

ITEM FOR FINANCE COMMITTEE

RECOMMENDATION OF THE ESTABLISHMENT SUBCOMMITTEE

Encl. 1 At the Enclosure 1 is a summary of the recommendation of the Establishment Subcommittee (ESC) made at its meeting on 6 June 2017. A ESC Member has requested that the recommendation on EC(2016-17)29 should be submitted to Finance Committee (FC) separately to facilitate voting on the subject.

Encl. 2 2. The relevant paper considered by the ESC is at Enclosure 2. In view of concerns and suggestions of Members of the ESC on how the establishment of the proposed Sustainable Lantau Office (SLO) could reflect the future direction of “Development in the North, Conservation for the South” for Lantau, Development Bureau has considered and made adjustments to the post titles and duties of some directorate posts of the SLO. The revisions are shaded in grey or highlighted in red at Enclosure 2 for easy reference.

3. Members are invited to approve the ESC recommendation.

4. The up-to-date position of the establishment of directorate posts in the civil service is as follows –

	Permanent	Supernumerary	Total
Position including posts approved by Members as at 2 June 2017	1 592	68	1 660 ^(Note)
Item EC(2016-17)29	-	4	4
Total	1592	72	1 664

/Note

Note – Exclusive of 17 permanent posts in Independent Commission Against Corruption.

Financial Services and the Treasury Bureau
July 2017

**Summary of the Recommendation of the Establishment Subcommittee
made at its meeting on 6 June 2017**

EC Item No.	Head of Expenditure	Recommendation
EC(2016-17)29	HEAD 33 – CIVIL ENGINEERING AND DEVELOPMENT DEPARTMENT	<p>To recommend to Finance Committee the following proposals with immediate effect upon approval by the Finance Committee –</p> <p>(a) the creation of the following supernumerary posts to lead a new Sustainable Lantau Office (SLO) in the Civil Engineering and Development Department (CEDD) up to 31 March 2021 –</p> <p>1 Principal Government Engineer (D3) (\$187,750 - \$204,950)</p> <p>1 Government Town Planner (D2) (\$161,450 - \$176,550)</p> <p>2 Chief Engineer (D1) (\$135,950 - \$148,750)</p> <p>(b) the redeployment of three D3, five D2 and 13 D1 directorate posts within CEDD arising from the establishment of SLO and re-organisation of the existing Development Offices in CEDD</p>

**HEAD 33 – CIVIL ENGINEERING AND DEVELOPMENT
DEPARTMENT**

Subhead 000 Operational expenses

Members are invited to recommend to Finance Committee the following proposal with immediate effect upon approval by Finance Committee –

- (a) creation of the following four supernumerary directorate posts for a new Sustainable Lantau Office in the Civil Engineering and Development Department up to 31 March 2021 –

1 Principal Government Engineer
(D3) (\$187,750 - \$204,950)

1 Government Town Planner
(D2) (\$161,450 - \$176,550)

2 Chief Engineer
(D1) (\$135,950 - \$148,750); and

- (b) re-deployment of three D3, five D2 and 13 D1 directorate posts within the Civil Engineering and Development Department arising from the establishment of the Sustainable Lantau Office and re-organisation of the existing Development Offices in the Civil Engineering and Development Department.

/PROBLEM

PROBLEM

We need additional support at the directorate level in the Civil Engineering and Development Department (CEDD) to lead a new dedicated Sustainable Lantau Office (SLO) and redeploy existing directorate posts 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, recreation and tourism developments, as well as conservation initiatives in Lantau which are crucial to the long-term sustainable development of Hong Kong. We need additional support at the directorate level in CEDD to lead the new dedicated SLO to take forward and manage the development and conservation initiatives for Lantau and promote sustainable development of Lantau. The four proposed supernumerary directorate posts are –

- (a) one Principal Government Engineer (PGE) (D3) to be designated as Head (Sustainable Lantau Office) (H(SLO));
- (b) one Government Town Planner (GTP) (D2) to be designated as Deputy Head (Planning & Conservation) (DH(P&C)); 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 have examined the distribution of workload in the four existing DevOs in light of developments in recent years. We propose to re-distribute the duties among the DevOs to rationalise the workload.

Encls. 1 & 2 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.

JUSTIFICATION**Lantau Development and Conservation**

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. It agreed that the planning vision is to

/balance

balance and enhance development and conservation, with a view to developing Lantau into a smart, low-carbon community for living, work, business, leisure and study. The 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 broad development direction is ‘Development at the North; Conservation for the South’. The development proposals feature not only conservation in our consideration of sustainable developments but also improvements at district level amid strategic development in a wider Hong Kong context. The proposed SLO will take a proactive approach in taking forward the planning and implementation of development and conservation initiatives in Lantau.

6. We completed a three-month public engagement (PE) exercise in April 2016 to collate the public’s views on the proposed development and conservation strategies for Lantau. After consolidating and analysing all the views received, the PE report was completed and uploaded to the internet on 5 November 2016¹. As revealed by the views collected during the PE exercise, the majority of public views were in general supportive of the broad direction of Lantau development and the principle of balancing conservation and development. Besides, there were a large number of views on multiple aspects from the public: many urged for more detailed assessment studies, such as studies on traffic and transport infrastructures and receiving capacity of Lantau; some requested for early formulation of detailed conservation measures and timely improvement of infrastructures to support the existing livelihood in the rural areas, etc. There were diverse views on the proposed East Lantau Metropolis (ELM): some agreed that the ELM could enhance land supply in the long run to support future developments of Hong Kong while some expressed concerns on its technical feasibility and the potential impacts on the environment, traffic and transport facilities and some requested more information about the proposed development. We will take account of the public views in preparing a blueprint on development and conservation of Lantau providing, among others, a reference roadmap for exploring and implementing the related projects and initiatives.

7. 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 shore 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 with a view to enhancing employment opportunities there. At the same time, we shall continue with the

/implementation

¹ The Lantau Development PE Report was issued with a press release on 5 November 2016 and is now available on the LanDAC’s website (<http://www.landac.hk/en/engagement-activities>).

implementation of local improvement/revitalisation projects at Tai O, Mui Wo and Ma Wan Chung Village, expansion and improvement works of the mountain bike trail network and road improvement works at south Lantau. We shall also take forward those feasible and worthwhile proposals on recreation and tourism development of Lantau. In the longer term, we shall study the development of the ELM. The study will include an assessment of the technical feasibility of the ELM and its potential impacts on the environment, traffic and transport facilities.

8. There will also be commercial developments at strategic locations along the northern shore of Lantau, capitalising on the benefits brought about by the Hong Kong International Airport (HKIA) and the planned Three-Runway System (3RS), HZMB and other strategic infrastructures in the area. Given its critical role in Hong Kong's sustainable development, Lantau development will involve complex interfaces with different stakeholders in various important aspects. It will require undertaking a wide range of studies (including traffic and transport studies), planning and implementing, in stages, projects of different natures, conducting statutory procedures and PE in tandem with a well-coordinated programme.

9. On the conservation front, we will preserve the predominant part of Lantau for nature conservation and sustainable recreational uses and green tourism, and avoid large-scale development at sites of conservation interest and their surrounding areas. We will formulate ecologically-oriented and culturally-based conservation initiatives for Lantau, e.g. putting in place measures to protect and preserve the ecology and habitats at ecologically important sites. In this connection, we will devote much effort in continuously engaging green groups, conservationists and relevant stakeholders on conservation initiatives, such as setting up a task force under the LanDAC's Sustainable Development Subcommittee to advise on nature conservation initiatives/proposals that are conducive to the sustainable development of Lantau.

Need for a Dedicated Multi-disciplinary Office in CEDD

10. All the suggestions collected during the PE exercise entail a great deal of work to be carried out in a short time. At present, the planning and implementation work concerned is being undertaken by several bureaux/departments (b/ds). Most of the work is only at the preliminary and exploratory stage, with the Development Bureau (DEVB) coordinating with CEDD and the Planning Department (PlanD) in carrying out various studies and projects, including topical studies to facilitate the LanDAC in formulating the proposed development strategies for Lantau². Moreover, DEVB and CEDD are sharing the workload in providing secretariat support to the LanDAC and its subcommittees.

/11.

² CEDD is undertaking various feasibility studies and projects; and PlanD overseeing planning-related studies and matters.

11. All the existing posts involved in the work of the LanDAC and Lantau development were either by redeployment of staff within the b/ds or created on a time-limited basis. The present staff resources are scattered across the b/ds and grossly inadequate to cope with the workload and complexity of Lantau development. In view of the scale of the developments, including conservation initiatives, to be planned and implemented and for better coordination among the b/ds and holistic planning, there is an urgent need to enhance our manpower and management steer by forming a new dedicated multi-disciplinary SLO in CEDD so that we could start the work immediately to seize the development and conservation opportunities in Lantau. With engineering, planning, conservation and other professionals working together, we could develop the implementation programme more effectively and efficiently. Due to geographical proximity, the SLO will also oversee projects in other outlying islands in the Islands District that are currently taken care of by the Hong Kong Island and Islands (HKI&I) DevO.

12. The projects and initiatives to be taken forward and/or coordinated by the SLO will include, but not limited to the following –

- (a) Implementation of the TCNTE;
- (b) Engineering infrastructural works for housing development in Area 54, Tung Chung;
- (c) Topside development at HKBCF island of HZMB;
- (d) Sunny Bay reclamation;
- (e) Siu Ho Wan reclamation and development in the adjoining area;
- (f) Strategic studies for artificial islands in the central waters (including ELM);
- (g) Improvement works in Mui Wo, Tai O and Ma Wan Chung;
- (h) Improvement and expansion of the mountain bike trail networks in south Lantau;
- (i) Study on traffic, transport (including feasibilities of improvement in connection between Tung Chung and the airport island, Tung Chung and Tai O, and Mui Wo and north Lantau) and capacity to receive visitors for Lantau;
- (j) Initiatives for enhancing conservation of Lantau and promoting better utilisation of natural, heritage and cultural resources (the opportunities of preservation of Pui O wetland ecology, Shui Hau Wan sandflat, and sustaining Tai O nature, tradition culture and built heritage, are being explored);

/(k)

- (k) Project proposals recommended under the study on recreation and tourism development strategy for Lantau;
- (l) Provision of cycle track along the northern shore of Lantau;
- (m) Local enhancement works in Lantau, such as improvement works to roads/village access, car parking facilities, hiking trails, sewerage systems, etc.;
- (n) Proposals of supporting the social development of Lantau, including implementation of community and education facilities, etc.;
- (o) Arrangement of or provision of support to local events to publicise and promote sustainable development of Lantau; and
- (p) Development of ex-Lamma Quarry Area at Sok Kwu Wan.

13. The SLO will be a one-stop office to carry out the planning, study/assessment, design, tendering and implementation of various development and conservation initiatives and local improvement projects in Lantau in short, medium and the longer terms in a well prioritised, coordinated and integrated manner. Interface with existing projects such as HZMB-related projects, HKIA's 3RS and North Commercial District development will be properly managed to ensure smooth delivery. To deliver the projects, the SLO will need to provide professional and technical support to the drawing up of statutory Outline Zoning Plans and administrative land use plans, and to conduct public and stakeholder engagement as well as relevant statutory procedures. The SLO will continue to explore opportunities for implementing conservation measures and quick-win local improvement projects that will bring benefits at district level.

Need for a Supernumerary PGE (D3) Post to Head SLO

14. It is essential to have a directorate officer ranked at PGE (D3) to be the Head of the SLO to provide the necessary leadership. He/she will direct and 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 sustainable development of Lantau for Hong Kong's overall benefits. In the process, H(SLO) will also liaise with the senior management of the b/ds concerned and other stakeholders to resolve different strategic issues and ensure the smooth delivery of various projects under the implementation programme. The post-holder has to be experienced in managing large-scale studies and projects, and possess strong leadership and

/communication

communication skills required for leading a multi-disciplinary office in implementing various studies and projects. At present, Project Manager (HKI&I) (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 increasingly congested road corridor along the northern coast of Hong Kong Island. Other on-going work on Hong Kong Island, including the site formation projects for housing development in Kennedy Town, the provision of a boardwalk under the Island Eastern Corridor, the reassembly of Queen's Pier, and the engineering feasibility studies for columbarium development which will remain active until at least 2024, will continue to be managed by the HKI&I DevO. It is impractical for PM(HKI&I) to head the new SLO and oversee the Lantau development and conservation programme, in addition to his existing work portfolio.

15. The proposed H(SLO) will be underpinned by one Government Engineer (GE) (D2), one GTP (D2) and three CE (D1) directorate posts. Amongst these six directorate posts, the PGE (D3), the GTP (D2) and two CE (D1) posts are the new supernumerary posts proposed for creation up to 31 March 2021 to take forward the planning and implementation of the development and conservation projects in Lantau and other outlying islands, whilst the remaining two directorate posts will be the Deputy Project Manager (HKI&I) (DPM(HKI&I)) post ranked at GE (D2) and CE/Islands post ranked at CE (D1) to be redeployed from the HKI&I DevO and re-designated as Deputy Head (Works) (DH(W)) and Chief Engineer/Lantau 1 (CE/L1) respectively. We will review the staffing requirement of the SLO beyond 31 March 2021 by 2020, taking into account the scale of studies and projects and the situation at that time.

Encls. 3 & 4 16. The proposed organisation chart of the SLO showing the six directorate posts and the proposed job descriptions of H(SLO) are at Enclosures 3 and 4 respectively. Upon the assumption of responsibilities relating to development and conservation in Lantau and other outlying islands by the proposed H(SLO), the existing post of PM(HKI&I) and the duties relating to Hong Kong Island will be subsumed into other DevOs, as explained in the ensuing paragraphs.

Need for a Supernumerary GTP (D2) Post in SLO

17. The SLO will be divided into two branches, namely the Lantau 1 Branch headed by DH(W), which focuses on projects progressed to design and construction stages, and the Lantau 2 Branch headed by DH(P&C),

/which

which basically handles projects at the planning stage. DPM(HKI&I) will be redeployed to the SLO as DH(W) to continue taking up the tasks related to development and conservation in Lantau and other outlying islands in the pipeline, focusing on quick-win projects and PE exercises for sustainable development of Lantau. In particular, he/she will be responsible for various studies for TCNTE, the topside development on the HKBCF island of HZMB, the Mui Wo and Tai O improvement works, etc. for their early implementation. He/She will oversee all conservation initiatives and environmental issues related to works projects involving sustainable development of Lantau and also assist H(SLO) in supporting the secretariat work for the LanDAC's subcommittees.

18. We propose to create a new supernumerary GTP post, designated as DH(P&C), to lead another multi-disciplinary team in the SLO in mapping out the land use strategy and statutory plans for Lantau development and conservation. He/She will oversee and coordinate all conservation initiatives and environmental issues related to sustainable development of Lantau. He/She will lead the team to manage consultancy studies such as Sunny Bay and Siu Ho Wan reclamations and the ELM. During the course of preparing statutory and administrative land use plans, he/she will process representations and comments on such plans. The planning team will integrate in a timely manner planning and engineering considerations, which is especially important at the early stage. Moreover, DH(P&C) will attend the Legislative Council (LegCo) and other high-level meetings on planning matters related to Lantau development and conservation and resolve planning issues in the implementation stage.

19. The proposed job descriptions of DH(W) and DH(P&C) are at Encls. 5 & 6 Enclosures 5 and 6 respectively.

Need for Two Supernumerary CE (D1) Posts in the SLO

20. At present, CE/Islands of the 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, provision of public relations support to sustainable development of Lantau, and development of ex-Lamma Quarry Area at Sok Kwu Wan, etc. Upon establishment of the SLO, CE/Islands will be redeployed to the SLO to continue his work as CE/L1. The other two CEs in the HKI&I DevO, namely CE/HK1 and CE/HK2, could not be redeployed to the SLO as they still have to handle the works projects and matters 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 heavy workload of Lantau development and conservation arising from the upcoming tasks including Sunny Bay and Siu Ho Wan reclamations, the ELM, various proposals identified

/under

under the study on recreation and tourism development strategy for Lantau etc., two additional CE (D1) posts are required to be created in the SLO, namely CE/L2 and CE/L3.

21. We propose that CE/L1 and CE/L2 be put under DH(W) for providing support to projects progressing to design and construction stages that require more engineering input. CE/L3 will work under DH(P&C) who will handle projects at the planning stage. The proposed duties of CE/L1, CE/L2 and CE/L3 are 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.
- (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 the LanDAC, project programming and technical issues for sustainable development of Lantau and all PE events and activities.
- (c) CE/L3 will be mainly responsible for implementing the ELM, Sunny Bay and Siu Ho Wan reclamations and the adjoining developments, and recreation and tourism proposals as identified under the study on recreation and tourism development strategy, and overseeing the strategic traffic and transport infrastructure development (including the study on traffic, transport and capacity to receive visitors for Lantau), and geotechnical issues for sustainable development of Lantau. He/she will also lead a team of staff with knowledge and experience in nature conservation to formulate and take forward all conservation initiatives and environmental issues related to sustainable development of Lantau.

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

/Proposed

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

Existing Structure

Encl. 10

23. CEDD currently comprises the following offices: the Headquarters (HQs), two functional Offices, namely the Civil Engineering Office (CEO) and the Geotechnical Engineering Office (GEO), and four DevOs demarcated according to geographical location, namely HKI&I, Kowloon (K), New Territories East (NTE) and New Territories West (NTW). Except for the 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/Government Architect (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).

24. CEDD is the principal works department responsible for implementing the various engineering infrastructure, development and land supply projects and district administration of works-related matters 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
Hong Kong Island (currently being handled by HKI&I DevO)	(a) WDII and associated works for CWB (b) Site formation projects for housing developments in Kennedy Town (c) Boardwalk under the Island Eastern Corridor (d) Reassembly of Queen's Pier (e) Columbarium development engineering feasibility studies (f) Housing development at Braemar Hill district

/Kowloon

Region	Major Development and Infrastructure Projects
Kowloon (currently being handled by K DevO)	<ul style="list-style-type: none"> (a) Kai Tak Development (b) West Kowloon Cultural District Integrated Basement and Infrastructure Projects (c) Trunk Road T2 (d) Development of ex-Cha Kwo Ling Kaolin Mine Site (e) Grade-separated pedestrian linkages along Sham Mong Road and at Kwun Tong Town Centre Redevelopment (f) Infrastructure works for housing sites adjacent to Lung Ping Road at Tai Wo Ping (g) Demolition works for development at North West Kowloon Reclamation Site 1
New Territories North and East (currently being handled by NTE DevO)	<ul style="list-style-type: none"> (a) Liantang/Heung Yuen Wai Boundary Crossing Point (LT-HYW BCP) (b) Kwu Tung North (KTN) New Development Area (NDA) (c) Fanling North (FLN) NDA (d) NT North Development (e) Kwu Tung South, Kong Nga Po and other developments in North District (f) Widening of Tai Po Road (Sha Tin Section) (g) Infrastructure works in Shatin (ST) and Ma On Shan (h) Development at Anderson Road Quarry (i) Tseung Kwan O (TKO) - Lam Tin Tunnel (TKO-LTT) (j) Cross Bay Link (CBL) in TKO (k) Infrastructure works in TKO and Sai Kung (SK) (l) New housing sites in TKO areas and the re-planning and development of TKO Area 137
New Territories West (currently being handled by NTW DevO)	<ul style="list-style-type: none"> (a) Hung Shui Kiu NDA (b) Developments of Yuen Long South (c) Development of Lok Ma Chau Loop (d) Housing Developments at Kam Tin South (e) New Territories Cycle Track Network Project

25. 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 as well as 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 within the HKI&I DevO and development at North District within the NTE DevO. Upon the setting up of the proposed SLO to take up development projects, conservation initiatives and works-related district administration in Lantau and other outlying islands, the opportunity is taken to review the division of responsibilities 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 major findings of the review is as follows –

- (a) the NTW DevO is already fully engaged in its existing projects and has no spare capacity to take up additional workload;
- (b) the workload arising from the projects under the NTE DevO is fast increasing and has grown beyond the capacity of the NTE DevO, and thus the projects in SK District (including TKO) should be re-distributed to another DevO; and
- (c) the projects on Hong Kong Island, Kowloon and SK Districts need to be overseen and steered by two PMs under two DevOs given their volume.

26. We propose to re-demarcate the geographical boundaries and re-distribute the duties and responsibilities among the NTW, NTE, K and HKI&I DevOs, and to rename the four DevOs as North, East, South and West DevOs. Details of the proposed changes, which are establishment-neutral and cost-neutral, 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

27. 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

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 the NTE DevO. In the North and TP Districts, the construction of LT-HYW BCP project is going on at full swing in order to enhance the links with the Mainland. The project involves site formation of about 23 hectare (ha) of land for a new BCP and construction of an approximately 11 kilometre 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 monitored in order to ensure their timely completion within the Approved Project Estimate.

28. Separately, 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 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 large scale and the number of residents and stakeholders affected, as well as the huge public and political sensitivity of these two NDA projects as 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 detailed design of the Widening of Tai Po Road (Sha Tin Section) project is in progress 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 work relating to 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 only 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, hence better assuring the meeting of the policy objective.

29. It is therefore proposed to set up an NDO with existing resources to look after all development projects and works-related district administration matters 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 the HKI&I DevO to be re-titled as PM(North) (PM(N));

/(b)

- (b) redeploying DPM(NTE)2 post ranked at GE (D2) from the 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 the NTE DevO, to be re-titled as CE/N1, CE/N2 and CE/N3 respectively.

Encl. 11 30. 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

31. 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 heavy until at least 2024. On the other hand, while the NDO should take up the major projects in North, TP and ST Districts from the NTE DevO, the remaining major projects in SK District under the NTE DevO are substantial and resource-intensive. These include the construction works of TKO-LTT which has commenced in sequence and CBL for which the design work is making good progress, 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, construction of the Development of the Anderson Road Quarry commenced in December 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.

32. 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, Kwun Tong and Kowloon City Districts, while the new SDO will look after Hong Kong Island, Sham Shui Po and Yau Tsim Mong Districts.

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

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

Encl. 13 34. 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 the EDO are at Enclosure 12.

35. It is also proposed that the SDO be set up with existing resources through redeployment of posts as follows –

- (a) redeploying PM(K) post ranked at PGE (D3) and DPM(K) post ranked at GE(D2) from the 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 the 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 the HKI&I DevO to be re-titled as CE/S3 and CE/S4 respectively.

Encl. 14 36. The proposed job descriptions of PM(S) are at Enclosure 14. The updated responsibilities of DPM(S) and the four CE posts in the SDO are at Enclosure 12.

/Proposed

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

37. The responsibilities of the NTW DevO remain unchanged, but the office will be re-titled as the WDO to ensure consistency with other DevOs. 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.

Encl. 15

38. 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 DevOs are at Enclosure 15. A table summarising the revised distribution of directorate posts amongst the five Offices following the re-demarcation of the geographical boundaries (as compared with the existing structure) is set out below –

Proposed Office	Proposed Directorate Posts (Number of Posts)	Existing DevO	Existing Directorate Posts (Number of Posts)
SLO	PGE (1)	-	-
	GE (1)		-
	GTP (1)		-
	CE (3)		-
	<i>Sub-total: 6</i>		<i>Sub-total : 0</i>
EDO	PGE (1)	K DevO	PGE (1)
	GE (1)		GE (1)
	GE/GA (1)		GE/GA(1)
	CE (5)		CE (5)
	<i>Sub-total: 8</i>		<i>Sub-total: 8</i>
NDO	PGE (1)	NTE DevO	PGE (1)
	GE (1)		GE (2)
	CE (3)		CE (5)
	<i>Sub-total: 5</i>		<i>Sub-total: 8</i>
SDO	PGE (1)	HKI&I DevO	PGE (1)
	GE (1)		GE (1)
	CE (4)		CE (3)
	<i>Sub-total: 6</i>		<i>Sub-total: 5</i>
WDO	PGE (1)	NTW DevO	PGE (1)
	GE (1)		GE (1)
	CE (4)		CE (4)
	<i>Sub-total: 6</i>		<i>Sub-total: 6</i>
Total	31	Total	27

Note: With the revision of geographical boundaries for the DevOs upon the establishment of the SLO, the geographical boundaries of the DevOs in the left column are not necessarily the same as the corresponding ones in the right column.

/Other

Other Manpower Resources

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

Encl. 16

ALTERNATIVES CONSIDERED

40. At present, all the directorate officers at CEDD, including those in the four existing DevOs as explained above, are fully occupied with their daily responsibilities. For the CEO, the directorate officers are 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. For CEDD HQs, the directorate officers are engaged full-time in the overall technical and administrative management of the Department, as well as performing various grade management functions for professional and technical grades under the central authority of the Director of Civil Engineering and Development. For the GEO, the directorate officers³, not of Engineer grade, are fully occupied with providing services related to geotechnical engineering. 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 and conservation is impractical. The other alternative of redeploying directorate staff from HQs, CEO or GEO to strengthen the HKI&I DevO to enable it to cope with the workload arising from Lantau development and conservation 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 conservation, 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 major duties of other areas such as Hong Kong 2030+: Towards a Planning Vision and Strategy Transcending 2030 (Hong Kong 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 SLO is not possible.

41. In order to develop the Lantau development and conservation initiatives from conceptual proposals through in-depth planning and detailed design

/to

³ Directorate officers in GEO are of Geotechnical Engineer Grade.

to full realisation, with comprehensive community engagement along the way, there is a genuine and pressing need to set up the dedicated SLO 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 the SLO as mentioned above, it is operationally impractical for the other directorate Engineer grade officers to effectively take up the whole or part of the new duties and responsibilities relating to the SLO. The schedule of responsibilities for all other existing PGE, GE and CE posts in CEDD after re-organisation is at Enclosure 12.

FINANCIAL IMPLICATIONS

42. The proposed creation of four supernumerary posts will bring about an additional notional annual salary cost at mid-point of \$7,908,600 as follows –

Rank	Notional annual salary cost at mid-point (\$)	No. of Posts
PGE (D3)	2,386,800	1
GTP (D2)	2,056,200	1
CE (D1)	3,465,600	2
Total	7,908,600	4

The additional full annual average staff cost, including salaries and staff on-cost, is about \$10,913,000.

43. The additional notional annual salary cost at mid-point for the 50 additional non-directorate posts in DEVB, CEDD and PlanD is \$33,614,100 and the full annual average staff cost, including salaries and staff on-cost, is about \$45,902,000. We have included the necessary provision in the 2016-17 approved Estimates to meet the cost of the proposal and will reflect the resources required in the Estimates of subsequent years.

PUBLIC CONSULTATION

44. We consulted the Panel on Development in the fifth LegCo Term on 23 February and 26 April 2016 on the staffing proposal for setting up a new Lantau Development Office (LDO). At the latter meeting, we provided supplementary information to address Members' concerns raised previously and updated on the latest situation of the PE exercise conducted from January to April 2016 for the proposed development strategies for Lantau. Some Members expressed the following views –

/(a)

- (a) The LDO should pay more emphasis on aspects related to conservation and traffic and transport infrastructures to address public's concerns;
- (b) As there were diverse public views on Lantau development, it was not the right time to establish the LDO; and
- (c) The ELM was controversial and should not be implemented.

45. We addressed Panel Members' concerns on conservation, traffic and transport infrastructures, the needs for establishing the LDO and conducting studies on the ELM. The majority of Members in the Panel Meeting on 26 April 2016 supported the submission of this staffing proposal to the Establishment Subcommittee (ESC).

46. At the ESC meetings on 8, 14 and 21 June 2016, Members expressed concerns on the following issues when considering the proposal –

- (a) detailed assessments for establishing the feasibility of the proposed ELM as a long-term development area were not yet available;
- (b) measures for conservation of Lantau should be enhanced;
- (c) PE exercises conducted for building consensus among the local communities were inadequate; and
- (d) studies on the overall capacity of Lantau for receiving visitors without causing adverse impacts on the existing environment were lacking.

Besides, while recognising the need of additional resources for implementing short to medium-term studies and projects in Lantau, some Members objected to the establishment of the LDO as its name suggested that the office was solely for development and detrimental to the conservation of Lantau.

47. We have addressed ESC Members' concerns on conservation measures for Lantau, continuous public engagement, and the overall capacity of Lantau for receiving visitors by undertaking further studies as mentioned in paragraph 12 above. Detailed assessments on the proposed ELM with a view to ascertaining its feasibility and environmental acceptability will also be conducted. The majority of Members in the meeting on 21 June 2016 supported the submission of the staffing proposal to the Finance Committee (FC). Due to time constraint, however, the staffing proposal was not discussed in the FC of the last LegCo Term.

48. In re-submitting the staffing proposal in this LegCo Term, we have more clearly indicated our planning vision of developing Lantau while balancing and enhancing development and conservation, and have also strengthened the conservation aspect of our efforts to further address Members' concerns by forming a team of staff with knowledge and experience in nature conservation in the SLO to formulate and take forward conservation initiatives. We plan to maintain regular liaison with green groups, conservationists and relevant stakeholders for drawing up and implementing conservation measures in Lantau. In order to reflect our planning vision more explicitly, we have re-named the dedicated office as the SLO.

49. We consulted the Panel on Development on 22 November and 16 December 2016. Some Panel Members expressed the following concerns –

- (a) some of the projects and initiatives as described in paragraph 12 above are on-going. They therefore queried the necessity to establish the SLO, instead of strengthening the existing manpower of CEDD;
- (b) the sustainable development of Lantau would require an understanding of the environmental baseline, receiving capacity, strategic environmental impacts of various development proposals, cultural and heritage conservation, etc. The staffing proposals and conservation initiatives as described in paragraph 12 above for the SLO are not adequate to reflect the Government's commitment towards conservation; and
- (c) the PE of the Hong Kong 2030+, which includes the proposed ELM, is still on-going. The discussion on the setting up of the SLO should wait after the aforementioned PE is completed.

50. Some Panel Members, however, expressed the following supporting views that setting up of a one-stop dedicated office could –

- (a) facilitate a better co-ordination of departmental efforts and provide a single point of contact to take forward projects and initiatives more effectively and efficiently;
- (b) better co-ordinate infrastructural improvement works in support of development projects especially in the north Lantau such as meeting the needs for improving the traffic and transport connection between Tung Chung New Town and the airport island; and

/(c)

- (c) take forward local improvement works to meet the needs of residents, e.g. provision of community facilities, traffic and transport infrastructure and sewerage systems etc. especially in remote areas.

51. We have addressed Panel Members' concerns at the meeting on 16 December 2016. Further supplementary information is provided in Enclosure 17.

Encl. 17

BACKGROUND

52. Upon the completion of the Hong Kong-Zhuhai-Macao Bridge, Lantau will become the confluence of Hong Kong, Macao and western Pearl River Delta (PRD). To capitalise on the benefits brought by the mega infrastructure projects in the area and the synergy between Hong Kong and the PRD, the Chief Executive announced in the 2014 Policy Address the establishment of the LanDAC to map out the economic and social development strategy for Lantau. In January 2016, the LanDAC issued the First-term Work Report which sets out the initial major proposals for Lantau development in different aspects including spatial planning and land use, conservation, strategic traffic and transport infrastructure, social development, recreation and tourism for public consultation. A dedicated multi-disciplinary office is required to take forward the short-term projects for their early implementation and conduct studies and investigations for medium and long-term development projects and proposals for Lantau.

ESTABLISHMENT CHANGES

53. The establishment changes in CEDD for the last two years are as follows –

Establishment (Note)	Number of Posts			
	Existing (As at 1 December 2016)	As at 1 April 2016	As at 1 April 2015	As at 1 April 2014
A	51 + (7) [#]	51 + (6)	51 + (6)	51 + (3)
B	630	618	599	579
C	1 163	1 151	1 164	1 159
Total	1 844 + (7)	1 820 + (6)	1 814 + (6)	1 789 + (3)

Note:

- A - ranks in the directorate pay scale or equivalent
- B - non-directorate ranks, the maximum pay point of which is above MPS Point 33 or equivalent
- C - non-directorate ranks, the maximum pay point of which is at or below MPS Point 33 or equivalent
- () - number of supernumerary directorate posts created with the approval of the Establishment Subcommittee/Finance Committee
- [#] - as at 1 December 2016, there was no unfilled directorate post in CEDD

/CIVIL

CIVIL SERVICE BUREAU COMMENTS

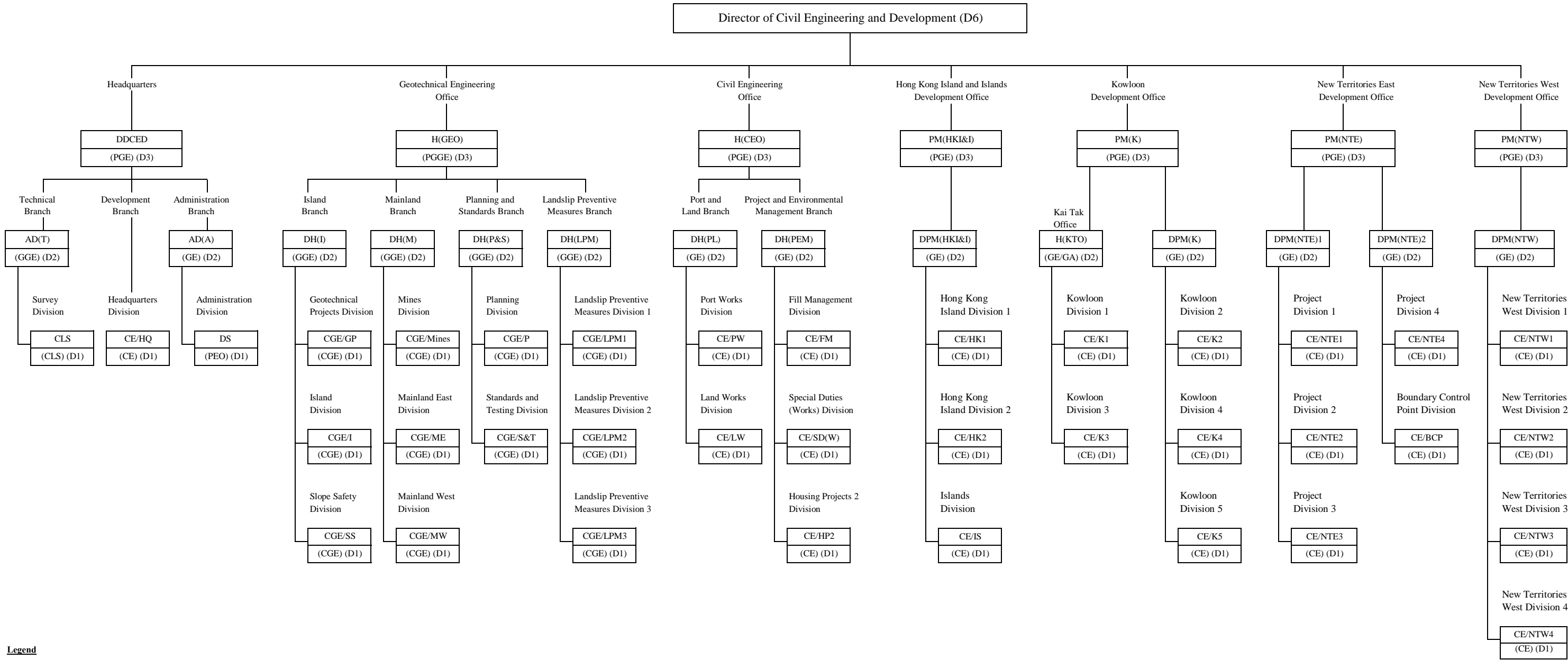
54. The Civil Service Bureau supports the proposed creation of four supernumerary posts, namely one PGE (D3), one GTP (D2) and two CE (D1), in CEDD as well as the consequential redeployment of directorate posts and re-organisation of the existing DevOs. The grading and ranking of the proposed directorate posts are considered appropriate having regard to the level and scope of responsibilities and the professional input required.

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

55. The Standing Committee on Directorate Salaries and Conditions of Service (Standing Committee) has advised that the grading for the posts involved in the redeployment is appropriate. As the four directorate posts proposed to be created are on a supernumerary basis, their creation, if approved by the FC, will be reported to the Standing Committee in accordance with the agreed procedure.

Development Bureau
January 2017

Existing Organisation Chart of Civil Engineering and Development Department

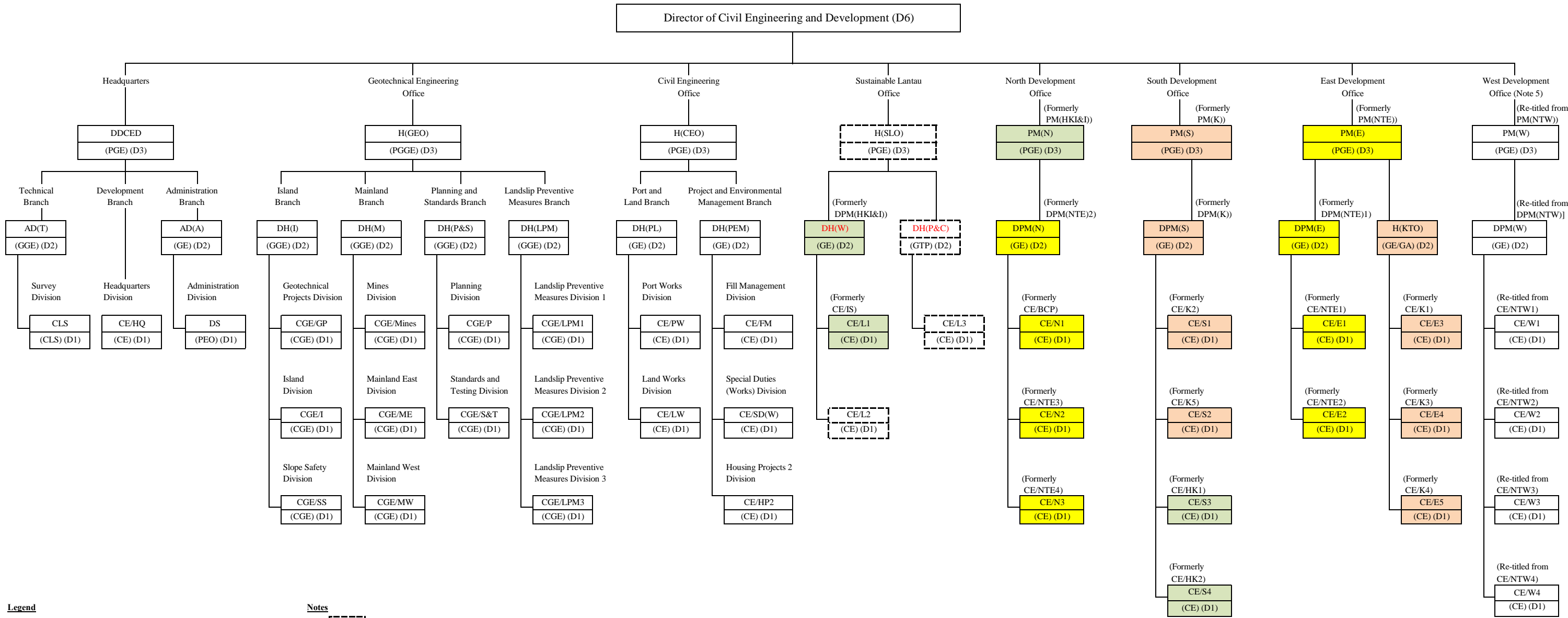


Legend

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
GGE Government Geotechnical Engineer
H Head of Office
PEO Principal Executive Officer
PGE Principal Government Engineer
PGGE Principal Government Geotechnical Engineer
PM Project Manager

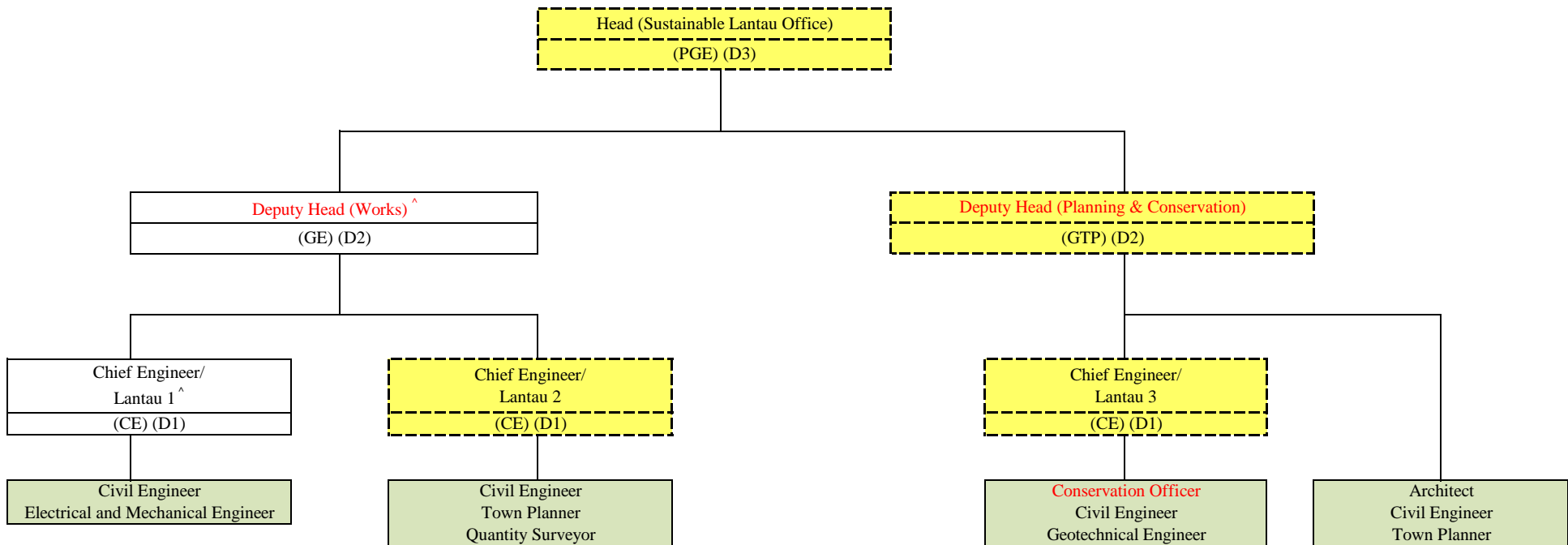
Proposed Organisation Chart of Civil Engineering and Development Department after Re-organisation



- 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
 - GGE Government Geotechnical Engineer
 - GTP Government Town Planner
 - H Head of Office
 - PEO Principal Executive Officer
 - PGE Principal Government Engineer
 - PGGE Principal Government Geotechnical Engineer
 - PM Project Manager

- Notes**
1. [Dashed Box] 1 PGE, 1GTP and 2 CE supernumerary posts proposed for creation for about 4 years up to 31.3.2021.
 2. [Green Box] Posts to be redeployed from Hong Kong Island and Islands Development Office
 3. [Orange Box] Posts to be redeployed from Kowloon Development Office
 4. [Yellow Box] Posts to be redeployed from New Territories East Development Office
 5. Formerly New Territories West Development Office

**Proposed Organisation Chart of the Sustainable Lantau 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 4 years up to 31.3.2021.



Non-directorate professional staff.

Note

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

^ Posts proposed to be redeployed from Hong Kong Island and Islands Development Office.

**Proposed Job Description of
Head (Sustainable Lantau Office)**

Rank : Principal Government Engineer (D3)

Responsible to : Director of Civil Engineering and Development

Major Duties and Responsibilities –

Head (Sustainable Lantau Office) is responsible for administering, supervising and managing the Sustainable Lantau Office (SLO) covering development and conservation projects mainly in Lantau and other outlying islands. The major duties are –

1. To administer, supervise and manage SLO in the implementation of development and conservation projects in Lantau to promote sustainable development of Lantau.
2. To plan, manage and implement projects in the development and conservation 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 works-related district administration matters for Lantau and other outlying islands.

**Proposed Job Description of
Deputy Head (Works)**

Rank : Government Engineer (D2)

Responsible to : Head (Sustainable Lantau Office)

Major Duties and Responsibilities –

Deputy Head (Works) is responsible for the effective operation of the Sustainable Lantau Office in the implementation and coordination of development and conservation programmes, mostly those at the design and construction stages, to promote sustainable development of Lantau. 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 Head (Sustainable Lantau Office) in overseeing and directing the work of the development and conservation 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 all conservation initiatives and environmental issues related to works projects involving sustainable development of Lantau.
4. To oversee the secretariat work for the LanDAC subcommittees.
5. To lead and supervise the public engagement events for sustainable development of Lantau.
6. To carry out the statutory and administrative procedures for securing project delivery and funding.
7. To manage all staff matters, including planning, office organisation, allocation of resources, establishment, personnel, training and career development.
8. To supervise the selection, appointment and management of consultants and contractors.

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

**Proposed Job Description of
Deputy Head (Planning & Conservation)**

Rank : Government Town Planner (D2)

Responsible to : Head (Sustainable Lantau Office)

Major Duties and Responsibilities –

Deputy Head (Planning & Conservation) is responsible for the effective operation of the Sustainable Lantau Office (SLO) in the planning and implementation of development and conservation programmes, mostly those at the planning and development stages, to promote sustainable development of Lantau. 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 Head (Sustainable Lantau Office) in supervising the planning issues in SLO.
2. To oversee resource planning and programme control.
3. To oversee the formulation of development strategy for sustainable development of Lantau.
4. To oversee and coordinate all conservation initiatives and environmental issues related to sustainable development of Lantau.
5. To oversee the selection, appointment and management (planning phase) of the consultancies for taking forward Lantau development and conservation.
6. To steer the consultants in undertaking studies and achieving set objectives.
7. To oversee and steer the implementation of Lantau development and conservation, including providing inputs to preparation of statutory and administrative land use plans for Lantau development and conservation and processing of representations and comments in relation to statutory land use plans.
8. To oversee the work of Chief Engineer/Lantau 3 as well as other professionals under his/her direct supervision.

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

Rank : Chief Engineer (D1)

Responsible to : Deputy Head (Works)

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. 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 and conservation projects.

~~To lead a team of staff with knowledge and experience in nature conservation to formulate and take forward all conservation initiatives and environmental issues related to sustainable development of Lantau.~~
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, gazetals 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 works-related 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 Head (Works)

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 sustainable development of Lantau 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 and conservation projects.
3. To implement effective control for the projects undertaken by his/her division.
4. To oversee the secretariat work of the LanDAC subcommittees.
5. To lead and supervise the public engagement events for sustainable development of Lantau.
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)

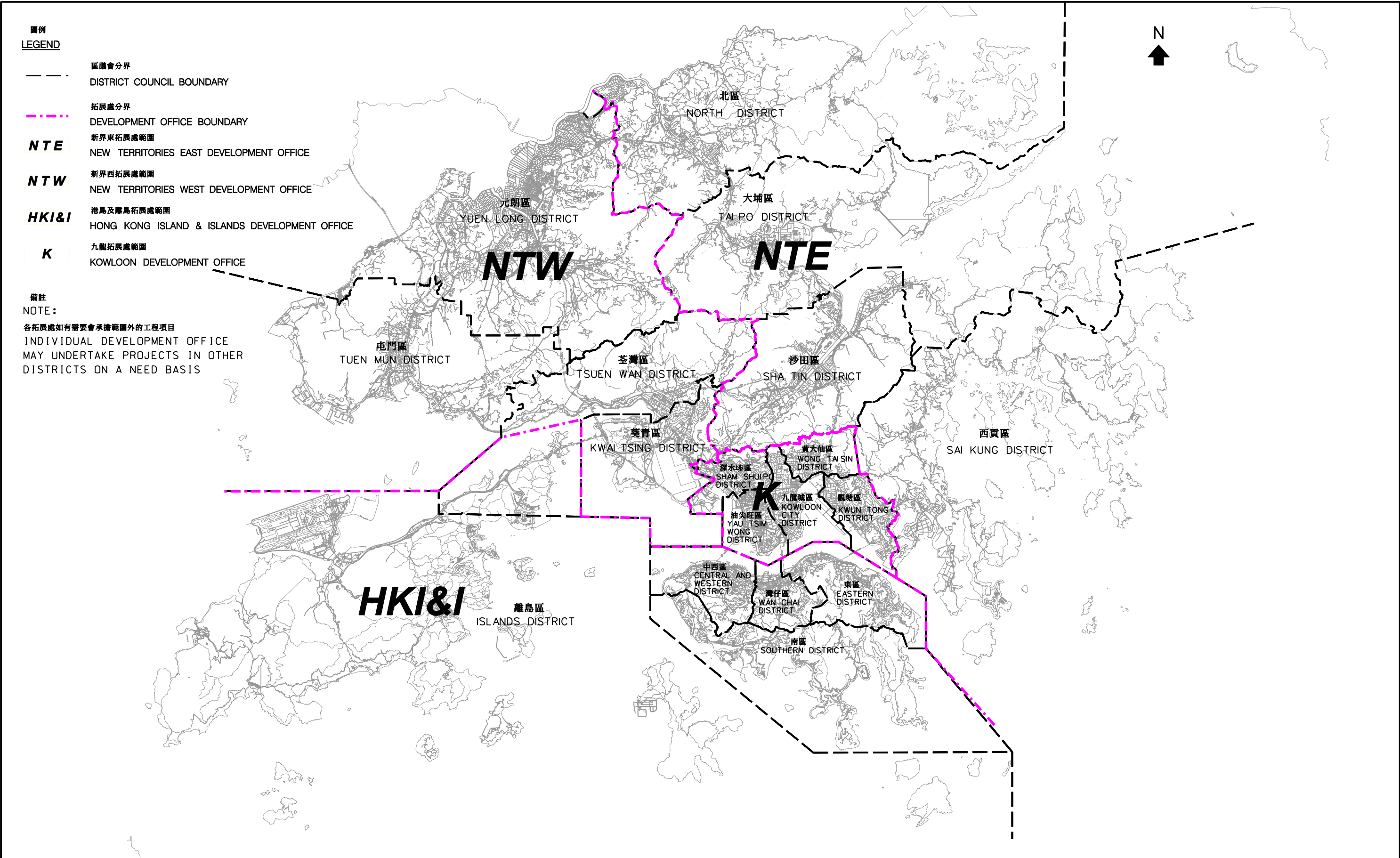
Responsible to : Deputy Head (Planning & Conservation)


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, proposals as identified under the study on recreation and tourism development strategy, and overseeing strategic traffic and transport infrastructure development (including the study on traffic, transport and capacity to receive visitors for Lantau), and geotechnical issues for sustainable development of Lantau. The major duties are –

1. To lead a team of staff with knowledge and experience in nature conservation to formulate and take forward all conservation initiatives and environmental issues related to sustainable development of Lantau.
2. To lead and supervise the works division assigned under him/her.
3. To execute the strategies and policies formulated by the policy bureaux in respect of the Lantau development and conservation projects.
4. To implement effective control for the projects undertaken by his/her division.
5. 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.
6. To supervise the selection and appointment of consultants, including attendance at Engineering and Associated Consultants Selection Board meetings.

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



圖則名稱 drawing title	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 CEDD CIVIL ENGINEERING AND DEVELOPMENT DEPARTMENT
重組架構前各拓展處的地理界線圖 DEVELOPMENT OFFICE BOUNDARY PLAN BEFORE RE-ORGANISATION								

**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 mainly 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 works-related district administration matters within the development office boundary.

**Key portfolios of the other existing Principal Government Engineer (PGE),
Government Engineer (GE) and Chief Engineer (CE) posts^{Note}
in the Civil Engineering and Development Department (CEDD)
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.

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.....

^{Note} The proposed duties of the PGE, GE and CE posts proposed to be created for or redeployed to the Sustainable Lantau Office are at Enclosures 4 to 5 and 7 to 9.

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.

8. **Chief Engineer/Housing Projects 2** is responsible for administration, feasibility and engineering study, planning, design and construction supervision of the public housing development projects undertaken by the Division.

North Development Office

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

10. **Deputy Project Manager (North)** (GE) (D2), formerly Deputy Project Manager (New Territories East) 2 from New Territories East (NTE) Development Office (DevO), is responsible for the effective implementation and co-ordination of planning, design, construction and interfacing issues relating to development projects mainly 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.

11. **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.

12. **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. 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.

13. **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

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

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

16. **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).

17. **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 works-related district administration matters of the Sai Kung District.

18. **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 TKO and the development of TKO Area 137. He is also responsible for the works-related district administration matters of the Kwun Tong District.

19. **Chief Engineer/East 3**, formerly Chief Engineer/Kowloon 1 from Kowloon (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.

20. **Chief Engineer/East 4**, formerly Chief Engineer/Kowloon 3 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 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 works-related district administration matters of the Kowloon City District.

21. **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 in KTD with major focus on the infrastructure at former north and south apron including Trunk Road T2, and the reconstruction and upgrading of Kai Tak Nullah. He is also responsible for the works-related district administration matters of the Wong Tai Sin District.

South Development Office

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

23. **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 mainly in Hong Kong Island and west Kowloon, and liaison on projects in Hong Kong Island, Sham Shui Po and Yau Tsim Mong Districts.

24. **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 and site formation works for two housing sites at Tai Wo Ping and for ex-Cha Kwo Ling Kaolin Mine Site development, pedestrian linkage projects for Kwun Tong Town Centre redevelopment, and three footbridges at Sham Mong Road. He is also responsible for the works-related district administration matters of the Sham Shui Po District.

25. **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 west 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 works-related district administration matters of the Yau Tsim Mong District.

26. **Chief Engineer/South 3**, formerly Chief Engineer/Hong Kong 1 from Hong Kong Island and Islands (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 works-related district administration matters of the Central & Western and Eastern Districts.

27. **Chief Engineer/South 4**, formerly Chief Engineer/Hong Kong 2 from HKI&I DevO, is responsible for the overall administration, planning, design

/and

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 works-related district administration matters of the Wan Chai and Southern Districts.

West Development Office

28. **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 mainly in the Yuen Long, Tuen Mun, Tsuen Wan and Kwai Tsing Districts, as well as the New Territories Cycle Track Network Project.

29. **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 mainly in the Yuen Long, Tuen Mun, Tsuen Wan and Kwai Tsing Districts, as well as the New Territories Cycle Track Network Project.

30. **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, 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 works-related district administration matters of the Yuen Long District.

31. **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 works-related district administration matters of the Tsuen Wan and Kwai Tsing Districts.

32. **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

Development Area and the feasibility studies for the Environmentally Friendly Transport Services in Hung Shui Kiu New Development Area and Adjacent Areas, and the potential development/housing sites at Tuen Mun Central and Lam Tei Quarry and the Adjoining Areas. He is also responsible for the works-related district administration matters of the Tuen Mun District.

33. **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 Adjacent 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

34. **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.

35. **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.

36. **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 mainly in the Sai Kung District and east Kowloon, 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 works-related district administration matters within the development office boundary.

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

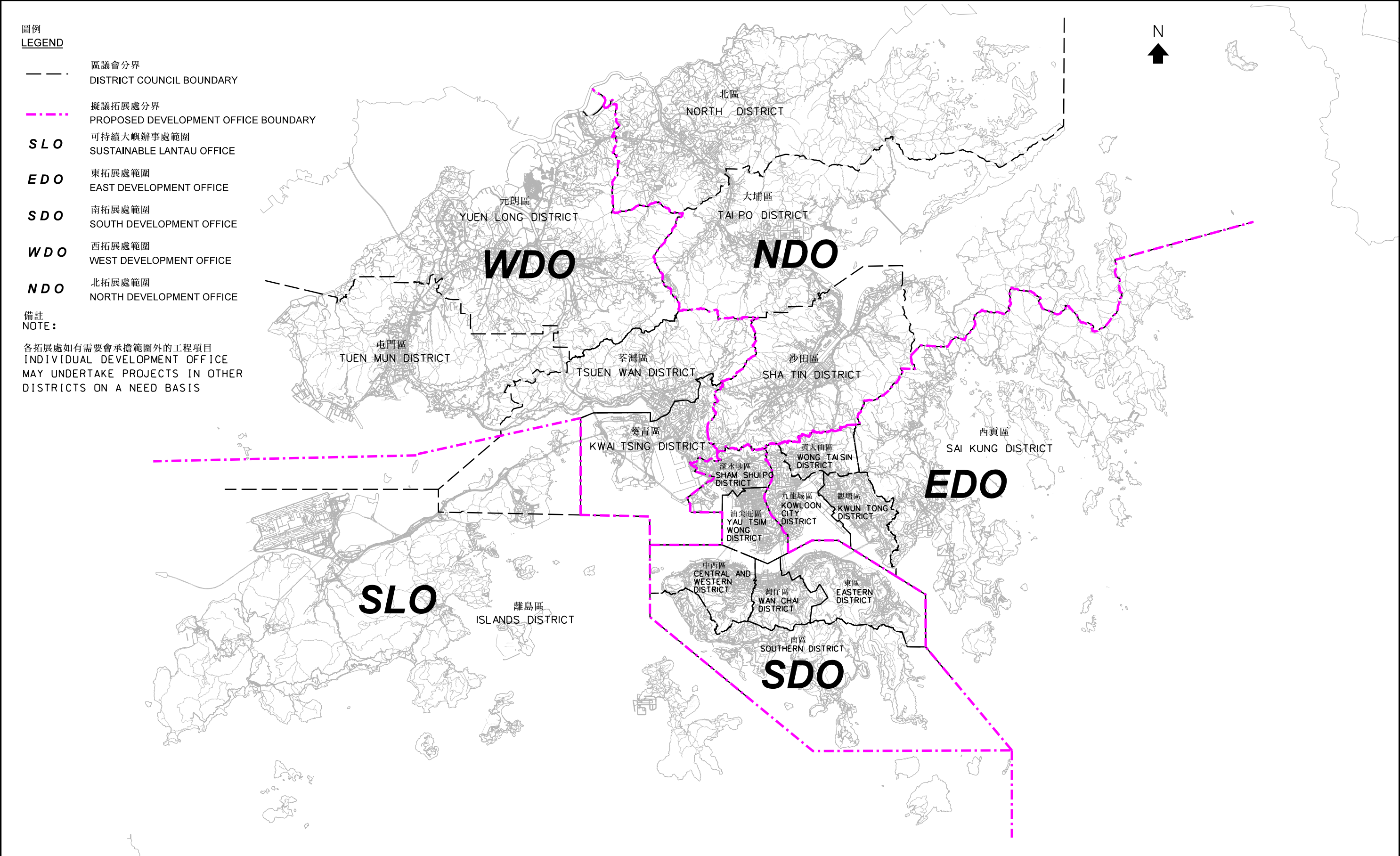
Rank : Principal Government Engineer (D3)


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 mainly in Hong Kong Island and west Kowloon, and liaison on projects in 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 works-related district administration matters within the development office boundary.



圖則名稱 drawing title	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-Z2396	
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					 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 and Conservation Initiatives

Bureau/ Departments	Grades	Brief descriptions of main duties/responsibilities
CEDD	<ul style="list-style-type: none"> Engineer 	<ul style="list-style-type: none"> To carry out engineering duties during the planning and implementation stages of projects in relation to sustainable development of Lantau, 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; and contract administration and consultant management.
	<ul style="list-style-type: none"> Geotechnical Engineer 	<ul style="list-style-type: none"> To provide geotechnical engineering support during the planning and implementation stages of projects in relation to sustainable development of Lantau.
	<ul style="list-style-type: none"> Town Planner 	<ul style="list-style-type: none"> To provide town planning input during the planning and implementation stages of projects in relation to sustainable development of Lantau.
	<ul style="list-style-type: none"> Architect 	<ul style="list-style-type: none"> To provide architectural input during the planning and implementation stages of projects in relation to sustainable development of Lantau.

Bureau/ Departments	Grades	Brief descriptions of main duties/responsibilities
	<ul style="list-style-type: none"> Electrical and Mechanical Engineer Quantity Surveyor Forestry Officer (undertaking the role of Conservation Officer) Technical Officer Survey Officer Executive Officer Personal Secretary Clerical Officer 	<ul style="list-style-type: none"> To provide electrical and mechanical engineering input during the planning and implementation stages of projects in relation to sustainable development of Lantau. To provide quantity surveying input during the planning and implementation stages of projects in relation to sustainable development of Lantau. To provide input on nature conservation initiatives during the planning and implementation stages of projects in relation to sustainable development of Lantau. To provide technical support in preparation of plans, drawings, display and presentation materials. To provide technical support in acquiring and applying survey information for preparation of plans and drawings. To provide administration support, human resource management, support to boards and councils and event management. To provide secretarial and general administration support, including preparing documents, scheduling and preparing for meetings, record management and manning confidential registry. To provide clerical support with regard to the distribution and filing of incoming and outgoing correspondences, checking of invoices and payment certificates and

Bureau/ Departments	Grades	Brief descriptions of main duties/responsibilities
	<ul style="list-style-type: none"> • Clerical Assistant 	<p>handling of personnel, office accommodation and supplies matters.</p> <ul style="list-style-type: none"> • 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 • Technical Officer • Survey Officer 	<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 in relation to sustainable development of Lantau. • 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.

Bureau/ Departments	Grades	Brief descriptions of main duties/responsibilities
	<ul style="list-style-type: none">• Clerical Officer	<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 office accommodation and supplies matters.
DEVB (Works Branch)	<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.

**Supplementary Information to Major Concerns
Expressed by Members of the Panel on Development
on 16 December 2016**

There are three major concerns raised by the Panel Members. While responses were provided during the meeting, the following further supplementary information is provided to further clarify the matters.

Concern (a) – Some of the projects and initiatives as described in paragraph 12 of the paper are on-going. They therefore queried the necessity to establish the Sustainable Lantau Office (SLO), instead of strengthening the existing manpower of the Civil Engineering and Development Department (CEDD).

2. As set out in paragraph 11 of the paper, all the existing posts involved in the on-going projects and initiatives as described in paragraph 12 of the paper were either redeployed from the bureaux/departments (b/ds) or created on a time-limited basis. The present staff resources scattered across the b/ds are grossly inadequate to cope with the increasing workload and complexity of Lantau's development and conservation initiatives.

3. With a multi-disciplinary team comprising engineering, planning, conservation and other professionals working under one roof, we could facilitate better communication among different professional disciplines and better co-ordination of government resources to plan, co-ordinate and implement development projects and conservation initiatives in a well prioritised and more integrated manner effectively and efficiently.

4. During the Public Engagement (PE) for Lantau development, we received a lot of public comments, requesting the Government to further examine the infrastructural facilities and receiving capacity of Lantau, carry out local improvement works and propose more detailed conservation initiatives. We have to set up the SLO quickly in response to these public requests. Since many projects are still at the exploratory and preliminary stage, strong steer from higher management is essential.

5. There had been a careful consideration of alternatives through redeployment of appropriate staff from b/ds. In view of the heavy workload of other directorate officers in CEDD, it is not feasible to redeploy them to strengthen the Hong Kong Island and Islands Development Office to deal with the emerging

/workload

workload related to Lantau development and conservation. Similarly, the Government Town Planners in the Planning Department (PlanD) are fully engaged in statutory and district planning work as well as the on-going planning studies. Re-deployment from PlanD is also not feasible.

Concern (b) – The sustainable development of Lantau would require an understanding of the environmental baseline, receiving capacity, strategic environmental impacts of various development proposals, cultural and heritage conservation, etc. The staffing proposals and conservation initiatives as described in paragraph 12 of the paper for the SLO are not adequate to reflect the Government's commitment towards conservation.

6. The overarching long-term vision for Lantau is to balance development and conservation. Major development projects are restricted to north Lantau whereas the southern part of the Island is primarily for conservation purpose. Over 70% of Lantau area of high conservation value is already under the protection of Country Parks and Sites of Special Scientific Interest. To further enhance conservation, we have initially worked out a list of conservation initiatives, including preservation of Pui O wetland ecology, Shui Hau Wan sandflat and the nature, tradition culture and built heritage at Tai O etc. We will also examine appropriate land management measures to achieve better conservation. In addition, we have also set up a Task Force to explore with relevant stakeholders including locals, conservationists, green groups and relevant departments to explore possible measures to better conserve the valuable nature, cultural and built heritage. In relation to these conservation initiatives, a dedicated team of three colleagues specialising in conservation will also be created upon the set up of the SLO.

7. Notwithstanding, all the professionals working in the SLO dealing with projects and initiatives have to examine the environmental impacts of projects in their hand and identify if there are any nature, cultural and heritage resources that are worthy of conservation and the appropriate conservation measures. Conservation and environmental expertise would also be hired in the consultancy studies for various projects, as appropriate.

Concern (c) – The PE of the Hong Kong 2030+: Towards a Planning Vision and Strategy Transcending 2030 (Hong Kong 2030+), which includes the proposed East Lantau Metropolis (ELM), is still on-going. The discussion on the setting up of the SLO should wait after the aforementioned PE is completed.

8. Hong Kong 2030+ is a territory development strategy study to provide a spatial development framework to address the long term development

/needs

needs of Hong Kong and its part concerning Lantau is consistent with the major proposals for Lantau development for which PE was conducted from January to April 2016.

9. As revealed by the public views collected in the PE for Lantau development, the majority are in general supportive of the broad direction of Lantau development. While there were diverse views on the proposed ELM, we received more supporting views through various channels other than campaigns. The supporting views came from a wide range of groups and organisations. They considered that the ELM could help increase land supply to meet the long term development needs and foster the overall economic growth of Hong Kong. The ELM could also provide a new transport corridor connecting the metro area to the northwestern part of the territory and would become a portal connecting the world via the airport and the Great Pearl River Delta via the Hong Kong-Zhuhai-Macao Bridge.

10. Regarding the ten campaigns' comments received during the PE, five campaigns are related to ELM. Four support ELM with a total of 1 521 signatures whereas the remaining one, organised by green groups, expresses negative views to ELM with 4 896 signatures.

11. Amongst all the comments received, many request more information on the preliminary technical feasibility of the ELM proposal including impacts of the proposed reclamation on the natural environment, marine ecology, fishery industry, land and marine traffic and transport, land uses, cost effectiveness etc. In response, there is a need to carry out technical studies to provide the public with the information they need and to facilitate further public discussion.

12. While ELM is identified as one of the strategic growth areas providing land for housing and economic development under Hong Kong 2030+, it is only one of the many projects/initiatives to be taken up by the SLO, as specified in paragraph 12 of the paper.

13. In the PE exercise, the public generally supported early implementation of proposals with consensus or commencement of further studies. There is an urgent need to set up the SLO to take forward many other projects/initiatives, in addition to the ELM, for reasons specified in response to Concern (a) above despite the PE of Hong Kong 2030+ is in progress.
