Yuen Wai Boundary Crossing Point (LT-HYW BCP) (ii) Kwu Tung North (KTN) New Development Area (NDA) (iii) Fanling North (FLN) NDA (iv) NT North Development (v) Kwu Tung South, Kong Nga Po and other developments in North District

Region	Major Development and Infrastructure Projects
	<ul style="list-style-type: none"> (vi) Widening of Tai Po Road (Sha Tin Section) (vii) Infrastructure works in Shatin (ST) and Ma On Shan (viii) Development at Anderson Road Quarry (ix) Tseung Kwan O (TKO) - Lam Tin Tunnel (TKO-LTT) (x) Cross Bay Link (CBL) in TKO (xi) Infrastructure works in TKO and Sai Kung (SK) (xii) New housing sites in TKO areas and the re-planning and development of TKO Area 137
<u>New Territories West</u> (currently being handled by NTW DevO)	<ul style="list-style-type: none"> (i) Hung Shui Kiu NDA (ii) Developments of Yuen Long South (iii) Development of Lok Ma Chau Loop (iv) Housing Developments at Kam Tin South (v) New Territories Cycle Track Network Project

23. Assessment based on the current project programmes has revealed that the capital works expenditure under CEDD would increase substantially from about \$6 billion in 2014-15 to over \$9 billion in 2016-17 as more projects are taken forward progressively. Given the complexity and massive scale of the projects and their tight development programmes, intensive professional inputs from CEDD are required in order to sustain this momentum. This has led to tremendous increase in workload and exerted much pressure on different offices, in particular the work in recent years related to Lantau Development within HKI&I DevO and development at North District within NTE DevO. Upon the setting up of the proposed LDO to take up development projects and district administration in Lantau and other outlying islands, the opportunity is taken to review the work allocation and boundaries amongst the DevOs as well as the duties of PMs in CEDD, including whether the development projects on Hong Kong Island can be re-distributed to one of the other DevOs (namely, K DevO, NTE DevO and NTW DevO), to better balance the workload having regard to the status of various projects and consistency within district boundaries. The outcome of our review is as follows –

- (a) PM(NTW) is already fully engaged in his existing projects and

has no spare capacity to take up additional workload, such as those projects on Hong Kong Island;

- (b) The workload arising from the projects under the NTE DevO is fast increasing and has grown beyond the capacity of PM(NTE), and thus the projects in SK District (including TKO) should be re-distributed to another DevO; and
- (c) The projects in Hong Kong Island, Kowloon and SK District need to be overseen and steered by two PMs under two DevOs.

24. Details of the proposed redistribution of duties and responsibilities and changes to the geographical boundaries of DevOs are explained in the ensuing paragraphs.

North Development Office (NDO)

Proposed Redeployment of One PM Post from HKI&I DevO as well as One DPM and Three CE posts from NTE DevO to Form a New NDO

25. As highlighted in the 2015 Policy Address, in the medium and long terms, KTN and FLN NDAs will be the important source of housing and land supply for Hong Kong, especially in terms of Public Rental Housing and Home Ownership Scheme flats. The Government is also studying further developments in the NT North to meet long-term housing needs. The land supply and other infrastructure projects in North District as well as Tai Po (TP), ST and SK Districts are currently overseen by NTE DevO. In the North and TP Districts, the construction of LT-HYW BCP project is being pursued in full swing in order to enhance the links with the Mainland. The project involves site formation of about 23 ha of land for a new BCP and construction of an approximately 11 km long dual two-lane trunk road connecting the BCP with Fanling Highway. The new BCP will shorten the travelling time between Hong Kong and eastern Guangdong, southern Fujian and Jiangxi, thus greatly facilitating future regional cooperation and development. It will also redistribute the cross-boundary vehicular traffic amongst the crossings in the east and alleviate the busy conditions at Man Kam To and Sha Tau Kok BCPs. The various multi-billion contracts and associated consultancies have to be closely managed in order to ensure their timely completion within the Approved Project Estimate.

On the other hand, the KTN and FLN NDAs of a total area of about 614 ha are being actively taken forward for implementation, requiring a lot of community and engagement work as well as technical support for land acquisition and clearance work so that the implementation programme can meet the land supply target. Given their sheer scale and the number of residents and stakeholders affected, the public and political sensitivity of these two NDA projects cannot be stressed more as also evidenced from the objections and public concerns generated. The workload will be maintained at a high level in the next few years as the construction works for the initial phases are planned to commence from 2018 onwards while the planning and design of the remaining phases are proceeding actively at the same time. In ST District, the Widening of Tai Po Road (Sha Tin Section) project commenced detailed design in end 2015 for completion of construction by end 2021 to meet the anticipated traffic demand generated from continued development in ST, TP and North Districts. Other land supply related infrastructure projects in Ma On Shan and Fo Tan have also entered into construction phase. The above-mentioned works in ST, TP and North Districts together with the other projects in SK District have grown beyond the capacity of PM(NTE). There is a need for a dedicated PM and a DevO to focus just on projects in the North, TP and ST Districts so that the required attention span can be maintained to provide the close overview and steer required at a high level in a timely manner, better assuring the meeting of the policy objective.

26. It is therefore proposed to set up an NDO with existing resources to look after all development projects and district administration in the North, TP and ST Districts. Posts to be redeployed are as follows –

- (a) redeploying PM(HKI&I) post ranked at PGE (D3) from HKI&I DevO to be re-titled as PM(North) (PM(N));
- (b) redeploying DPM(NTE)2 post ranked at GE (D2) from NTE DevO to be re-titled as DPM(North) (DPM(N)); and
- (c) redeploying CE/BCP, CE/NTE3, and CE/NTE4 posts ranked at CE (D1) from NTE DevO, to be re-titled as CE/N1, CE/N2 and CE/N3 respectively.

Encl. 11 27. The proposed job descriptions of PM(N) are at Enclosure 11 and the

Encl. 12 updated responsibilities of DPM(N), CE/N1, CE/N2 and CE/N3 are at Enclosure 12.

East Development Office (EDO) and South Development Office (SDO)

Proposed Redeployment of One PM, One DPM and Two CE Posts from NTE DevO, as well as the H(KTO) Post and Three CE Posts from K DevO to Form a New EDO; and Proposed Redeployment of one PM, one DPM and two CE Posts from K DevO and two CE Posts from HKI&I DevO to Form a New SDO

28. Based on the programme of WDII, the site formation project for housing and developments in Kennedy Town, the provision of a boardwalk underneath Island Eastern Corridor and other projects on Hong Kong Island, the current workload will remain active until at least 2024. On the other hand, while NDO should take up the major projects in North, TP and ST Districts from NTE DevO, the remaining major projects in SK District under NTE DevO are substantial and resource-intensive. These include the construction works of TKO-LTT and CBL which will commence in sequence starting from 2016 to meet the traffic demands of a larger population in TKO and to cope with the housing development in the areas. In addition, to enhance land supply, the construction works of the Development of the Anderson Road Quarry will commence in late 2016. Other new initiatives to accommodate additional population, including various new housing sites in TKO areas and the re-planning and development of TKO Area 137, are being considered actively. They are also critical to meeting the land supply policy objective.

29. To better balance the workload, the work in Kowloon, Hong Kong Island and SK/TKO will be shared between the current PM(K) and PM(NTE) by adjusting the boundaries such that the new EDO will look after SK, Wong Tai Sin (WTS), Kwun Tong (KT), and Kowloon City (KC) Districts, while the new SDO will look after Hong Kong Island, Sham Shui Po (SSP) and Yau Tsim Mong (YTM) Districts. EDO will be responsible for all projects in SK/TKO and Kai Tak Development (KTD), while SDO will be responsible for all other projects on Hong Kong Island and in Kowloon (except KTD).

30. It is therefore proposed that EDO be set up with existing resources by redeployment of posts as follows –

- (a) redeploying PM(NTE) post ranked at PGE (D3) from NTE DevO to be re-titled as PM(East) (PM(E));
- (b) redeploying DPM(NTE)1 post ranked at GE (D2) from NTE DevO to be re-titled as DPM(East) (DPM(E));
- (c) redeploying CE/NTE1 and CE/NTE2 posts ranked at CE (D1) from NTE DevO to be retitled as CE/E1 and CE/E2 respectively;
- (d) redeploying H(KTO) post ranked at GE/GA (D2) from K DevO with the same title; and
- (e) redeploying CE/K1, CE/K3, and CE/K4 posts ranked at CE (D1) from K DevO to be retitled as CE/E3, CE/E4 and CE/E5 respectively.

Encl. 13 31. The proposed job descriptions of PM(E) are at Enclosure 13. The updated responsibilities of DPM(E), H(KTO) and the five CE posts in EDO are at
Encl. 12 Enclosure 12.

32. It is also proposed that SDO be set up with existing resources by redeployment of posts as follows –

- (a) redeploying PM(K) post ranked at PGE (D3) and DPM(K) post ranked at GE(D2) from K DevO to be re-titled as PM(S) and DPM(S) respectively;
- (b) redeploying CE/K2 and CE/K5 posts ranked at CE (D1) from K DevO to be re-titled as CE/S1 and CE/S2 respectively; and
- (c) redeploying CE/HK1 and CE/HK2 posts ranked at CE (D1) from HKI&I DevO to be re-titled as CE/S3 and CE/S4 respectively.

Encl. 14 33. The proposed job descriptions of PM(S) are at Enclosure 14. The updated responsibilities of DPM(S) and the four CE posts in SDO are at
Encl. 12 Enclosure 12.

Proposed Re-titling of NTW DevO to West Development Office (WDO)

34. The responsibilities of NTW DevO remain unchanged, but the office will be re-titled as WDO for consistency. The existing PGE, GE and CE posts of PM(NTW), DPM(NTW), CE/NTW1, CE/NTW2, CE/NTW3 and CE/NTW4 will be re-titled as PM(W), DPM(W), CE/W1, CE/W2, CE/W3 and CE/W4 respectively.

Encls. 1 & 2
Encl. 15

35. The existing and proposed organisation charts of CEDD showing the proposed changes are at Enclosures 1 and 2 respectively, and the revised geographical boundaries of the Development Offices is at Enclosure 15.

OTHER MANPOWER RESOURCES

Encl. 16

36. On top of the directorate posts mentioned above, we will also enhance the non-directorate staffing in DEVB, CEDD and PlanD in support of the Lantau Development initiatives by creating 50 non-directorate posts. Summaries of the grades of the posts to be created and their duties are at Enclosure 16.

ALTERNATIVES CONSIDERED

37. At present, directorate officers at CEDD, including those of the four existing DevOs, are fully occupied with their daily responsibilities as explained above. For the CEO, the directorate officers are also fully engaged with various daily responsibilities under their purview and the additional duties in relation to a large number of new public housing development projects taken up from the Transport and Housing Bureau in recent years. Hence, the alternative of re-distributing the development projects on Hong Kong Island to one of the other DevOs in order that the HKI&I DevO could concentrate on Lantau Development is impractical. The other alternative of redeploying directorate staff from CEO to strengthen HKI&I DevO to enable it to cope with the workload arising from Lantau Development is also not feasible. Similar to CEDD, all directorate officers in PlanD are already fully occupied with their existing portfolios. There is currently no dedicated directorate post in PlanD to provide planning input and

support to Lantau Development, and the related workload is absorbed by Assistant Director/Territorial (AD/T) at the GTP level. However, AD/T is already heavily engaged in a number of duties not related to Lantau Development such as Hong Kong 2030+ : Towards a Planning Vision and Strategy Transcending 2030 and the related consultancy studies for technical assessments, planning and engineering studies for Hung Shui Kiu NDA, Kwu Tung South and Yuen Long South, Preliminary Feasibility Study on Development of the NT North and Mainland-related planning studies and matters. Hence, the alternative of deploying a GTP from PlanD to the dedicated LDO is not possible.

38. In order to develop the Lantau Development initiatives from conceptual proposals through in-depth planning and detailed design towards full realisation, with comprehensive community engagement along the way, there is a genuine and pressing need to set up the dedicated LDO with the proposed new directorate posts to be supplemented by existing resources. The consequential revision to the geographical boundaries and the redistribution of duties and responsibilities among the DevOs in CEDD, entirely by redeploying existing resources is also essential for rationalising the workload distribution in order to cater for the changed circumstances and future challenges. Other than one GE and one CE posts proposed to be redeployed to LDO as mentioned above, it is operationally impractical for the other directorate Engineering Grade officers to effectively take up the whole or part of the new duties and responsibilities relating to LDO. The schedule of responsibilities for all other existing PGE, GE and CE posts in CEDD after re-organisation is at Enclosure 12.

Encl. 12

FINANCIAL IMPLICATIONS

39. The proposed creation of one PGE, one GTP and two CE posts will bring about an additional notional annual salary cost at mid-point (NAMS) of \$7,590,600 as follows –

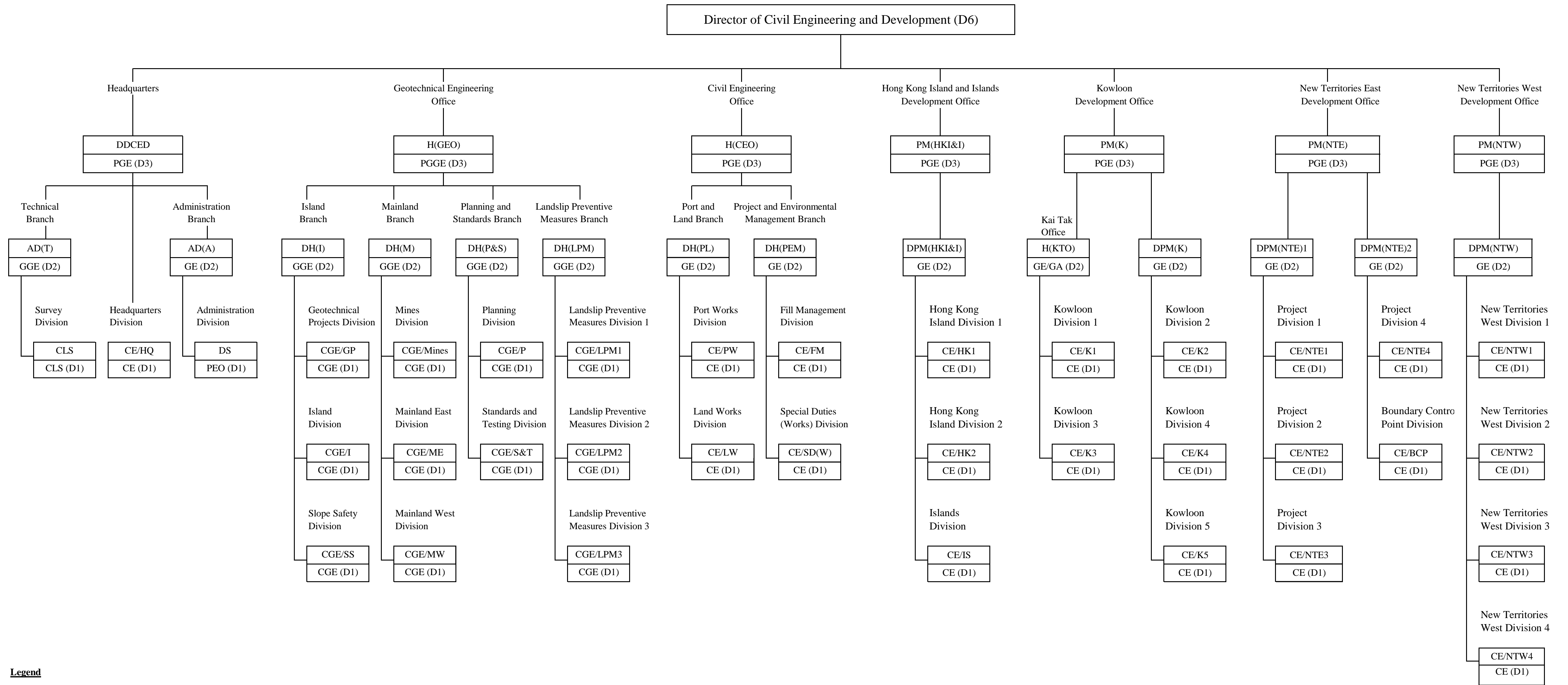
Directorate posts	No. of posts	NAMS (\$)
PGE (D3)	1	2,290,800
GTP (D2)	1	1,973,400
CE (D1)	2	3,326,400
Total	4	7,590,600

The additional full annual average staff cost, including salaries and staff on-cost, is about \$10,757,000.

40. The additional NAMS for the non-directorate posts in DEVB, CEDD and PlanD is \$32,209,740 and the full annual average staff cost, including salaries and staff on-cost, is about \$44,253,000. We will include the necessary provision in the annual Estimates of the relevant financial years from 2016-17 onwards to meet the cost of the proposals.

Development Bureau
February 2016

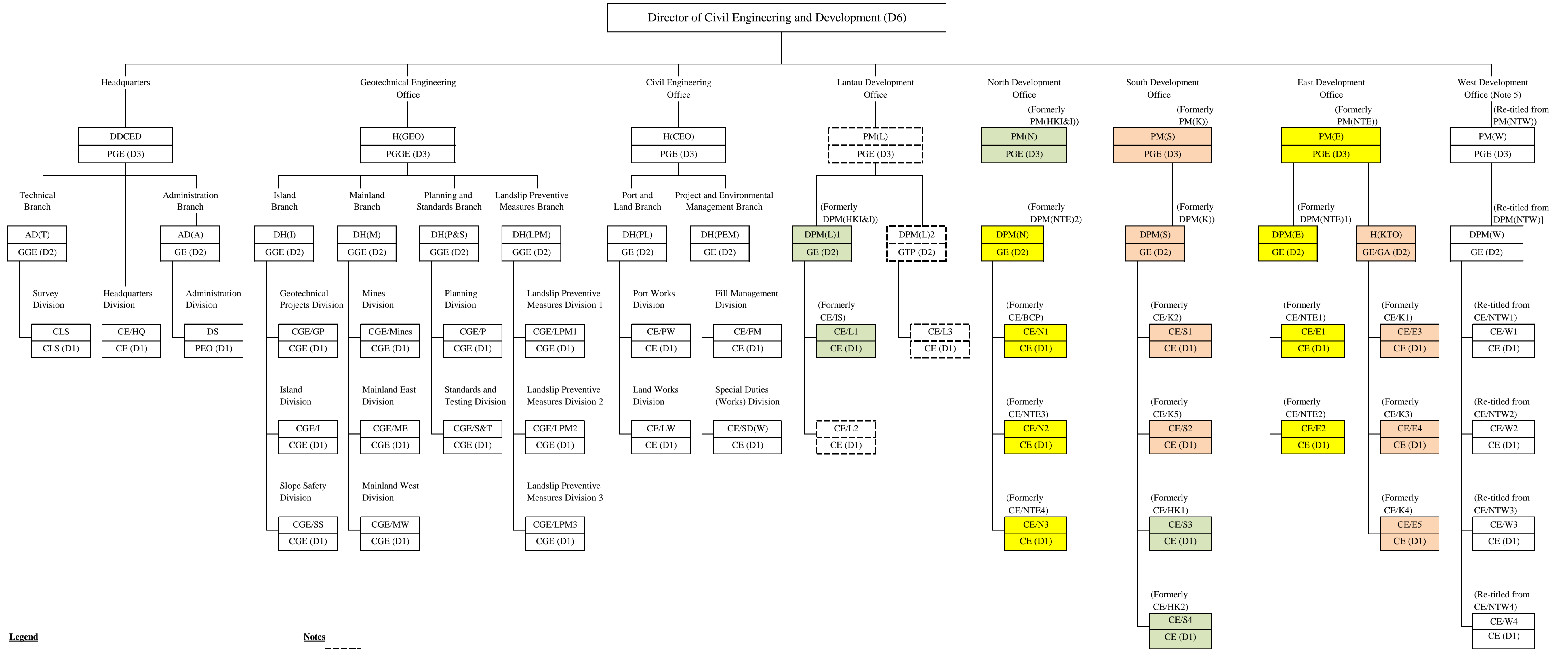
Existing Organisation Chart of Civil Engineering and Development Department



Legend

- | | | | |
|-------|--|------|--|
| AD | Assistant Director | GA | Government Architect |
| CE | Chief Engineer | GE | Government Engineer |
| CGE | Chief Geotechnical Engineer | GGE | Government Geotechnical Engineer |
| CLS | Chief Land Surveyor | H | Head of Office |
| CTP | Chief Town Planner | PGE | Principal Government Engineer |
| DDCED | Deputy Director of Civil Engineering and Development | PGGE | Principal Government Geotechnical Engineer |
| DH | Deputy Head of Office | PM | Project Manager |
| DPM | Deputy Project Manager | | |
| DS | Departmental Secretary | | |

Proposed Organisation Chart of Civil Engineering and Development Department after Re-organisation



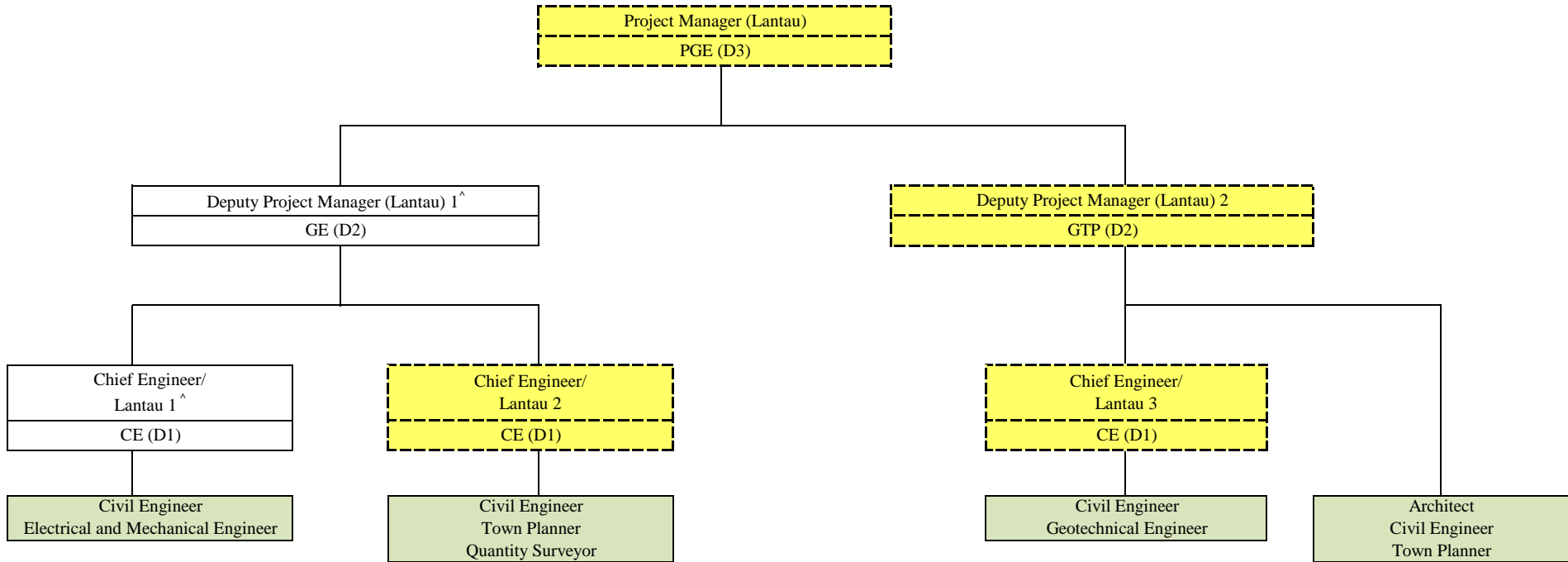
Legend

- AD Assistant Director
- CE Chief Engineer
- CGE Chief Geotechnical Engineer
- CLS Chief Land Surveyor
- CTP Chief Town Planner
- DDCED Deputy Director of Civil Engineering and Development
- DH Deputy Head of Office
- DPM Deputy Project Manager
- DS Departmental Secretary
- GA Government Architect
- GE Government Engineer
- GTP Government Town Planner
- GGE Government Geotechnical Engineer
- H Head of Office
- PGE Principal Government Engineer
- PGGE Principal Government Geotechnical Engineer
- PM Project Manager

Notes

1. 1 PGE, 1GTP and 2 CE supernumerary posts proposed for creation for about 5 years up to 31.3.2021.
2. Posts to be redeployed from Hong Kong Island and Islands Development Office of CEDD
3. Posts to be redeployed from Kowloon Development Office of CEDD
4. Posts to be redeployed from New Territories East Development Office of CEDD
5. Formerly New Territories West Development Office of CEDD

**Proposed Organisation Chart of the Lantau Development Office*
of Civil Engineering and Development Department**



Legend

CE - Chief Engineer

GE - Government Engineer

GTP - Government Town Planner

PGE - Principal Government Engineer

Supernumerary posts proposed for creation for about 5 years up to 31.3.2021.

Grades of non-directorate professional staff.

Note

* Lantau Development Office is a multi-disciplinary office with engineering, planning and other professionals.

^ Posts proposed to be redeployed from CEDD/HKI&I DevO.

**Proposed Job Description of
Project Manager (Lantau)**

Rank : Principal Government Engineer (D3)

Responsible to : Director of Civil Engineering and Development

Major Duties and Responsibilities –

Project Manager (Lantau) is responsible for administering, supervising and managing the Lantau Development Office (LDO) covering developments in Lantau and other outlying islands such as the Tung Chung New Town Extension, Topside Development at Hong Kong Boundary Crossing Facilities Island of Hong Kong-Zhuhai-Macao Bridge and East Lantau Metropolis. The major duties are –

1. To administer, supervise and manage LDO in the implementation of development projects in Lantau and other outlying islands.
2. To plan, manage and implement projects in the development programmes to meet the Government's programme plans, policy objectives and planned infrastructure targets.
3. To administer Public Works Programme items and arrange for completing all associated administrative and statutory procedures.
4. To forecast expenditure and exercise financial control of Public Works Programme projects.
5. To provide steer and guidance for the staff of the office and maintain close liaison with counterparts and senior officials in policy bureaux and other departments in order to maintain close coordination and resolve important issues.
6. To steer the consultancy and contract management and monitor the progress of consultancy studies and contract works.
7. To oversee district administration matters for Lantau and other outlying islands.

**Proposed Job Description of
Deputy Project Manager (Lantau) 1**

Rank : Government Engineer (D2)

Responsible to : Project Manager (Lantau)

Major Duties and Responsibilities –

Deputy Project Manager (Lantau) 1 is responsible for the effective operation of the Lantau Development Office in the implementation and coordination of development programmes. He/she oversees the resource planning, contract administration and financial control for development projects such as the Tung Chung New Town Extension and Topside Development at Hong Kong Boundary Crossing Facilities Island of Hong Kong-Zhuhai-Macao Bridge as well as the secretariat work for the subcommittees under the Lantau Development Advisory Committee (LanDAC). The major duties are –

1. To assist the Project Manager (Lantau) in overseeing and directing the work of the development with particular emphasis on maintaining project momentum in accordance with baseline programmes.
2. To supervise project cost control, including resources allocation, project estimates and expenditure control.
3. To oversee the secretariat work for the LanDAC subcommittees.
4. To lead and supervise the public engagement events for Lantau Development.
5. To carry out the statutory and administrative procedures for securing project delivery and funding.
6. To manage all staff matters, including planning, office organisation, allocation of resources, establishment, personnel, training and career development.
7. To supervise the selection, appointment and management of consultants and

contractors.

8. To oversee district administration matters for Lantau and other outlying islands.
9. To oversee the drawing up of short-term projects for Lantau (such as area improvement works).
10. To oversee the work of Chief Engineers under his/her purview.

**Proposed Job Description of
Deputy Project Manager (Lantau) 2**

Rank : Government Town Planner (D2)

Responsible to : Project Manager (Lantau)

Major Duties and Responsibilities –

Deputy Project Manager (Lantau) 2 is responsible for the effective operation of the Lantau Development Office in the planning and implementation of development programmes. He/she oversees the resource planning, land use planning, contract administration and financial control for development projects such as the Sunny Bay reclamation, the Siu Ho Wan reclamation and East Lantau Metropolis. The major duties are –

1. To assist the Project Manager (Lantau) in supervising the planning issues in LDO.
2. To oversee resource planning and programme control.
3. To oversee the formulation of development strategies for Lantau Development.
4. To oversee the selection, appointment and management (planning phase) of the consultancies for taking forward Lantau Development.
5. To steer the consultants in undertaking studies and achieving set objectives.
6. To oversee and steer the implementation of Lantau Development, including providing inputs to preparation of statutory and administrative land use plans for Lantau Development and processing of representations and comments in relation to statutory land use plans.
7. To oversee the work of Chief Engineer/Lantau 3 under his/her purview.

**Proposed Job Description of
Chief Engineer / Lantau 1**

Rank : Chief Engineer (D1)

Responsible to : Deputy Project Manager (Lantau) 1

Major Duties and Responsibilities –

Chief Engineer / Lantau 1 is mainly responsible for carrying out studies, implementing the reclamation, site formation and infrastructure works for Tung Chung New Town Extension, Ma Wan Chung improvement works, development project at the ex-Lamma Quarry on Lamma Island, and overseeing all conservation and environmental issues for Lantau Development. The major duties are –

1. To lead and supervise the works division assigned under him/her.
2. To execute the strategies and policies formulated by the policy bureaux in respect of the Lantau development projects.
3. To implement effective control for the projects undertaken by his/her division.
4. To oversee the implementation of statutory and administrative procedures including the Environmental Impact Assessment Ordinance procedures, gazettals under the relevant Ordinances, public consultation, seeking of funding, financial control and forecast, commissioning of consultancies, tendering of works contracts and contract administration.
5. To supervise the selection and appointment of consultants, including attendance at Engineering and Associated Consultants Selection Board meetings.
6. To manage consultants engaged in the projects including overseeing progress of studies and works, provision of guidance to consultants, assessment and reporting of consultants' recommendations and resolution of important issues.

7. To oversee district administration matters for Lantau and other outlying islands.
8. To chair/attend meetings to ensure the smooth delivery of studies and works.

**Proposed Job Description of
Chief Engineer / Lantau 2**

Rank : Chief Engineer (D1)

Responsible to : Deputy Project Manager (Lantau) 1

Major Duties and Responsibilities –

Chief Engineer / Lantau 2 is mainly responsible for implementing the improvement works at Mui Wo and Tai O, the mountain bike trail networks in south Lantau, and the Topside Development at Hong Kong Boundary Crossing Facilities Island of Hong Kong-Zhuhai-Macao Bridge, short-term local improvement works and quick-win projects, and overseeing the secretariat work for the subcommittees under the Lantau Development Advisory Committee (LanDAC), project programming and technical issues for Lantau Development and all public engagement events and activities. The major duties are –

1. To lead and supervise the works division assigned under him/her.
2. To execute the strategies and policies formulated by the policy bureaux in respect of the Lantau development projects.
3. To implement effective control for the projects undertaken by his/her division.
4. To oversee the secretariat work of LanDAC subcommittees.
5. To lead and supervise the public engagement events for Lantau Development.
6. To oversee the implementation of statutory and administrative procedures including the Environmental Impact Assessment Ordinance procedures, gazettals under the relevant Ordinances, public consultation, seeking of funding, financial control and forecast, commissioning of consultancies, tendering of works contracts and contract administration.
7. To supervise the selection and appointment of consultants, including

attendance at Engineering and Associated Consultants Selection Board meetings.

8. To manage consultants engaged in the projects including overseeing progress of studies and works, provision of guidance to consultants, assessment and reporting of consultants' recommendations and resolution of important issues.
9. To chair/attend meetings to ensure the smooth delivery of studies and works.

**Proposed Job Description of
Chief Engineer / Lantau 3**

Rank : Chief Engineer (D1)

Responsible to : Deputy Project Manager (Lantau) 2

Major Duties and Responsibilities –

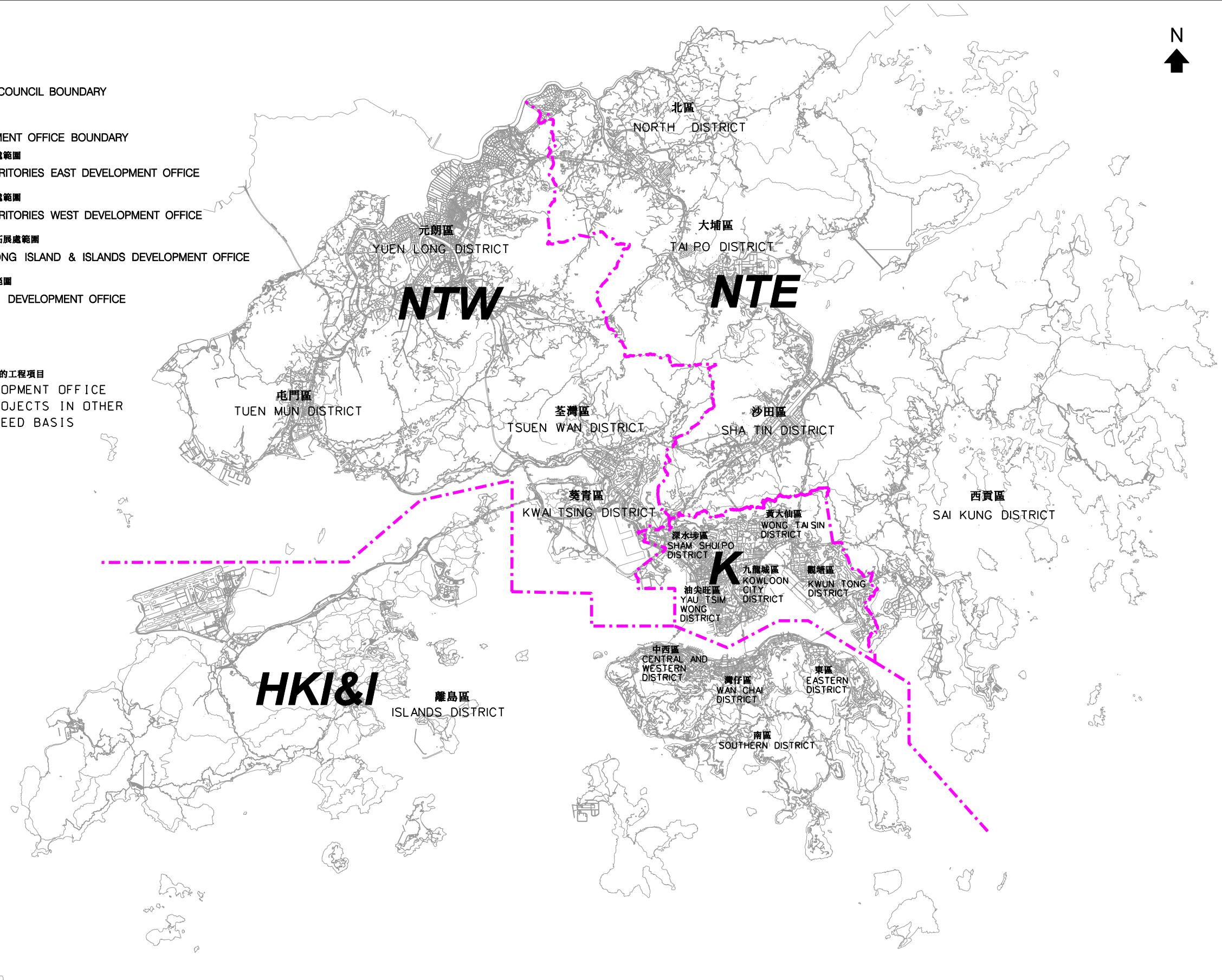
Chief Engineer / Lantau 3 is mainly responsible for implementing the East Lantau Metropolis, the Sunny Bay reclamation, Siu Ho Wan reclamation and adjoining development, spa and resort development at Cheung Sha and Soko Islands, cable car system from Ngong Ping to Tai O, further proposals as identified under the study on recreation and tourism development strategy, and overseeing strategic traffic and transport infrastructure development and geotechnical issues for Lantau Development . The major duties are –


1. To lead and supervise the works division assigned under him/her.
2. To execute the strategies and policies formulated by the policy bureaux in respect of the Lantau development projects.
3. To implement effective control for the projects undertaken by his/her division.
4. To oversee the implementation of statutory and administrative procedures including the Environmental Impact Assessment Ordinance procedures, gazettals under the relevant Ordinances, public consultation, seeking of funding, financial control and forecast, commissioning of consultancies, tendering of works contracts and contract administration.
5. To supervise the selection and appointment of consultants, including attendance at Engineering and Associated Consultants Selection Board meetings.
6. To manage consultants engaged in the projects including overseeing progress of studies and works, provision of guidance to consultants, assessment and reporting of consultants' recommendations and resolution of important issues.

7. To chair/attend meetings to ensure the smooth delivery of studies and works.

- 圖例**
LEGEND
- 區議會分界
DISTRICT COUNCIL BOUNDARY
 - · — · 拓展處分界
DEVELOPMENT OFFICE BOUNDARY
 - NTE** 新界東拓展處範圍
NEW TERRITORIES EAST DEVELOPMENT OFFICE
 - NTW** 新界西拓展處範圍
NEW TERRITORIES WEST DEVELOPMENT OFFICE
 - HKI&I** 港島及離島拓展處範圍
HONG KONG ISLAND & ISLANDS DEVELOPMENT OFFICE
 - K** 九龍拓展處範圍
KOWLOON DEVELOPMENT OFFICE

備註
NOTE:
各拓展處如有需要會承擔範圍外的工程項目
INDIVIDUAL DEVELOPMENT OFFICE
MAY UNDERTAKE PROJECTS IN OTHER
DISTRICTS ON A NEED BASIS



圖則名稱 drawing title 重組架構前各拓展處的地理界線圖 DEVELOPMENT OFFICE BOUNDARY PLAN BEFORE RE-ORGANISATION	繪圖 drawn	簽署 initial	日期 date	項目編號 item no.	辦事處 office 港島及離島拓展處 HONG KONG ISLAND AND ISLANDS DEVELOPMENT OFFICE
	核對 checked	簽署 initial	日期 date	比例 scale 1 : 200 000 @A3	
	核准 approved	簽署 initial	日期 date	圖則編號 drawing no. HKI-Z2160	 土木工程拓展署 CIVIL ENGINEERING AND DEVELOPMENT DEPARTMENT

**Proposed Job Description of
Project Manager (North)**

Rank : Principal Government Engineer (D3)

Responsible to : Director of Civil Engineering and Development

Major Duties and Responsibilities –

Project Manager (North) is responsible for administering, supervising and managing the North Development Office covering developments in the North, Tai Po and Shatin Districts. The major duties are –

1. To manage, plan and coordinate development projects in the region to meet the Government's overall planning and development objectives.
2. To supervise the processing and financial control of Public Works Programme projects within the allocation of resources and to proceed with the necessary statutory procedures.
3. To supervise the work of the deputy and teams of professionals of various ranks and their supporting technical and administrative staff.
4. To maintain close liaison with the policy bureaux, departments/offices, Legislative Council, District Councils and other relevant public/private bodies to identify and resolve issues related to the planning and implementation of projects in the region.
5. To appoint and manage consultants including resident site staff, and to monitor and control the progress of the Department's projects and works contracts.
6. To chair/attend meetings, committees, conferences/forums, etc.
7. To oversee district administration matters within the development office boundary.

**Key portfolios of the other existing Principal Government Engineer,
Government Engineer and Chief Engineer posts¹
in the Civil Engineering and Development Department after re-organisation**

Civil Engineering Office

Head (Civil Engineering Office) (PGE) (D3) is responsible for the overall administration and management of the Civil Engineering Office, comprising a headquarters unit, the Project and Environmental Management Branch and the Port and Land Branch, including four works divisions.

2. **Deputy Head (Port and Land)** (GE) (D2) is responsible for the overall administration and management of the Port and Land Branch of the Civil Engineering Office, comprising the Port Works Division and Land Works Division. He is also responsible for supervising a project management unit for the implementation of a number of public housing site projects.

3. **Deputy Head (Project and Environmental Management)** (GE) (D2) is responsible for the overall administration and management of the Project and Environmental Management Branch of the Civil Engineering Office, comprising the Fill Management Division and Special Duties (Works) Division. He is also responsible for supervising a project management unit for the implementation of the universal accessibility programme.

4. **Chief Engineer/Special Duties (Works)** is responsible for the planning, design and construction of the Anderson Road Development, Decontamination Works at Kennedy Town Comprehensive Development Area, and site formation and infrastructure works for housing sites; and provision of technical support to Steering Committee on Implementation of Hong Kong Disneyland and Ocean Park Redevelopment Committee on further expansion of the theme parks; and co-ordination of maintenance issues in Penny's Bay Development Area.

¹ The proposed duties of the PGE, GE and CE posts proposed to be created for or redeployed to the Lantau Development Office are at Enclosures 4 to 5 and 7 to 9.

5. **Chief Engineer/Port Works** is responsible for overseeing the study on increasing land supply by reclamations outside Victoria Harbour and rock cavern development; planning and engineering studies for the near-shore reclamations at the seafront of Sai Kung Sewage Treatment Works; technical studies for Lung Kwu Tan Reclamation, Ma Lui Shiu Reclamation and Climate Change; the implementation of marine infrastructure projects including improvement of Sai Kung public pier, Improvement Works to Tap Mun Pier, Reconstruction of Sharp Island Pier, public landing steps at Lei Yue Mun Waterfront, Yung Shue Wan Development Phase 2, and sediment removal at five Fish Culture Zones and bathing beach at Lung Mei; and maintenance of public marine facilities including piers, ferry terminals, Kai Tak Cruise Terminal, Cross Harbour Tunnels, seawalls, breakwaters, typhoon shelters and fairways.

6. **Chief Engineer/Land Works** is responsible for the planning, design and construction of the site formation and infrastructure works for public housing developments in Tuen Mun Area 54 and Tuen Mun North; the site formation for development of the columbarium and crematorium facilities in Sandy Ridge and Wo Hop Shek; the footbridge widening and bus layby extension in the vicinity of MTR Fanling Station; and the New Territories (NT) Greening Master Plans covering nine NT Districts and the Islands District. He also oversees the administration and management of CEDD Landscape Term Contract.

7. **Chief Engineer/Fill Management** is responsible for the strategic planning and management of construction and demolition materials, marine disposal for contaminated and uncontaminated sediments; design and operation of public fill reception facilities including two barging points and two fill banks, mud pits for contaminated sediments and construction waste sorting facilities; and liaison with the State Oceanic Administration for the cross-boundary disposal of inert construction and demolition materials and dredged sediments. He is also responsible for the overall management of the Dredging Works at Kwai Tsing Container Basin and its Approaching Channel; and controlling the issuance of sand permits to meet the requirements of Ministry of Commerce and the Development Bureau and providing secretarial support to the Public Fill and Marine Fill Committees.

North Development Office

8. The proposed duties of **Project Manager (North)** (PGE) (D3), formerly Project Manager (Hong Kong Island and Islands), are at **Enclosure 11**.

9. **Deputy Project Manager (North)** (GE) (D2), formerly Deputy Project Manager (New Territories East) 2 from NTE DevO, (GE) (D2) is responsible for the effective implementation and co-ordination of planning, design, construction and interfacing issues relating to development projects in the North, Shatin and Tai Po Districts. He is responsible for taking forward all projects relating to the Kwu Tung North and Fanling North development, as well as implementation of the Liantang/Heung Yuen Wai Boundary Control Point and associated works projects.

10. **Chief Engineer/North 1**, formerly Chief Engineer/Boundary Control Point from NTE DevO, is responsible for the overall administration, and construction supervision of the Liantang/Heung Yuen Wai Boundary Control Point and associated works projects, including the connecting roads, road tunnels, viaducts, cross boundary bridges and other associated works.

11. **Chief Engineer/North 2**, formerly Chief Engineer/New Territories East 3 from NTE DevO, is responsible for the overall administration of the feasibility and engineering studies for the development in New Territories North (NTN). He is also responsible for the overall administration, planning, design and construction supervision of the Widening of Tai Po Road (Sha Tin Section) project as well as other works packages on the development and infrastructure works in the North and Shatin Districts.

12. **Chief Engineer/North 3**, formerly Chief Engineer/New Territories East 4 from NTE DevO, is responsible for the overall administration, feasibility and engineering studies, planning, design and construction supervision of works packages serving the proposed New Development Areas at Kwu Tung North and Fanling North in North East New Territories, as well as the development projects in Tai Po District.

East Development Office

13. The proposed duties of **Project Manager (East)** (PGE) (D3), formerly Project Manager (New Territories East), are at **Enclosure 13**.

14. **Deputy Project Manager (East)** (GE) (D2), formerly Deputy Project Manager (New Territories East) 1 from NTE DevO, (GE) (D2) is responsible for the effective implementation and co-ordination of planning, design, construction and interfacing issues relating to development and infrastructure projects in the Sai Kung District and partly in the Kwun Tong District.

15. **Head (Kai Tak Office)** (GE/Government Architect) (D2) is responsible for the effective implementation and coordination of planning, design, construction and interfacing issues relating to the Kai Tak Development (KTD).

16. **Chief Engineer/East 1**, formerly Chief Engineer/New Territories East 1 from NTE DevO, is responsible for the overall administration, planning, design and construction supervision of works packages, with major focus on the infrastructure works for the Sai Kung area and Tseung Kwan O (TKO) New Town, including the TKO-Lam Tin Tunnel, Cross Bay Link, infrastructure works in TKO Town Centre South, Sai Kung Town improvement works. He is also responsible for the district administration matters of the Sai Kung District.

17. **Chief Engineer/East 2**, formerly Chief Engineer/New Territories East 2 from NTE DevO, is responsible for the overall administration, planning, design and construction supervision of works packages, with major focus on the development of the Anderson Road Quarry site, the new housing development at Tseung Kwan O and the development of TKO Area 137. He is also responsible for the district administration matters of the Kwun Tong District.

18. **Chief Engineer/East 3**, formerly Chief Engineer/Kowloon 1 from K DevO, is responsible for the overall administration, planning, design and construction supervision of works packages in KTD with major focus on the infrastructure at ex-runway, studies on public creatives and review of development intensity at KTD, in addition to co-ordination of major interfacing projects, government buildings and open space in KTD.

19. **Chief Engineer/East 4**, formerly Chief Engineer/Kowloon 3 from K DevO, is responsible for the overall administration, planning and design of works packages at KTD with major focus on the planning and design of infrastructure at former north apron, further improvement works on water quality, studies on cycle track network and Environmentally Friendly Linkage System, in addition to co-ordination of interfaces with Shatin to Central Link. He is also responsible for the district administration matters of the Kowloon City District.

20. **Chief Engineer/East 5**, formerly Chief Engineer/Kowloon 4 from K DevO, is responsible for the overall administration, design and construction supervision of works packages at KTD with major focus on the design of infrastructure at former south apron including Trunk Road T2, reconstruction and upgrading of Kai Tak Nullah, and construction of infrastructure at former north apron. He is also responsible for the district administration matters of the Wong Tai Sin District.

South Development Office

21. The proposed duties of **Project Manager (South)** (PGE) (D3), formerly Project Manager (Kowloon), are at **Enclosure 14**.

22. **Deputy Project Manager (South)** (GE) (D2), formerly Deputy Project Manager (Kowloon) from K DevO, is responsible for the effective implementation and co-ordination of planning, design, construction and interfacing issues relating to development projects on Hong Kong Island and in Kowloon (except Kai Tak Development).

23. **Chief Engineer/South 1**, formerly Chief Engineer/Kowloon 2 from K DevO, is responsible for the overall administration, planning, design and construction supervision of works packages in Kowloon, with major focus on the infrastructure for two housing sites at Tai Wo Ping, pedestrian linkage projects for Kwun Tong Town Centre redevelopment, and infrastructure and site formation works for ex-Cha Kwo Ling Kaolin Mine Site development, in addition to design of three footbridges at Sham Mong Road. He is also responsible for the district administration matters of the Sham Shui Po District.

24. **Chief Engineer/South 2**, formerly Chief Engineer/Kowloon 5 from K DevO, is responsible for the overall administration, planning and implementation of works packages in Kowloon, with major focus on design and construction of integrated basement and government infrastructure works for the West Kowloon Cultural District, in addition to co-ordination of major interfacing projects. He is also responsible for the district administration matters of the Yau Tsim Mong District.

25. **Chief Engineer/South 3**, formerly Chief Engineer/Hong Kong 1 from HKI&I DevO, is responsible for the overall administration, planning, design and construction supervision of works packages on Hong Kong Island, with major focus on the Central Reclamation Phase III, Wan Chai Development Phase II (WDII) Contract C3, construction of additional floors at Central Piers 4-6, reassembly of Queen's Pier, housing sites at Braemar Hill, boardwalk under the Island Eastern Corridor. He is also responsible for the district administration matters of the Central & Western and Eastern Districts.

26. **Chief Engineer/South 4**, formerly Chief Engineer/Hong Kong 2 from HKI&I DevO, is responsible for the overall administration, planning, design and construction supervision of works packages on Hong Kong Island, with major focus on WDII Contracts C1, C2 & C4 and the site formation at Ka Wai Man Road Phase 2. He is also responsible for overseeing interfacing issues among WDII, Central-Wan Chai Bypass and the Shatin to Central Link and the district administration matters of the Wan Chai and Southern Districts.

West Development Office

27. **Project Manager (West)** (PGE) (D3), re-titled from Project Manager (New Territories West), is responsible for administering, supervising and managing the West Development Office covering implementation of development projects in the Yuen Long, Tuen Mun, Tsuen Wan and Kwai Tsing Districts, as well as the New Territories Cycle Track Network Project.

28. **Deputy Project Manager (West)** (GE) (D2), re-titled from Deputy Project Manager (New Territories West), is responsible for the effective implementation and co-ordination of planning, design, construction and interfacing issues relating to development projects in the Yuen Long, Tuen Mun,

Tsuen Wan and Kwai Tsing Districts, as well as the New Territories Cycle Track Network Project.

29. **Chief Engineer/West 1**, re-titled from Chief Engineer/New Territories West 1, is responsible for the overall administration, planning and supervision of the planning and engineering study for the potential development/housing sites at Yuen Long South and the feasibility study for the District Cooling System in Lok Ma Chau Loop development, as well as the overall administration, planning, design and construction supervision of the site formation and infrastructure projects at Yuen Long, Kam Tin South and the Lok Ma Chau Loop development. He is also responsible for the district administration matters of the Yuen Long District.

30. **Chief Engineer/West 2**, re-titled from Chief Engineer/New Territories West 2, is responsible for the overall administration, planning and supervision of the planning and engineering study for the potential development sites at Tuen Mun Areas 40 and 46 and the Adjoining Areas, as well as the overall administration, planning, design and construction supervision of the New Territories Cycle Track Network Project. He is also responsible for the district administration matters of the Tsuen Wan and Kwai Tsing Districts.

31. **Chief Engineer/West 3**, re-titled from Chief Engineer/New Territories West 3, is responsible for the overall administration, planning and supervision of the planning and engineering study for the Hung Shui Kiu New Development Area and the feasibility studies for the Environmentally Friendly Transport Services in Hung Shui Kiu New Development Area and the potential development/housing sites at Tuen Mun Central and Lam Tei Quarry and the Adjoining Areas. He is also responsible for the district administration matters of the Tuen Mun District.

32. **Chief Engineer/West 4**, re-titled from Chief Engineer/New Territories West 4, is responsible for the overall administration, planning, design and construction supervision of the Advance and Stage 1 Site Formation and Engineering Infrastructure Projects of Hung Shui Kiu New Development Area, as well as the overall administration, planning and supervision of the feasibility studies for the Multi-storey Buildings for Brownfield Operations in Hung Shui Kiu New Development Area and the Adjoining Areas, the Multi-storey Complex for Container Storage and Cargo Handling in the Kwai Tsing Area and the Land

Use Requirements for Construction Industry.

CEDD Headquarters

33. **Deputy Director of Civil Engineering and Development** (PGE) (D3) heads the Headquarters of CEDD and is responsible for the overall management of the Department and the administration of the Headquarters, comprising the Administration Branch, Technical Branch and Development Branch.

34. **Assistant Director (Administration)** (GE) (D2) is responsible for the overall administration and management of the Administration Branch, comprising the Administration Division, Accounts and Supplies Division, Communications Unit and Training Unit, providing a range of administrative services for the management of the CEDD as well as the professional and technical grades under the central authority of the Director of Civil Engineering and Development.

35. **Chief Engineer/Headquarters** is responsible for the overall administration and management of the Development Branch, comprising the Planning Unit, Town Planning Unit, and Engineering and Associated Consultants Selection Board Unit. He oversees the Department's commitment to land formation, land supply and road development; assists in formulating departmental strategies and co-ordinating inputs over planning related issues; oversees the Department's project delivery and expenditure under the Public Works Programme and Capital Works Reserve Fund (CWRF); and vets applications for funding under CWRF Block Votes, undertaking of projects, employment of consultants, entrustment of works and increase in consultancy fees.

**Proposed Job Description of
Project Manager (East)**

Rank : Principal Government Engineer (D3)

Responsible to : Director of Civil Engineering and Development

Major Duties and Responsibilities –

Project Manager (East) is responsible for administering, supervising and managing the East Development Office covering implementation of development projects in the Sai Kung District and Kai Tak Development, and liaison on projects in the Sai Kung, Wong Tai Sin, Kwun Tong and Kowloon City Districts. The major duties are –

1. To manage, plan and co-ordinate development projects in the region to meet the Government's overall planning and development objectives.
2. To supervise the processing and financial control of Public Works Programme projects within the allocation of resources and to proceed with the necessary statutory procedures.
3. To supervise the work of the deputy and teams of professionals of various ranks and their supporting technical and administrative staff.
4. To maintain close liaison with the policy bureaux, departments/offices, Legislative Council, District Councils and other relevant public/private bodies to identify and resolve issues related to the planning and implementation of projects in the region.
5. To appoint and manage consultants including resident site staff, and to monitor and control the progress of the Department's projects and works contracts.
6. To chair/attend meetings, committees, conferences/forums, etc.
7. To oversee district administration matters within the development office boundary.

**Proposed Job Description of
Project Manager (South)**

Rank : Principal Government Engineer (D3)

Responsible to : Director of Civil Engineering and Development

Major Duties and Responsibilities –

Project Manager (South) is responsible for administering, supervising and managing the South Development Office covering implementation of development projects on Hong Kong Island and in Kowloon (except Kai Tak Development), and liaison on projects on Hong Kong Island, Sham Shui Po and Yau Tsim Mong Districts.

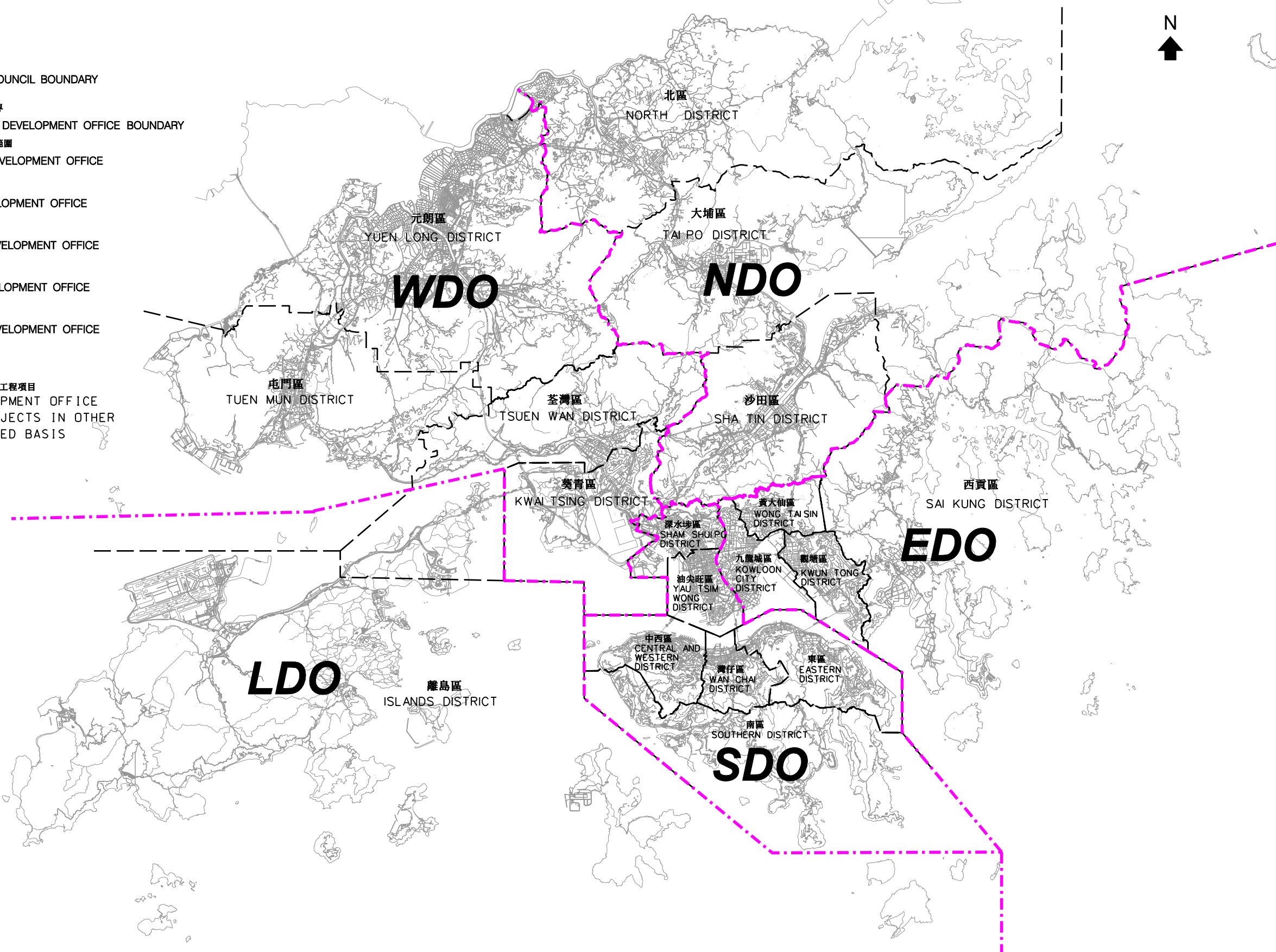
The major duties are –

1. To manage, plan and coordinate development projects in the region to meet the Government's overall planning and development objectives.
2. To supervise the processing and financial control of Public Works Programme projects within the allocation of resources and to proceed with the necessary statutory procedures.
3. To supervise the work of the deputy and teams of professionals of various ranks and their supporting technical and administrative staff.
4. To maintain close liaison with the policy bureaux, departments/offices, Legislative Council, District Councils and other relevant public/private bodies to identify and resolve issues related to the planning and implementation of projects in the region.
5. To appoint and manage consultants including resident site staff, and to monitor and control the progress of the Department's projects and works contracts.
6. To chair/attend meetings, committees, conferences/forums, etc.
7. To oversee district administration matters within the development office boundary.

- 圖例**
LEGEND
- 區議會分界
DISTRICT COUNCIL BOUNDARY
 - 擬議拓展處分界
PROPOSED DEVELOPMENT OFFICE BOUNDARY
 - LDO** 大嶼山拓展處範圍
LANTAU DEVELOPMENT OFFICE
 - EDO** 東拓展處範圍
EAST DEVELOPMENT OFFICE
 - SDO** 南拓展處範圍
SOUTH DEVELOPMENT OFFICE
 - WDO** 西拓展處範圍
WEST DEVELOPMENT OFFICE
 - NDO** 北拓展處範圍
NORTH DEVELOPMENT OFFICE

備註
NOTE:

各拓展處如有需要會承擔範圍外的工程項目
INDIVIDUAL DEVELOPMENT OFFICE
MAY UNDERTAKE PROJECTS IN OTHER
DISTRICTS ON A NEED BASIS



圖則名稱 drawing title 擬議重組架構後各拓展處的地理界線圖 PROPOSED DEVELOPMENT OFFICE BOUNDARY PLAN AFTER RE-ORGANISATION	繪圖 drawn	簽署 initial	日期 date	項目編號 item no.	辦事處 office 港島及離島拓展處 HONG KONG ISLAND AND ISLANDS DEVELOPMENT OFFICE
	核對 checked	簽署 initial	日期 date	比例 scale 1 : 200 000 @A3	
	核准 approved	簽署 initial	日期 date	圖則編號 drawing no. HKI-Z2159	 土木工程拓展署 CIVIL ENGINEERING AND DEVELOPMENT DEPARTMENT

Duties and Responsibilities of the Grades of Non-directorate Posts to be created in the Development Bureau (DEVB), Civil and Engineering Development Department (CEDD) and Planning Department (PlanD) for Lantau Development Initiatives

Bureau/ Departments	Grades	Brief descriptions of main duties/responsibilities
CEDD	<ul style="list-style-type: none"> ● Engineer ● Geotechnical Engineer ● Town Planner ● Architect 	<ul style="list-style-type: none"> ● To carry out engineering duties such as – <ul style="list-style-type: none"> - implementing statutory and administrative procedures including the Environmental Impact Assessment Ordinance procedures, gazettals under the relevant Ordinances, public consultation, seeking of funding, financial control and forecast, commissioning of consultancies and tendering of works contracts; - contract administration and consultant management; ● To provide geotechnical engineering support during the planning and implementation stages of projects in relation to Lantau Development; ● To provide town planning input during the planning and implementation stages of projects in relation to Lantau Development; ● To provide architectural input during the planning and implementation

Bureau/ Departments	Grades	Brief descriptions of main duties/responsibilities
	<ul style="list-style-type: none"><li data-bbox="443 461 807 539">● Electrical and Mechanical Engineer<li data-bbox="443 763 767 797">● Quantity Surveyor<li data-bbox="443 1021 751 1055">● Technical Officer<li data-bbox="443 1223 715 1256">● Survey Officer<li data-bbox="443 1469 756 1503">● Executive Officer<li data-bbox="443 1727 767 1760">● Personal Secretary	<p data-bbox="922 309 1439 387">stages of projects in relation to Lantau Development;</p> <ul style="list-style-type: none"><li data-bbox="863 461 1439 696">● To provide electrical and mechanical engineering input during the planning and implementation stages of projects in relation to Lantau Development;<li data-bbox="863 763 1439 954">● To provide quantity surveying input during the planning and implementation stages of projects in relation to Lantau Development;<li data-bbox="863 1021 1439 1155">● To provide technical support in preparation of plans, drawings, display and presentation materials;<li data-bbox="863 1223 1439 1413">● To provide technical support in acquiring and applying survey information for preparation of plans and drawings;<li data-bbox="863 1469 1439 1659">● To provide administration support, human resource management, support to boards and councils and event management;<li data-bbox="863 1727 1439 2007">● To provide secretarial and general administration support, including preparing documents, scheduling and preparing for meetings, record management and manning confidential registry;

Bureau/ Departments	Grades	Brief descriptions of main duties/responsibilities
	<ul style="list-style-type: none"> ● Clerical Officer ● Clerical Assistant 	<ul style="list-style-type: none"> ● To provide clerical support with regard to the distribution and filing of incoming and outgoing correspondences, checking of invoices and payment certificates and handling of personnel, office accommodation and supplies matters; ● To assist in providing clerical support, such as receipt and dispatch of documents, stores keeping, filing, basic checking and recording of information, reception and customer service.
PlanD	<ul style="list-style-type: none"> ● Town Planner 	<ul style="list-style-type: none"> ● To carry out planning duties such as <ul style="list-style-type: none"> - managing planning studies/projects and providing planning input to technical assessments; - conducting planning researches and assessments; - providing technical assistance in the preparation of statutory Outline Zoning Plans (OZPs) and the processing of public representations /comments in relation to the OZPs, and administrative land use plans and planning briefs; and - supporting public engagement events and preparing papers, notes and presentation materials

Bureau/ Departments	Grades	Brief descriptions of main duties/responsibilities
	<ul style="list-style-type: none"> ● Technical Officer ● Survey Officer ● Clerical Officer 	<p>in relation to Lantau Development.</p> <ul style="list-style-type: none"> ● To provide technical support in the preparation of land use plans, drawings, display boards and powerpoint materials. ● To provide technical support in the provision of planning inputs, such as applying geographic information system and IT techniques to support planning analyses. ● To provide clerical support with regard to the distribution and filing of incoming and outgoing correspondences, checking of invoices and payment certificates and handling of office accommodation and supplies matters.
<p>DEVB (Works Branch)</p>	<ul style="list-style-type: none"> ● Clerical Officer 	<ul style="list-style-type: none"> ● To provide clerical support and logistic support to the Lantau Development Advisory Committee and professional officers, such as scheduling meetings, production of meeting materials, venue setup for meetings and maintaining a register for the views/proposals received.

**STAFFING PROPOSAL TO
STRENGTHEN SUPPORT TO TOWN PLANNING BOARD**

PROBLEM

The Planning Department (PlanD) needs additional directorate staffing on a time-limited basis to strengthen the provision of secretariat and technical support to the Town Planning Board (TPB) in handling statutory planning matters under the Town Planning Ordinance (TPO)(Cap.131).

PROPOSAL

2. The Director of Planning, with the support of the Secretary for Development, proposes to create a supernumerary Chief Town Planner (CTP) (D1) post in PlanD to lead an additional team under its Board Division for strengthening secretariat support to the TPB and handling statutory planning matters, including judicial reviews (JRs) associated with TPB.

JUSTIFICATIONS

Increasing Workload on Statutory Planning Matters and Judicial Reviews

3. The Government has been stepping up efforts to increase land supply and build up a land reserve by adopting a multi-pronged land supply strategy and various short, medium and long term measures to help meet the public needs on housing and other land uses demand. It is reaffirmed in the 2016 Policy Address that in the short and medium term, the Government will continue to conduct holistic land use reviews to make optimal use of land and to take forward statutory plan amendments for rezoning housing sites and increasing development intensity. To ensure that the policy objectives can be accomplished, proper handling and timely completion of the statutory planning procedures would be essential.

4. The Board Division in PlanD provides secretariat and technical support to TPB in handling statutory planning matters, including related JR cases. In terms of statutory plan amendments, TPB has been preparing an increasing number of new/amendment outline zoning plans (OZPs)/development permission area (DPA) plans and receiving an increasing number of representations and comments in respect of such plans in recent years. During the past five years, the total number of OZPs and DPA plans handled has increased from 128 in 2011 to

142 in 2015 with an increasing number of amendments or complexity of plan-making process for each plan, and the total number of representations and comments handled by the TPB secretariat has increased from about 8 900 in 2011 to about 93 500 in 2015. Given the growing public aspiration and participation in the planning process, it is anticipated that the trend of receiving large numbers of representations and comments in respect of new/amendment statutory plans will persist. The significant workload in terms of new/amendment statutory plans and the large number of representations and comments received in respect of these plans has strained the manpower resources of the Board Division.

5. It is anticipated that over 30 new/amended OZPs/DPA plans are ready for gazetting in 2016, and more new/amendment plans are anticipated in the coming years as the Government's measures to increase land supply continue. They include new OZPs for new development areas and new town extension (e.g. the three OZPs covering the Tung Chung New Town and its extension areas published in January 2016), OZPs involving rezoning of "Green Belt" and "Government, Institution or Community" sites and increasing development intensity to provide more housing land supply in the short run, and OZPs for replacing some DPA plans covering country park enclaves which are about to lapse. Timely completion of the statutory plan-making process and preparation of submissions to the Executive Council are vital for the implementation of the Government's policy to increase land supply for housing and other development projects. Adequate manpower resources for the Board Division in PlanD are therefore essential to this end.

6. The number of planning applications in relation to individual development projects from government departments and the private sector as received and processed by TPB is also on a rising trend. During the past five years, the total number of section 16 applications¹, section 12A applications² and section 17 reviews³ processed/handled by TPB has increased from about 1 100 in 2011 to about 1 350 in 2015. Besides, the Board Division is also responsible for handling planning appeals to the Town Planning Appeal Board against TPB's decisions on section 17 reviews. In terms of other secretariat support for TPB, the number of TPB meetings including its Planning Committees (PCs) has increased from 84 in 2011 to 115 in 2014 and 96 in 2015; and the number of TPB/PC papers considered has increased from about 1 380 in 2011 to 1 510 in 2015.

7. Apart from increased workload on statutory planning matters, TPB Secretariat also handles increasing number of JRs which challenge TPB's decisions. Since 2011, a total of 44 JRs concerning TPB's decisions have been brought about by various parties. The JRs involve an array of complicated issues including the power and functions as well as procedure and practice of TPB. Up to December 2015, 36 JRs are still on-going at various stages of progress, with 13 cases pending the granting of leave by the court, 15 at the Court of First Instance (CFI) level and

¹ Applications for planning permission made under section 16 of the TPO.

² Applications for amendments to statutory plans made under section 12A of the TPO.

³ Review of Planning Committees' decisions on section 16 application by TPB under section 17 of the TPO.

eight at the Court of Appeal (CA)/Court of Final Appeal (CFA) level. This represents a substantial increase compared with 12 on-going JRs as at 2011. Among the 36 JRs, 13 were lodged within 2015. In handling the JRs, substantial amount of professional and liaison work are involved including preparing affirmations for TPB, providing responses to JR applicants' affirmations/legal submissions and attending court hearings, etc.

Streamlining the Town Planning Board's Procedure and Practice

8. Given the wide implications of planning proposals for the community and growing public aspirations and participation in the planning process, proposals for rezoning, change in uses and/or increase in development intensity will continue to attract increasingly diverse and strong public opinion. TPB and its secretariat attach great importance to the due process and procedural propriety of the statutory planning process to ensure that the statutory provisions of TPO are being complied with and its functions and powers under the TPO are properly discharged and exercised. This notwithstanding, the risk of legal challenges by aggrieved parties against the statutory planning procedures and decisions by TPB will unlikely fade. It is thus necessary for TPB to keep under review its procedures and practices, including in the light of certain court rulings that have implications on the operation of TPB and its secretariat, with a view to ensuring propriety and reasonableness, while enabling TPB to discharge its statutory plan-making functions in an effective and efficient manner.

9. Given that the current workload in relation to statutory planning matters has already stretched the manpower resources of the Board Division to its limit at both the directorate and non-directorate levels, additional dedicated directorate inputs are required to help review the procedures and practices of TPB (the Review) as well as coping with heavy demand for directorate support in respect of increasing workload arising from statutory planning matters, the large number of JRs and the follow-up work required. In view of the complexity of the statutory planning matters, JRs and the Review which will encompass the statutory planning process, power and functions as well as procedure and practice of TPB, an additional CTP post will be required to provide the necessary steer and professional input for handling the JR cases and to take forward the Review.

Need for an Additional Supernumerary CTP

10. At present, there are two CTPs in the Board Division. They are fully engaged in coordinating and vetting submissions to the TPB and PCs, and providing services to TPB/PCs including supervising the preparation of minutes of the meetings, publication of statutory plans and the release of information and decisions of TPB/PCs; providing planning advice to and monitoring the operation of the statutory planning system; preparing submissions to the Executive Council in relation to approval of draft statutory plans and reference back of approved plans for amendment; and representing TPB on matters relating to planning appeals, JRs

and other court cases. Given the increasing public participation in the planning process, the public has become more forthcoming in offering their views on town planning matters, which results in substantial increase in the numbers of representations and comments with regard to gazetted statutory plans and public comments on planning applications. Hence, the workload in dealing with matters related to TPB and its PCs, which meet once every other week, is very heavy. Moreover, the two CTPs have to handle the increase in workload arising from the preparation of new OZPs to replace the DPA plans currently covering country park enclaves, the measures to increase housing land supply and to meet other development needs as well as the related OZP amendments and planning applications. Since the two CTPs are already heavily loaded with the secretariat work and do not have spare capacity to take up the additional workload including the large number of JRs and the follow-up work required including the Review, it is operationally necessary to create an additional CTP post to cope with the ever increasing workload on statutory planning matters of the TPB Secretariat, to provide the necessary steer and professional input for handling the JR cases and to take forward the Review.

11. We propose to create a supernumerary CTP post for about three years to provide professional and administrative support to TPB and to cope with the heavy demand for directorate support in respect of the ever increasing workload of the TPB Secretariat, including the JR cases and related appeals. The additional CTP will also take forward and provide the necessary steer and professional input to the Review and the related follow-up administrative work, and come up with measures to enhance the TPB's procedures and practices. The proposed tenure of the supernumerary CTP post is based on the anticipated increase in statutory planning work including the progress of individual JR cases in the coming years; the number of forthcoming new/amendment statutory plans; and that the Review would take at least one to two years to complete including consultation with TPB members and other stakeholders before the recommended enhancement measures can be implemented. We will critically review the continued need for the post before it lapses.

Non-directorate Support

12. The proposed CTP post will be underpinned by a dedicated team comprising three non-directorate staff, viz. two Senior Town Planners (STPs) and one Town Planner (TP) redeployed from two existing teams within the Board Division. One of the STPs will be responsible for handling the daily statutory planning work including JR matters and the follow-up work, while the other STP and the TP will also share the statutory planning work including the Review and matters related to the TPO, where appropriate.

13. The proposed job description of the proposed CTP post is at Enclosure 1. The existing and proposed organisation chart of PlanD is at Enclosure 2.

Encl. 1
Encl. 2

ALTERNATIVES CONSIDERED

14. We have critically examined whether the existing CTPs in PlanD have spare capacity to absorb the additional workload associated with the TPB. PlanD's directorate establishment has been streamlined following the deletion of two vacant CTP posts in July 2009 vide EC(2009-10)5. While one supernumerary CTP post was created for a period of five years with effect from 13 April 2012 to head the then new Housing and Office Land Supply Section focusing on the implementation of measures to increase housing and office land resource vide EC(2011-12)14, the incumbents of all existing CTP posts are already fully occupied with their existing portfolios. It is operationally not feasible for them to absorb the increasing workload of the TPB Secretariat and the additional workload arising from JRs concerning the TPB's decisions and to conduct the Review. The work schedules of the existing 16 CTPs in PlanD are at Enclosure 3. An additional CTP is essential for coping with the ever increasing workload of the TPB Secretariat and handling the increasing workload on statutory planning matters, JRs and the review of TPB's procedure and practice in a professional, comprehensive and co-ordinated manner. We have also considered if the work can be outsourced, but this is considered not feasible given the confidential nature of JR cases and the specific expert knowledge and experience required for the statutory planning work.

Encl. 3

FINANCIAL IMPLICATIONS

15. The proposed creation of the supernumerary CTP post will bring about an additional notional annual salary cost at mid-point of \$1,663,200. The additional full annual average staff cost, including salaries and staff on-cost, is \$2,338,000. We will include the necessary provision in the annual Estimates of the relevant financial years from 2016-17 onwards to meet the cost of the proposal.

Development Bureau
February 2016

**Proposed Job Description
Chief Town Planner/ Town Planning Board (3)**

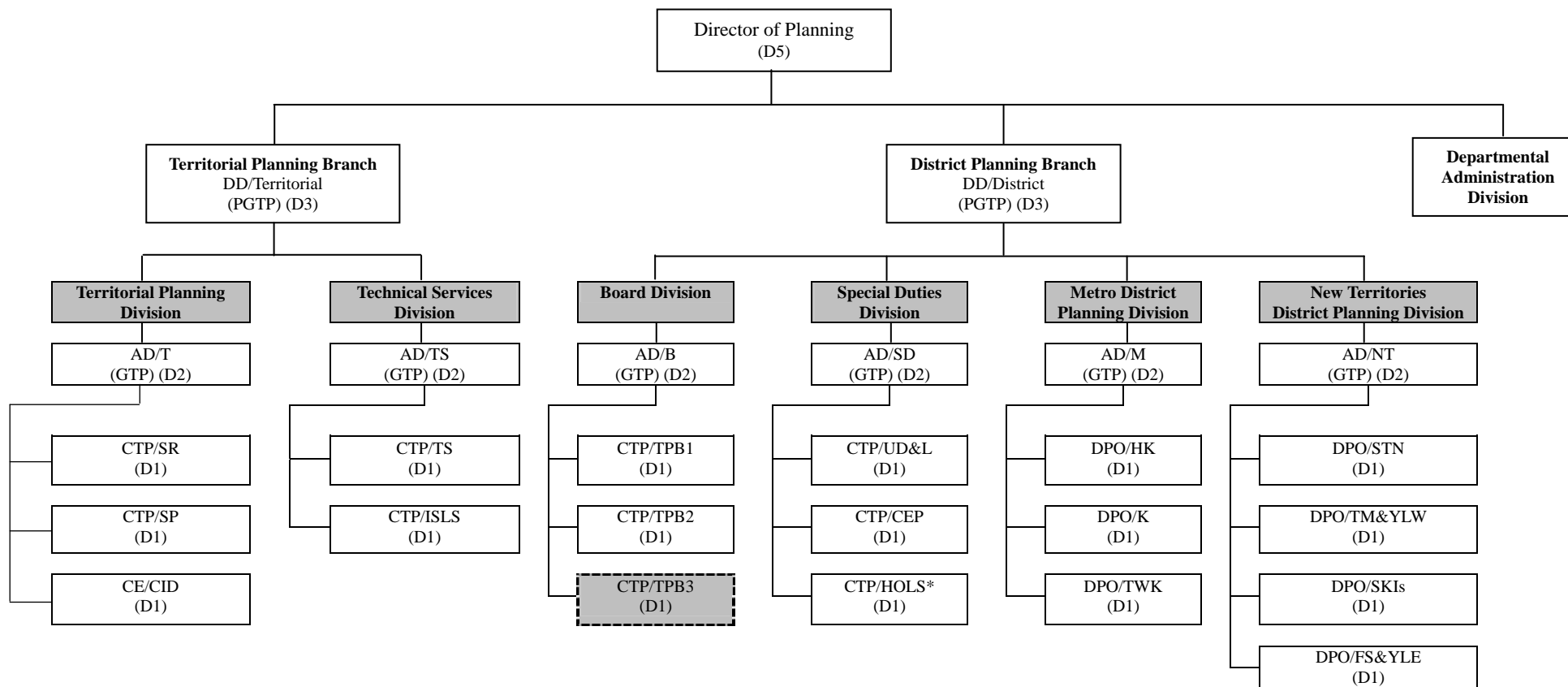
Rank : Chief Town Planner (D1)

Responsible to : Assistant Director/Board

Major Duties and Responsibilities –

1. To coordinate and vet submissions to the Town Planning Board (TPB) and Planning Committees (PCs) and provide secretariat services to TPB/PCs.
2. To represent the TPB on matters relating to town planning appeals, judicial reviews (JRs) and other court cases.
3. To supervise and oversee the litigation and liaison work related to JR cases and supervise the timely preparation of responses and input to legal submissions and other documents.
4. To oversee the follow-up work arising from court rulings in respect of the JR cases.
5. To conduct a review on the procedures and practices of TPB.
6. To carry out any other duties as assigned by Assistant Director/Board.

Existing and Proposed Organisation Chart of Planning Department




Legend:

AD - Assistant Director of Planning
B - Board
CE - Chief Engineer
CEP - Central Enforcement & Prosecution
CID - Cross-Boundary Infrastructure & Development
CTP - Chief Town Planner
DD - Deputy Director of Planning
DPO - District Planning Officer
FS&YLE - Fanling, Sheung Shui & Yuen Long East
GTP - Government Town Planner
HK - Hong Kong

HOLS - Housing and Office Land Supply
ISLS - Information Systems & Land Supply
K - Kowloon
M - Metro
NT - New Territories
PGTP - Principal Government Town Planner
SD - Special Duties
SKIs - Sai Kung & Islands
SP - Strategic Planning
SR - Studies & Research
STN - Sha Tin, Tai Po & North

T - Territorial
TM&YLW - Tuen Mun & Yuen Long West
TPB - Town Planning Board
TS - Technical Services
TWK - Tsuen Wan & West Kowloon
UD&L - Urban Design & Landscape

* Supernumerary post created to head HOLS Section
from 13 April 2012 to 31 March 2017

 Proposed supernumerary CTP post to be created in 2016-17 to 2018-19

**Major Duties of the existing Chief Town Planner (CTP) posts
in the Planning Department**

Board Division

The two existing CTPs/Town Planning Board (i.e. CTP/TPB1 and CTP/TPB2) are fully engaged in co-ordinating and vetting submissions to the Town Planning Board (TPB), Planning Committees (PCs) and providing services to TPB/PCs. The two CTPs do not have spare capacity to take up the additional workload arising from the large number of judicial review (JR) cases and the follow-up work required including the review on the procedures and practices of TPB. Their main duties include -

- (a) Preparing submissions to the Executive Council in relation to approval of draft plans and reference back of approved plans for amendment in accordance with the provisions of the Town Planning Ordinance (TPO)(Cap. 131);
- (b) Co-ordinating and vetting submissions to TPB/PCs and providing services to TPB/PCs including overseeing logistic arrangements; supervising the preparation of agenda and minutes, publication of statutory plans, release of information/decisions to the media/public; taking follow-up actions required by TPB/PCs; and monitoring the submission of new/amendment plans and representations/comments to TPB for consideration;
- (c) Monitoring the operation of the statutory planning system to ensure consistency in practice and liaising with the Department of Justice on legal matters related to the operation of the system; and providing advice on statutory planning matters to the various District Planning Offices; and
- (d) Overseeing the handling of JR cases and town planning appeal cases.

Special Duties Division

2. The Special Duties Division tenders support to special planning tasks, urban design and landscape matters, and conducts work on enforcement and prosecution against unauthorised developments in the rural New Territories. We have also critically examined the existing workload of the three CTPs in the division as outlined below and considered that they cannot be redeployed to take up additional duties –

- (a) CTP/Urban Design and Landscape is responsible for overseeing the urban design and landscape inputs on submissions under the TPO and Environmental Impact Assessment Ordinance (Cap. 499), other urban design, visual impact and landscape matters arising from planning and development proposals, studies, housing sites and amendments to statutory plans; and providing in-house support on air ventilation assessment matters. She also manages the Planning and Design Study on the Redevelopment of Queensway Plaza and oversees the overall management of term consultancies on air ventilation assessment.
- (b) CTP/Central Enforcement and Prosecution is responsible for overseeing the investigation, enforcement and prosecution of unauthorised development cases under the TPO; formulating district enforcement strategies and guidelines; supervising the enforcement and reinstatement action against unauthorised developments and handling complaints and enquiries on enforcement matters. There are many enforcement and prosecution cases and public complaints requiring prompt and timely action.
- (c) CTP/Housing and Office Land Supply is responsible for overseeing in-house land use reviews with a view to identifying suitable sites for housing, office and industrial land supply; supervising and managing consultants in undertaking major planning studies and in-house exercise on Area Assessments on Industrial land; conducting review on Government, Institution or Community sites, public utility sites, vacant school premises and public open space; providing inputs and support to the committees and meetings relating to Government, Institution or Community sites, private recreational lease; coordinating planning input related to housing, office and industrial land supply with bureaux/departments; and supervising tendering of professional advice/comments to policy bureaux and departments, Legislative Council questions, media enquiries and the general public on all matters relating to housing, office and industrial land supply.

District Planning Officers (DPOs) in the Metro District Planning Division and New Territories District Planning Division

3. The seven DPOs (pitched at CTP rank) under the two divisions oversee matters concerning forward planning, design and layouts, development control, land use reviews, planning studies and implementation of developments in their respective districts; the preparation and processing for approval of departmental plans and Planning Briefs for public housing and private sector comprehensive development/ redevelopment projects; the preparation, updating and amendment of statutory plans; the reviews of statutory plans to incorporate restrictions on development intensity; the provision of planning inputs and advice in respect of urban renewal projects and other developments as well as planning appeals and judicial reviews; the management of district planning consultancy

studies; and the preparation of papers and reports on objections/representations to statutory plans, planning applications etc. In discharging these duties, DPOs perform a pivotal role to ensure quality and efficiency, and take an active part in the meetings of the TPB, District Councils and other ad hoc meetings. They are already fully occupied with a wide spectrum of work which is subject to statutory time limits. Moreover, the DPOs of the New Territories regions are also busily engaged in the preparation of new Outline Zoning Plans (OZPs) to replace the Development Permission Area Plans covering the Country Park Enclaves.

Territorial Planning Division

4. The Territorial Planning Division undertakes territorial and strategic planning including conducting thematic planning studies of territorial and cross-boundary significance. Given the closer regional co-operation between the Mainland, Macao and Hong Kong, there has been increasing involvement of CTPs in various studies and researches, particularly those with a cross-boundary dimension. Moreover, with the launch of a new round of review of the territorial development strategy, i.e. Hong Kong 2030+, a lot of manpower resources have been devoted to the undertaking of the related tasks, which are mainly carried out in-house. Hence, the two existing CTPs and one Chief Engineer (CE) are unable to provide support to TPB. The major areas of responsibilities of the three officers are set out below –

- (a) CTP/Studies and Research is responsible for overseeing the undertaking of in-house and consultancy topical/thematic studies including studies on the Hung Shui Kiu New Development Area, Kwu Tung South and New Territories North; urban design study for Wan Chai North and North Point harbourfront areas; and the pilot study on underground space development in selected strategic urban areas. She also co-ordinates principal tasks in the implementation of proposals arising from the findings of planning studies and researches. In the course of these studies, the officer would be involved in extensive community engagement programmes. The officer also provides support to the work of the Harbourfront Commission as well as planning advice on various studies and reviews conducted by others, for example, review of the agriculture policy etc.
- (b) CTP/Strategic Planning oversees the conduct of Hong Kong 2030+ and the related consultancy services including the review of land requirements for market-driven economic land uses and the strategic environmental assessment. Hong Kong 2030+ is a comprehensive study involving many planning related topics, and most of the research work has been carried out by in-house staff in consultation with relevant bureaux/departments and external expert advisors through a hierarchy of committees and task groups which require substantial support of the Strategic Planning Section. The officer is also responsible for overseeing the undertaking of regional planning

for Pearl River Delta (PRD) and infrastructures in the areas adjoining the boundary and providing planning advice to the Mainland side in the planning of co-operation zones within the free trade zones of Guangdong. Besides, she also oversees the Study on Consolidated Economic Development Strategy for Lantau and Market Positioning for Commercial Land Uses in Major Developments of Lantau and the formulation of the planning and conservation concepts for Lantau in supporting the work of the Lantau Development Advisory Committee, as well as providing secretariat support to one of its sub-committees.

- (c) CE/Cross-Boundary Infrastructure and Development is responsible for overseeing the conduct of transport research and studies relating to developments and infrastructures in the Mainland (in particular areas adjoining the boundary, the PRD Region and the Pan-PRD Region) such as the Cross-boundary Travel Survey; and provision of professional and technical support for various Hong Kong/Mainland/Macao liaison meetings on transport development and infrastructure projects as well as organising discussion forums with Mainland officials and academics to promote regional co-operation and exchange of contemporary planning practices. With closer regional co-operation and the dynamic changes in factors affecting the planning and development of Hong Kong, Macao and the Mainland, there is an increasing and continuous need for researches with a cross-boundary dimension. Besides, the officer also oversees planning studies related to major infrastructure development for Hong Kong, for example, the study on the topside development at the Hong Kong boundary crossing facilities island of the Hong Kong-Zhuhai-Macao Bridge, study on the Yuen Long South development etc.

Technical Services Division

5. The Technical Services Division is responsible for providing professional/technical administration services, dissemination of planning information, co-ordination of grade management and training matters, promotion of community relations, formulation and revision of planning standards and guidelines, formulation of departmental information technology (IT) strategy, and assessment and forecast of territorial land supply. As the two CTPs are fully engaged in the following tasks, they have no spare capacity to take up additional responsibilities –

- (a) CTP/Technical Services is responsible for overseeing the preparation and updating of the planning manual, practice notes, technical circulars and technical matters relating to consultancies; implementation of training activities and co-ordination of grade management issues; release of planning information; managing the Planning Enquiry Counters and the Mobile Exhibition Centre; handling of public enquiries, complaints and referral cases of the

Ombudsman and the Privacy Commissioner for Personal Data, etc.; implementation of outreach programme and publicity activities; formulation of departmental community relations programmes; and management of the City Gallery. The officer undertakes the formulation and revision of the Hong Kong Planning Standards and Guidelines. He also oversees a major research project in the history and development of town planning in Hong Kong and provides planning input to studies on cavern development and underground space development in the urban areas of Hong Kong.

- (b) CTP/Information Systems and Land Supply is responsible for preparation of Departmental IT Plan; implementation of IT projects; preparation of funding bids and tender documents for IT projects; maintenance and enhancement of the existing Computer-Aided-Design (CAD), remote sensing, digital photogrammetry, satellite positioning, Geographical Information Systems (GIS) and office automation systems; conducting researches on customising remote sensing, GIS, multimedia and 3D simulation technologies for land-use planning and presentation of planning studies; and updating of the Land Supply Database and application of IT in land supply related exercises. Some major IT projects include 3D GIS Planning System, Electronic Planning Application Submission System (EPASS), Revamp of Core Planning Data Hub (CPDH), Site Tracking Information System - Geoinfo OneStop, Statutory Planning Portal 2, Public Participation GIS for e-Engagement, revamp of Planning Submissions & Enforcement Cases Monitoring System and HK-Macao-Guangdong Information Database System, Mobile Computing and Site Information System and Aerial Photograph Information System. The CTP is also heavily involved in supervising the multi-disciplinary IT experts and planning professionals in the various IT projects to ensure that the various planning objectives could be met in an integrated manner.
