

For discussion on
11 December 2015

Legislative Council Panel on Home Affairs

**Proposed extension of a supernumerary directorate post relating to the
Kai Tak Multi-purpose Sports Complex Project**

PURPOSE

This paper seeks Members' support for the extension of an existing supernumerary directorate (D2) post, which is being filled by an Administrative Officer Staff Grade C (AOSGC) and will be taken up by a Government Architect (GA) at a later stage, to oversee the detailed planning and implementation of the Multi-purpose Sports Complex (MPSC) project in Kai Tak from 6 June 2016 to 31 August 2021.

BACKGROUND

2. The MPSC project is the most important investment of the Government in sports infrastructure in recent decades. Occupying 28 hectares of land in Kai Tak, the MPSC will be the biggest sports park in Hong Kong, providing a wide array of high-quality sports venues: a 50 000-seat main stadium, a public sports ground for at least 5 000 spectators, an indoor multi-purpose sports centre with a main arena for at least 4 000 spectators and a secondary arena, a landscaped park, outdoor sports facilities, office accommodation for the sports community, retail and dining outlets.

3. The MPSC project will contribute to the attainment of the Government's sport development policy which is to (a) promote sport in the community, (b) support the development of elite sport, and (c) establish Hong Kong as a sports events capital in Asia. Specifically, the MPSC will enable Hong Kong to attract a broad range of major sports events, increase the provision of quality sports facilities for school and community use, and provide our athletes with more opportunities to compete in the home ground. On 3 July 2015, the Finance Committee (FC) of the Legislative Council (LegCo) approved, vide FCR(2015-16)22, the funding application for the Government to conduct pre-construction works for the MPSC project.

4. On 6 June 2014, the FC approved, vide FCR(2014-15)1, the creation of a supernumerary AOSGC (D2) post (designated as Principal Assistant Secretary (Recreation and Sport) 2 (PAS(RS)2)) in the Recreation and Sport (R&S) Branch of Home Affairs Bureau (HAB) for a period of two years from 6 June 2014 to 5 June 2016 to take forward the planning of the MPSC project and to oversee the review of the policy on Private Recreational Leases (PRL). To take forward the planning of the MPSC project, three time-limited posts including one Senior Architect, one Senior Engineer and one Personal Secretary I (PS I) were created in early 2014. The team was subsequently expanded into a multi-disciplinary team in April 2015 with the creation of another ten time-limited posts under delegated authority to provide professional input, namely, one Senior Building Services Engineer, one Senior Structural Engineer, one Senior Quantity Surveyor, one Electrical and Mechanical Engineer, three Technical Officers, one Senior Leisure Services Manager, one Executive Officer II and one Assistant Clerical Officer. One Senior Administrative Officer and one Senior Executive Officer have also been internally redeployed to support PAS(RS)2.

JUSTIFICATIONS

Progress Update and Extension of the D2 Post

(a) Planning of the MPSC

5. Since the creation of the original MPSC project team in 2014, HAB has been actively pursuing the planning of the project on various fronts. For example, since the commencement of the **Environmental and Traffic Impact Assessments** in March 2014, we have conducted noise measurements at football games, rugby matches and pop concerts in major sports/entertainment venues to obtain data for input to the Environmental Impact Assessment (EIA) study. Preliminary findings of the EIA show that, insofar as noise impact is concerned, the proposed retractable roof of the main stadium, when closed, will allow events to continue beyond 11 pm. The study further recommends that a covered walkway should be built in the open space (tentatively called the Kai Tak Station Square) linking the MPSC with the future Kai Tak MTR station of the Shatin-Central Link to mitigate noise arising from crowd dispersal from the MPSC at night.

6. With the configuration of the MPSC site and the current height limit set at 55 metres above the Hong Kong Principal Datum, we need to ascertain if there is a need and a case to seek relaxation of the height restriction if a retractable roof is to be provided at the main stadium. The **planning**

consultant engaged by HAB recommends that applications should be submitted to the Town Planning Board with a view to increasing the height limit of the main stadium so as to accommodate the retractable roof; including a hotel in the MPSC project to provide accommodation for participants of sports and other events and visitors; and amending the disposition of the landscaped deck between the northern and southern parts of MPSC to enhance connectivity with the surrounding areas. We presented our preliminary findings to the Task Force on Kai Tak Harbourfront Development of the Harbourfront Commission in November 2015 and will take into account members' comments in finalizing our planning submissions.

7. To enable us to map out the user requirements as well as the business plan, financial projections and performance measurements of the future MPSC operations, we engaged an **operations consultant** in July 2015 to help us with these tasks. The consultant will also review the procurement approach for the project, carry out an economic cost-benefit analysis, study suitable turf surface and management options, and engage stakeholders including the sports sector and other potential users. To ensure that stakeholders' views on the design and operation of the MPSC are thoroughly considered at the planning stage, the consultant has organised workshops, questionnaire surveys and face-to-face meetings with them in the past few months and such engagement will continue in 2016.

8. We appointed a **quantity surveying consultant** in early December 2015 to assist us to review and estimate the cost of the individual components of the MPSC and to prepare the tender documents for the main works. We will engage a **technical services consultant** in early 2016 to conduct technical studies as well as to prepare detailed specifications and a preliminary design of the MPSC.

9. The planning and technical work outlined above is multi-faceted and highly complex, and more time has to be allowed for obtaining funding and necessary statutory approvals. After reviewing the progress to date, we consider it necessary to extend the existing supernumerary AOSGC post to provide oversight for the planning and coordination of the MPSC project until end 2017, taking into account our plan to complete the preparation of operational and technical requirements of the MPSC in late 2016 and tender preparation work in 2017 before moving to the next stage of implementation. As we enter the implementation stage, we will need to fill the supernumerary D2 post with a Government Architect (GA) to oversee the construction works and contract management, and to coordinate with the relevant bureaux/departments on the interfacing issues.

(b) Review of Policy on Private Recreational Leases (PRL)

10. PAS(RS)2 is also responsible for conducting the PRL policy review. In June 2014, HAB set up an inter-departmental working group comprising representatives from the Development Bureau, the Lands Department, and other concerned bureaux and departments to review the PRL policy. Given the scope and complexity of the review, which cuts across policy responsibilities of different bureaux and departments and involves different types of PRL, it would be prudent for the working group to deliberate on the full range of issues relating to the PRL policy with a view to formulating a practicable way forward.

11. Based on the current progress, we aim to complete the review in 2016, and report our recommendations to the Panel on Home Affairs thereafter. Subject to the outcome of the public/stakeholder consultations, we will refine the recommendations and prepare for their implementation. PAS(RS)2 will undertake the forgoing tasks, all of which require high level policy input and extensive coordination within Government and with stakeholders.

(c) Review of the Provision of Sports Facilities in Hong Kong

12. To follow up on the Chief Executive's announcement in the 2015 Policy Address, the Working Group on Sports Facilities was set up by HAB in July 2015 to review the level of demand for various types of sports facilities and to consider whether and how the current Hong Kong Planning Standards and Guidelines should be revised to better meet such demand. PAS(RS)2 supports the work of the Working Group and will follow up on its recommendations with a view to addressing the needs of the community and the sports sector for sports facilities.

Extension Period and Job Description

13. In light of the progress of MPSC project and the outstanding work outlined in paragraphs 5 to 12 above, as well as the need to supervise the implementation phase of the MPSC project from 2018 onwards, we propose to extend the supernumerary D2 post from 6 June 2016 to 31 August 2021. During the period from 6 June 2016 to 31 December 2017 (about 19 months), the post will continue to be filled by an AOSGC (continue to be designated as (PAS(RS)2)). With extensive administrative and management experience, versatility, political acumen and leadership capability, the AOSGC officer will lead the project team, steer the work of the consultants and coordinate inputs from bureaux and departments. The officer will also continue to oversee the review of PRL policy and provision of sports facilities in Hong Kong, and

implement recommendations made by the Working Group on Sports Facilities.
The detailed job description of PAS(RS)2 is at **Annex 1**.

14. A GA (designated as Project Director (MPSC)) will fill the supernumerary D2 post for the rest of the tenure from 1 January 2018 onwards when, according to our current programme and target, the main works of MPSC may commence. Project Director (MPSC) will supervise the progress of construction, vet and approve constructors' submissions, monitor progress and expenditure of works, and ensure that the MPSC is completed in accordance with the contractual requirements, on time and within budget. A sufficiently senior professional officer with extensive experience in works projects and construction contract supervision is essential at the implementation stage. We will review the operational need for the D2 post in 2021 in the light of the actual progress of the project. The detailed job description of Project Director (MPSC) is at **Annex 2**.

Non-directorate support

15. The proposed supernumerary D2 post will continue to be supported by the multi-disciplinary project team described in paragraph 4 above. To oversee landscape design of MPSC, a time-limited Senior Landscape Architect (SLA) post will be created in April 2016 to be responsible for the landscape architectural, greening and tree matters, handling turf related issues, and coordinating all interfacing landscaping matters with the adjoining open spaces. We also propose to extend the current time-limited PS I post to end-August 2021 to provide secretarial support to PAS(RS)2 initially and later on Project Director (MPSC). The organisation chart showing the proposed posts is at **Annex 3**.

Alternatives Considered

16. The proposed supernumerary D2 post will continue to report to the Deputy Secretary for Home Affairs (2) (DSHA(2)) who oversees sports policy. DSHA(2) is currently supported at directorate level by one permanent AOSGC (PAS(RS)1) and the supernumerary D2 officer (PAS(RS)2). The R&S Branch is responsible for –

- (a) formulating and implementing policies and strategies in liaison with government departments, sports organisations and other relevant bodies in line with the established policy objectives to promote sport for all, develop elite sport and upgrade Hong Kong's position as a venue for major international sports events;

- (b) resource management of the Hong Kong Sports Institute in support of elite athlete development;
- (c) administration of the Arts and Sports Development Fund to projects and programmes that will promote sport in the community; encourage young people's involvement in sport from entry level to elite performance, in particular in team sports; allow local sports associations to host high quality international events; and ensure full support for Hong Kong athletes preparing for and participating in major international competitions;
- (d) working with the Hong Kong Football Association, the Hong Kong Jockey Club and other stakeholders on a long-term sustainable strategy for the promotion and development of football in Hong Kong;
- (e) supporting the work of the Sports Commission and its Committees;
- (f) planning and coordination of territory-wide sports and recreation public works projects;
- (g) providing policy input to land matters relating to sport (including reviewing the PRL policy);
- (h) administration of the Sir David Trench Fund for Recreation; and
- (i) housekeeping the Leisure Services Division of the Leisure and Cultural Services Department.

17. PAS(RS)1 is fully occupied with a wide portfolio of duties as set out in paragraph 16 (a) – (e), (h) and (i) above. It is operationally not viable for her to absorb the substantial duties being undertaken by PAS(RS)2 without compromising the effective delivery of her duties.

18. We have also examined whether the other seven AOSGCs (including two supernumerary AOSGC posts for the Community Care Fund (CCF) and the West Kowloon Cultural District (WKCD) Project) under the Civic Affairs Branch and Culture Branch of HAB can absorb the duties of the PAS(RS)2 post. These officers are working on a wide range of policy issues, including civic affairs, legal aid, CCF, WKCD Project, arts and culture matters. It is not feasible for them to take up the tasks of the PAS(RS)2 without adversely affecting the performance of their duties, nor do they have the professional expertise to oversee the construction of the MPSC. A dedicated directorate

officer is needed to provide a focused policy steer, ensure collaboration between different parties for the timely planning and implementation of the MPSC project, and ensuring the construction progresses as planned. The detailed work schedules of the other AOSGCs in HAB are at **Annex 4**.

FINANCIAL IMPLICATIONS

19. The proposed extension of the supernumerary D2 post will require an additional notional annual salary cost at mid-point of \$1,973,400. The additional full annual average staff cost, including salaries and staff on-cost of the AOSGC and GA posts is \$2,779,704 and \$2,813,136 respectively.

20. The total additional notional annual salary cost at mid-point for the two non-directorate posts (i.e. PS I and SLA posts) is \$1,699,800 and the full annual average staff cost, including salaries and staff on-cost is \$2,510,520. We will include the necessary provision in the draft Estimates of the relevant financial years to meet the cost of this proposal.

ADVICE SOUGHT

21. Members are invited to note the progress of the MPSC project as set out in paragraphs 5 to 9 and provide support for the staffing proposal in in this paper. Subject to Members' support, we will consult the Establishment Subcommittee following which approval of the FC will be sought for the proposed extension of the supernumerary D2 post.

Home Affairs Bureau
December 2015

**Job Description of
Principal Assistant Secretary (Recreation and Sport) 2**

Rank: Administrative Officer Staff Grade C (D2)

Responsible to: Deputy Secretary for Home Affairs (2)

Main Duties and Responsibilities:

1. To steer and coordinate with all parties concerned the detailed planning and implementation of the Multi-purpose Sports Complex (MPSC) project at Kai Tak;
2. To provide policy input and strategic analysis in relation to the development of the MPSC project, and to identify potential obstacles and recommend practical and timely solutions to senior officers;
3. To implement a procurement and financing plan that will help ensure the long-term viability and value for money of the MPSC;
4. To monitor the progress of master planning, formulation of business plan, design and pre-construction works to enable timely delivery of the project;
5. To carry out policy review on Private Recreational Leases and supervise the implementation of its recommendations; and
6. To oversee the planning of other new public sports facilities in Hong Kong and provide secretariat support for the Working Group on Sports Facilities of the Sports Commission.

**Job Description of
Project Director (Multi-purpose Sports Complex)**

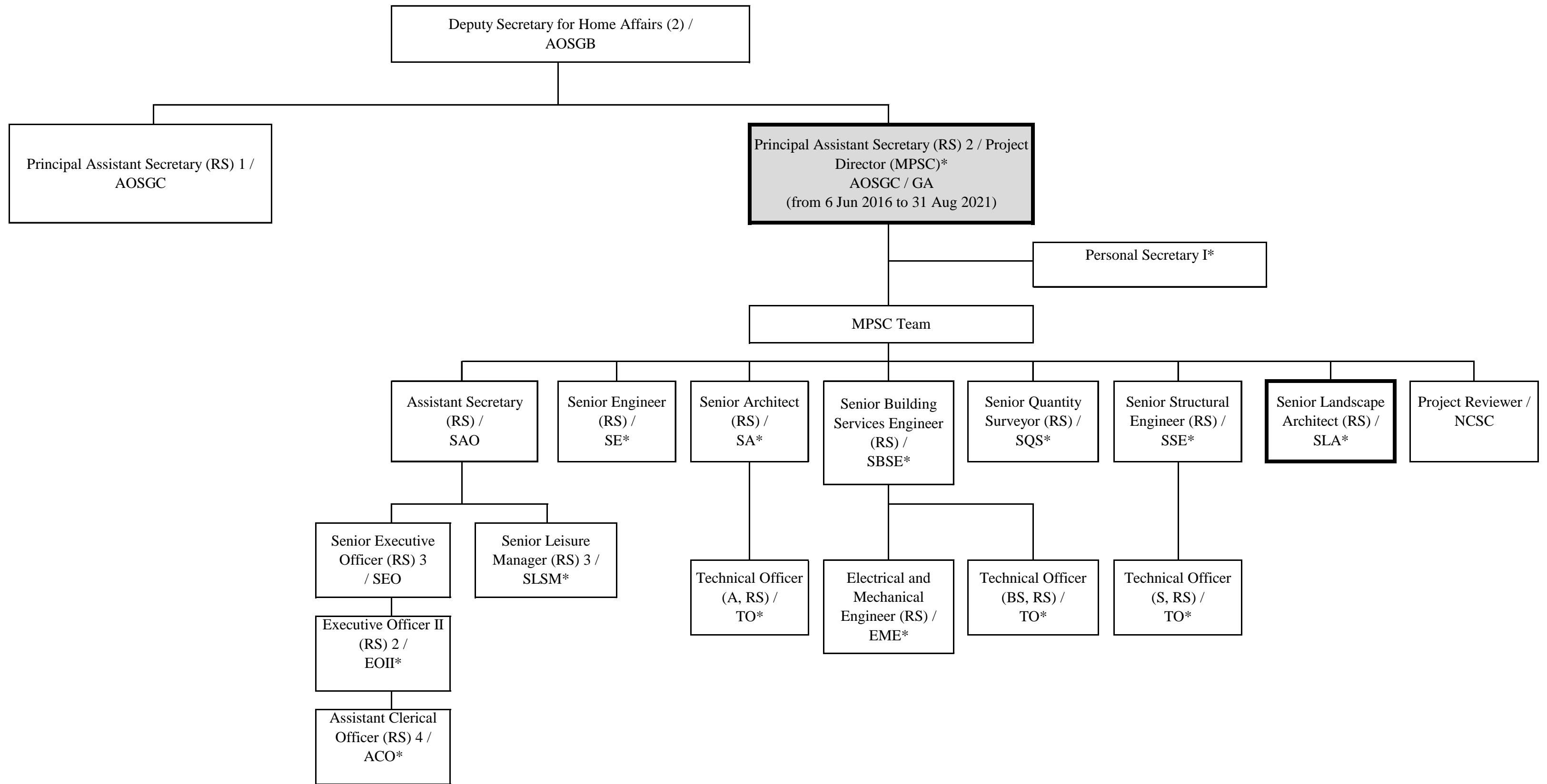
Rank: Government Architect (D2)

Responsible to: Deputy Secretary for Home Affairs (2)

Main Duties and Responsibilities:

1. To oversee the implementation of the MPSC in accordance with statutory requirements and established government standards;
2. To oversee the construction programme, budget, resources and works quality of the MPSC project at strategic level;
3. To monitor contractors to carry out the construction works and meet the targets for programme, cashflow and quality of works set in the contract;
4. To consider and make recommendations on changes to government requirements initiated by the contractor; and
5. To coordinate among relevant Government bureaux/departments to resolve any pertinent issues related to the implementation of the MPSC project including planning, engineering, buildings and interface matters.

Proposed Organisation Chart of the Recreation & Sport Branch



Note:
* Time-limited posts

- Proposed extension of the supernumerary directorate post
- Non-directorate post to be created

**Duties and Responsibilities of
the Other Principal Assistant Secretaries in the Home Affairs Bureau**

- (1) PAS(Civic Affairs)1 is responsible for youth development policy, matters related to subvention for Youth Uniformed Groups, Youth Square, Service Corps, Youth Hostel policy and steering of relevant projects, civic education/national education outside schools, volunteerism policy, youth exchange and internship, life planning activities, Youth Development Fund and Multi-faceted Excellence Scholarship. The officer is also appointed as the secretary to the Commission on Youth and the Committee on the Promotion of Civic Education.
- (2) PAS(Civic Affairs)2 is responsible for legal aid policy and reviews, policies on free legal advice and assistance, Family Council matters and promotion of family perspectives, maintenance policies relating to enforcement of maintenance orders, wills, intestate, inheritance and probate legislation, postage stamp policy and Neighbourhood Level Community Development Projects. The officer is also responsible for housekeeping matters of the Legal Aid Department and subventions for the Duty Lawyer Service and the Legal Aid Services Council, and is appointed as the secretary to the Family Council.
- (3) PAS(Civic Affairs)3 is responsible for gambling policy, social enterprises policy, entertainment licensing, housekeeping of the Information Services Department, policy matters relating to advisory and statutory bodies of bureaux and departments, liaison with religious bodies, and matters relating to the Board of Management of the Chinese Permanent Cemeteries and the Chinese Temples Committee. The officer is also responsible for the Trust Fund in Support of Reconstruction in the Sichuan Earthquake Stricken Areas, and the Secretary for Home Affairs Incorporated properties and trust funds, and serves as the secretary to the Betting and Lotteries Commission, the Ping Wo Fund Advisory Committee and the Social Enterprise Advisory Committee, as well as responsible for overseeing the operation of the public affairs forum.

- (4) PAS(Community Care Fund), filling a supernumerary post, is responsible for leading the Community Care Fund (CCF) Secretariat to serve and support the CCF Task Force (CCFTF) and the Commission on Poverty (CoP) on all matters in relation to the administration of the CCF, including policy formulation, strategic planning and evaluation from time to time of the modus operandi and implementation of the CCF initiative; coordinating efforts with bureaux / departments and stakeholders on supporting the CCFTF and the CoP in assessing the implications on proposed assistance programmes, prioritizing competing demands for assistance under the CCF as well as monitoring and evaluating the assistance programmes; engaging the public and stakeholders in mapping out assistance programmes; assisting the CCFTF and the CoP in overseeing the financial management and overall funding allocation of the CCF and monitoring its operation and use; and implementing some assistance programmes under the CCF.
- (5) PAS(Recreation and Sport)¹ is responsible for sports policy and strategic initiatives, matters relating to the Sports Commission and the Sir David Trench Fund Committee, and administration of the Sir David Trench Fund for Recreation (Main Fund) and the Arts and Sport Development Fund (Sports Portion), and resources management of Hong Kong Sports Institute Ltd, the Sports Federation & Olympic Committee of Hong Kong, China and the Outward Bound Hong Kong. The officer is also responsible for the Football Task Force and redevelopment of the Hong Kong Sports Institute.
- (6) PAS(Culture)¹ is responsible for policy on arts and cultural software, performing arts policy and funding, subvention for the major performing arts groups, cultural exchange between Hong Kong and the Mainland, Macao and Taiwan, housekeeping of the Hong Kong Arts Development Council and the Hong Kong Academy for Performing Arts, matters relating to the Advisory Committee on Arts Development as well as its Sub-committee on Funding for Performing Arts and the Sub-committee on Arts Education under the Committee.

- (7) PAS(Culture)2 is responsible for policies on public and private museums, visual arts, public libraries, public art with regard to visual arts, intangible cultural heritage, development of Cantonese Opera and related matters, and planning of cultural and performance facilities of the Leisure and Cultural Services Department, as well as cultural exchange between Hong Kong and other countries. The officer is also responsible for matters relating to the Hong Kong Jockey Club Music and Dance Fund, the Lord Wilson Heritage Trust and the Hong Kong Arts Centre.
- (8) PAS(West Kowloon Cultural District), filling a supernumerary post, is responsible for monitoring the performance of the West Kowloon Cultural District Authority (WKCDA) in fulfillment of its objectives and roles as stated in the WKCDA Ordinance and overseeing the interface issues between arts and cultural facilities operated by WKCDA and those operated by LCSD, as well as liaising with WKCDA to oversee the institutional set-up and establishment of the governance mechanism for museum and performing arts venues. The officer is also responsible for monitoring the progress in planning of programmes and services by WKCDA for the opening of arts and cultural facilities in West Kowloon Cultural District and overseeing WKCDA's policy and work in nurturing local arts talents, engaging stakeholders and building up audiences, as well as housekeeping of WKCDA.