

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

HEAD 33 – CIVIL ENGINEERING AND DEVELOPMENT DEPARTMENT

Subhead 000 Operation Expenses

Members are invited to recommend to the Finance Committee the creation of the following supernumerary post in the Civil Engineering and Development Department with immediate effect upon approval of the Finance Committee up to 31 March 2026 –

1 Chief Engineer
(D1) (\$150,950 - \$165,200)

PROBLEM

We need staffing support at the directorate level in the Civil Engineering and Development Department (CEDD) to cope with the workload arising from public housing developments.

PROPOSAL

2. We propose re-creating one supernumerary Chief Engineer (CE) (D1) post, which has lapsed on 1 April 2021, in CEDD with immediate effect upon approval of the Finance Committee (FC) up to 31 March 2026.

JUSTIFICATION

Background

3. Housing supply is currently an issue of great public concern. The Government has been addressing the issue with its best endeavour. Increasing overall supply of housing sites is the fundamental solution to the housing supply problem, thus the Government continues to adopt a multi-pronged approach to

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increase supply of housing sites. According to the housing demand projection as at December 2020, the total housing supply target will be 430 000 units for the 10-year period from 2021-22 to 2030-31, including a public housing supply target of 301 000 units. The Government announced in the 2020 Policy Address and the Long Term Housing Strategy Annual Progress Report 2020 that, with efforts over the years, the Government has identified the 330 hectares of land required for providing 316 000 public housing units, representing an increase of 44 000 units over the 272 000 units in the last 10-year period from 2020-21 to 2029-30, which could satisfy the housing supply demand of about 301 000 units in the coming ten years (i.e. 2021-22 to 2030-31).

4. CEDD has been conducting technical studies on potential public housing development sites to support rezoning exercises, and necessary statutory procedures and public consultations, in order to carry out site formation and infrastructure works in a timely manner and deliver the formed land for public housing developments. To complement the need for public housing development, the FC approved in July 2016 the creation of a supernumerary CE (D1) post, designated as Chief Engineer/Housing Projects 2 (CE/HP2), for the period up to 31 March 2021.

5. To address the long-term public housing demand, the FC approved in July 2018 the creation of two permanent directorate posts under the Housing Branch (HB) of the Civil Engineering Office (CEO), including a Government Engineer (D2) and a CE (D1), designated as Deputy Head of CEO (Housing) (DH(H)) and CE/Housing Projects 3 respectively. The post of CE/HP2 was then under the supervision of DH(H). The current organisation chart of CEO of CEDD is at Enclosure 1.

Encl. 1

Need for re-creation of the supernumerary CE (D1) post

6. Currently, the HB of CEO, which comprises Housing Projects 1 Unit (HP1U), Housing Projects 2 Division (HP2D) and Housing Projects 3 Division (HP3D), is taking forward the site formation and infrastructure works projects for the public housing development sites. Among these teams, HP2D, which was headed by the above-mentioned supernumerary CE/HP2 post, is responsible for providing professional support to meet the pressing and growing demand of public housing. The supernumerary post lapsed on 1 April 2021. After reviewing the operational need, we propose to re-create the supernumerary CE/HP2 post up to 31 March 2026. The job description of the proposed supernumerary CE/HP2 post is at Enclosure 2.

Encl. 2

7. At present, HP1U and HP3D are responsible for the overall administration, planning, design, construction, and site supervision of the site formation and infrastructure works projects for a number of public housing development sites (including those at Ma On Shan Tsuen Road, Cheung Muk Tau, Tseung Kwan O, Ping Shan North, Ping Shan South, Shap Pat Heung, Tai Kei Leng, Sha Po, Lam Tei North, Nai Wai, Wang Chau Remaining Phases, Pok Fu Lam South, Nam Wa Po, Tai Wo, Tai Hang, Tung Shing Lei and Au Tau).

8. HP2D is mainly responsible for the overall administration, planning, design, construction, and site supervision for 14 public housing development sites (including those at Tin Wah Road, Tin Tsz Road, Tan Kwai Tsuen, Wang Chau Phase 1, Long Bin Phase 1 and Phase 2 in Yuen Long, as well as San Hing Road, San Hing Road Extension, Hong Po Road, Hin Fat Lane, Hang Fu Street, Wu Shan Road, Tin Hau Road and Tuen Hing Road in Tuen Mun). These projects are now at different implementation stages spanning from the land-use rezoning stage, detailed design stage to construction stage and will all be in active progress in the coming five years. In particular, investigation and detailed design work for the public housing development sites at Tin Wah Road, Tin Tsz Road, San Hing Road, San Hing Road Extension and Hong Po Road are under active preparation. The detailed design works for the public housing development sites at Tan Kwai Tsuen of Yuen Long and at Tuen Hing Road of Tuen Mun Central are underway for handing-over of the formed land to Hong Kong Housing Authority for public housing construction scheduled in 2026 and 2027 respectively if the relevant gazettal procedure and funding approval process from the Legislative Council (LegCo) could be proceeded timely. The construction of the site formation and infrastructure works for public housing development at Wang Chau Phase 1 as well as for Hin Fat Lane, Hang Fu Street, Wu Shan Road and Tin Hau Road of Tuen Mun Central will be in full swing in coming years. The site formation and infrastructure works at Long Bin are scheduled to commence in 2021 for substantial completion in around five years upon obtaining funding approval from LegCo. Hence, the workload of HP2D will remain heavy in the coming five years.

9. In view of the above, re-creation of the supernumerary CE/HP2 post up to 31 March 2026 is required in order to provide dedicated leadership and high level professional input throughout the different stages of every project, and to ensure that, with various constraints and complex interfacing issues, the planning, design, and construction aspects of the relevant site formation and infrastructure works will be properly handled, for formulating the most practicable solutions.

10. The above-mentioned work undertaken by the proposed supernumerary CE/HP2 post (such as administering the projects throughout different stages) is on-going by nature and requires continual support on various

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fronts in order to meet the challenging delivery programme of formed land and infrastructure for public housing development projects. We will review whether there is a continual need to retain the supernumerary CE (D1) post in 2025 taking into account the implementation progress of the relevant projects.

NON-DIRECTORATE SUPPORT

11. The proposed supernumerary CE/HP2 post will continue to be supported by a team of 19 non-directorate posts of professional, technical, and general grades for taking forward the site formation and infrastructure works for the public housing development projects.

ALTERNATIVES CONSIDERED

12. CEDD has critically reviewed the existing manpower situation with due regard to the staff resources required for the implementation of public housing development on a long-term basis. The review shows that the directorate officers in CEDD are fully engaged in a large number of new and on-going large-scale development projects, including the Kai Tak Development; West Kowloon Cultural District Government Infrastructure Project; Tseung Kwan O – Lam Tin Tunnel; Cross Bay Link in Tseung Kwan O; Anderson Road Quarries Development; new development areas at Kwu Tung North, Fanling North, Yuen Long South and Hung Shui Kiu; Development of Lok Ma Chau Loop; Tung Chung New Town Extension; and Lantau development and conservation, etc. It is operationally not feasible for these directorate officers to take up the tasks of the proposed supernumerary CE post without affecting their current duties. The key portfolios of other CE (D1) posts in CEDD are at Enclosure 3.

Encl. 3

FINANCIAL IMPLICATIONS

13. The proposed re-creation of the supernumerary CE (D1) post in CEDD will involve an additional notional annual salary cost at mid-point of \$1,923,600. The additional full annual average staff cost (including salaries and staff on-cost) is about \$2,623,000. We have included sufficient provision in the Estimates to meet the cost of this proposal.

PUBLIC CONSULTATION

14. On 29 March 2021, we consulted the LegCo Panel on Housing on the staffing proposal. While Members generally had no objection to the submission of the staffing proposal to the Establishment Subcommittee for consideration, some of them had concerns on the workload of the proposed supernumerary CE (D1) post.

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We subsequently provided the supplementary information to the Panel on Housing on 14 May 2021 about the achievement of the supernumerary post in the past five years, the targets set for the coming five years upon re-creation of the proposed supernumerary CE (D1) post, duties of other CE posts in CEDD and the financial implication of the proposal, etc.

ESTABLISHMENT CHANGES

15. The establishment changes in CEDD for the past two years are as follows –

Establishment (Note)	Number of posts			
	Existing (as at 1 May 2021)	As at 1 Apr 2021	As at 1 Apr 2020	As at 1 Apr 2019
A	55 + (7) [#]	55 + (1)	55 + (6)	55 + (5)
B	770	767	734	691
C	1 223	1 233	1 221	1 195
Total	2 048 + (7)	2 055 + (1)	2 010 + (6)	1 941 + (5)

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

- as at 1 May 2021, there were 6 unfilled directorate posts in CEDD

CIVIL SERVICE BUREAU COMMENTS

16. The Civil Service Bureau supports the re-creation of the supernumerary CE (D1) post in CEDD up to 31 March 2026. The grading and ranking of the proposed post are considered appropriate having regard to the level and scope of responsibilities involved and the professional input required.

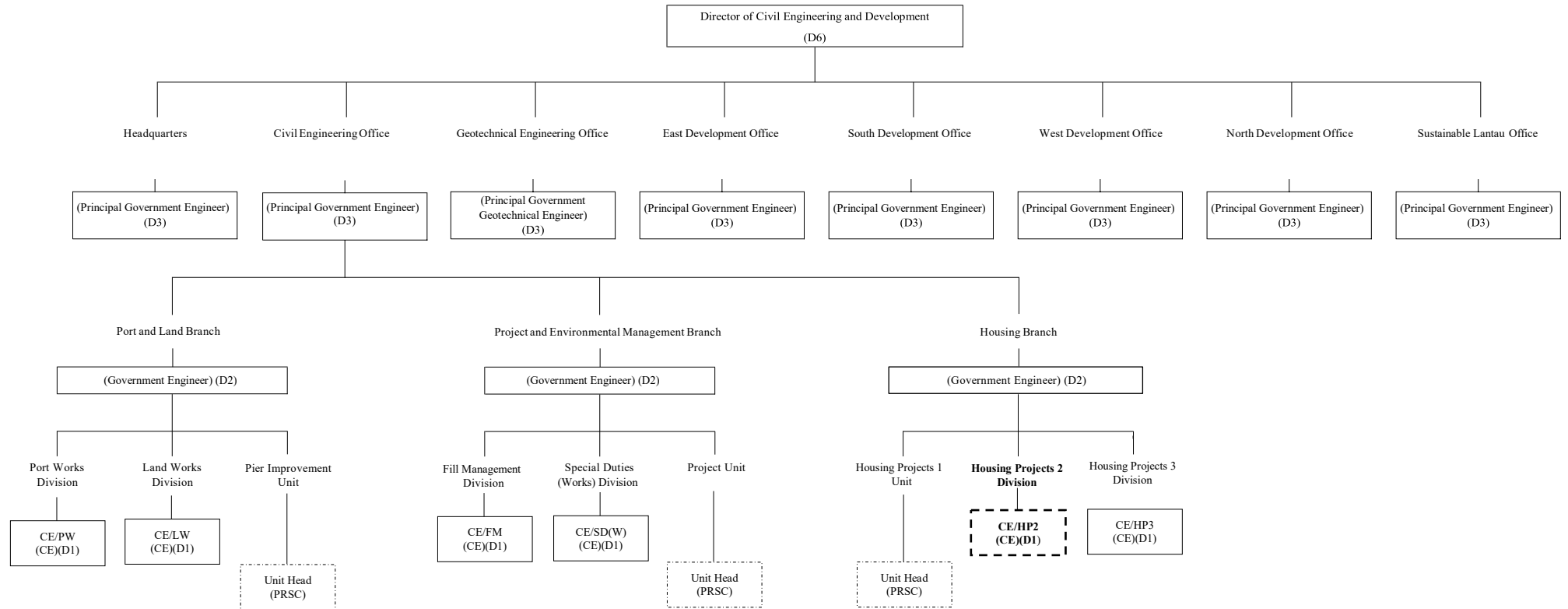
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ADVICE OF THE STANDING COMMITTEE ON DIRECTORATE SALARIES AND CONDITIONS OF SERVICES

17. As the directorate post is proposed on a supernumerary basis, its re-creation, if approved, will be reported to the Standing Committee on Directorate Salaries and Conditions of Service in accordance with the agreed procedure.

Transport and Housing Bureau
June 2021

Existing Organisation Chart of the Civil Engineering and Development Department



Legend

- Supernumerary post proposed to be re-created
- Non-directorate post taken up by post-retirement service contract (PRSC) staff

**Job Description of the
Proposed Chief Engineer/Housing Projects 2**

Rank : Chief Engineer (D1)

Responsible to : Deputy Head of Civil Engineering Office (Housing)

Major Duties and Responsibilities –

1. To lead and supervise the Housing Projects 2 Division under his/her charge in taking forward the site formation and infrastructure works for public housing development projects;
2. To execute the strategies and policies formulated by the Government in respect of public housing development projects;
3. To oversee the administration work of the rezoning exercises, technical studies, design, construction, and site supervision of the site formation and infrastructure works for public housing development projects (including but not limited to those in Yuen Long and Tuen Mun), including assuming the role of project manager in projects under new works contracts;
4. To implement effective control (including quality and budgetary control) for the various projects undertaken by the Division;
5. To oversee the implementation of statutory and administrative procedures, including Environmental Impact Assessment Ordinance procedures, public consultation, gazette publication, funding application, commissioning of consultancies, tendering of works contracts and contract management;
6. To drive for timely achievement of milestone targets, co-ordinate and oversee timely resolution of interfacing matters with other projects and developments;
7. To plan and conduct various consultations in order to solicit public support for the implementation of works projects;
8. To supervise the selection and appointment of works consultants and contractors; and
9. To manage appointed consultants including overseeing progress of studies and works, providing guidance to consultants, assessing and reporting the consultants' recommendations and solving important issues.

**Key portfolios of other existing Chief Engineer posts
in the Civil Engineering and Development Department**

All the other Chief Engineer posts in Civil Engineering and Development Department (CEDD) are fully engaged in their respective duties. It is operationally not feasible for them to take up the additional tasks as it will affect the discharge of their existing duties.

Civil Engineering Office

2. **Chief Engineer/Port Works** is responsible for implementing the near-shore reclamations at Lung Kwu Tan and re-planning of Tuen Mun West; planning and engineering studies for the near-shore reclamations at the seafront of Sai Kung Sewage Treatment Works; technical studies for climate change; feasibility study on Cheung Chau Ferry Pier improvement; maintenance of public marine facilities including piers, ferry terminals, seawalls, breakwaters, typhoon shelters and fairways; and implementation of smart pier initiatives and eco-shoreline project. He/She is also responsible for providing advisory services for marine works.

3. **Chief Engineer/Land Works** is responsible for the overall planning, design, construction, and site supervision of the site formation and infrastructure works for the public housing development projects at Tuen Mun Area 54; the site formation for development of the columbarium and crematorium facilities in Sandy Ridge; site formation for development of columbarium in Siu Ho Wan and Yuen Long; road improvement works for development of columbarium in Wo Hop Shek; construction of a subway to support columbarium development in Shek Mun; the footbridge widening and bus layby extension in the vicinity of Mass Transit Railway Fanling Station; and the planning, design and construction of New Territories (NT) Greening Master Plans covering nine NT Districts and the Islands District. He/She is also responsible for overseeing the administration and management of CEDD Landscape Term Contract.

4. **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 Mainland authorities for the cross-boundary disposal of inert construction and demolition materials and dredged sediments. He/She is also

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responsible for the overall management of the Dredging Works at Kwai Tsing Container Basin and its Approaching Channel; issuance of Sand Removal Permits and related issues, and providing secretarial support to the Public Fill Committee and the Marine Fill Committee.

5. **Chief Engineer/Special Duties (Works)** is responsible for the overall administration, planning, design, construction, and site supervision of the Anderson Road Development, decontamination works for the concerned site at Kennedy Town, and site formation and infrastructure works for the public housing development projects at Pik Wan Road, Shek Pai Street, Hiu Ming Street, Yan Wing Street, Lin Cheung Road, Fung Tak Road, near Cheung Shan Estate and Tsing Yi Road West, etc. He/She is also responsible for the provision of technical support to the Steering Committee on Implementation of Hong Kong Disneyland and the Ocean Park Redevelopment Committee on further expansion of the concerned theme parks; and co-ordination of maintenance issues in Penny's Bay Development Area.

6. **Chief Engineer/Housing Projects 3** is responsible for the overall administration, planning, design, construction, and site supervision of the site formation and infrastructure works projects for the public housing development sites (including those at Pok Fu Lam South, Wang Chau Remaining Phases at Yuen Long, Kowloon East, Pak Tin Extension and Chak On Road South at Sham Shui Po, Choi Shun Street at Sheung Shui, Cheung Man Road at Chai Wan and Ching Hong Road North at Tsing Yi). He/She is also responsible for leading his/her team to consult District Councils, Rural Committees and local organisations/groups so as to foster communication with stakeholders and ensure timely completion of the relevant site formation and infrastructure works.

North Development Office

7. **Chief Engineer/North 3** is responsible for the overall administration, planning, design, construction and site supervision of works packages serving the First Phase of Kwu Tung North/Fanling North New Development Area, as well as the development projects in Tai Po District. He/She is also responsible for the works-related district administration matters of the Tai Po District.

East Development Office

8. **Chief Engineer/East 1** is responsible for the overall administration, planning, design, construction and site supervision of works packages, with major focus on the Tseung Kwan O (TKO) – Lam Tin Tunnel, Cross Bay Link and infrastructure works for TKO Stage 1 Landfill Site. He/She is also responsible for the works-related district administration matters of the Sai Kung District.

9. **Chief Engineer/East 2** is responsible for the overall administration, planning, design, construction and site supervision of works packages, with major focus on the development project of the Anderson Road Quarry site, the development of TKO Area 137 and Sai Kung Town improvement works. He/She is also responsible for the works-related district administration matters of the Kwun Tong District.

10. **Chief Engineer/East 3** is responsible for the overall administration, design, construction and site supervision of works packages with major focus on the infrastructure works at former north and south apron including Trunk Road T2 and Cha Kwo Ling Tunnel, and the reconstruction and improvement of Kai Tak Nullah in Kai Tai Development (KTD). He/She is also responsible for the works-related district administration matters of the Wong Tai Sin District.

11. **Chief Engineer/East 5** is responsible for the overall administration, planning, design, construction and site supervision of works packages with major focus on the infrastructure works at ex-runway, application of public creatives and urban design controls in KTD area, and further improvement works on water quality. He/She is also responsible for the co-ordination of major interfacing works projects, government buildings and open space in KTD.

South Development Office

12. **Chief Engineer/South 1** is responsible for the overall administration, planning, design, construction and site supervision of works packages in Kowloon, with major focus on the site formation and infrastructure works for ex-Cha Kwo Ling Kaolin Mine Site development, the pedestrian linkage projects for Kwun Tong Town Centre redevelopment, and the three footbridges at Sham Mong Road. He/She is also responsible for the works-related district administration matters of the Sham Shui Po District.

13. **Chief Engineer/South 2** 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, and coordination of major interfacing works projects. He/She is also responsible for the works-related district administration matters of the Yau Tsim Mong District.

14. **Chief Engineer/South 3** is responsible for the overall administration, planning, design, construction and site 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

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at Central Piers Nos. 4, 5 and 6, reassembly of Queen's Pier, housing sites at Braemar Hill, and boardwalk under the Island Eastern Corridor. He/She is also responsible for the works-related district administration matters of the Central and Western District and Eastern District.

15. **Chief Engineer/South 4** is responsible for the overall administration, planning, design, construction and site supervision of works packages on Hong Kong Island, with major focus on WDII Contracts C1, C2 and C4, and the site formation at Ka Wai Man Road Phase 2. He/She 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

16. **Chief Engineer/West 1** is responsible for the overall administration, planning and supervision of the planning and engineering study for the housing sites at Yuen Long South, the feasibility study for the traffic improvement scheme for Kam Sheung Road and the preliminary technical review on potential sites for housing development in Yuen Long Areas 13 and 14, as well as the overall administration, planning, design, construction and site supervision of the site formation and infrastructure projects for Yuen Long South and Kam Tin South Developments. He/She is also responsible for the works-related district administration matters of the Yuen Long District (excluding the San Tin/Lok Ma Chau areas).

17. **Chief Engineer/West 2** is responsible for the overall administration, planning and supervision of the technical study for the potential sites for relocation of existing wholesale markets and for other industrial uses in North West Tsing Yi, as well as the overall administration, planning, design, construction and site supervision of the NT Cycle Track Network works projects. He/She is also responsible for the works-related district administration matters of the Tsuen Wan and Kwai Tsing Districts.

18. **Chief Engineer/West 3** is responsible for the overall administration, planning and supervision of the feasibility studies for the environmentally friendly transport services, the feasibility studies for fostering a pedestrian and bicycle-friendly environment, the study for river revitalisation and flood attenuation facilities, the urban and green design study for the future town centre and the district commercial node in Hung Shui Kiu New Development Area, as well as the preliminary land use study for Lam Tei Quarry and the adjoining areas. He/She is also responsible for the works-related district administration matters of the Tuen Mun District.

19. **Chief Engineer/West 5** is responsible for the overall administration, planning, design, construction and site supervision of the infrastructure works and associated works under the Lok Ma Chau Loop development project. He/She is also responsible for the works-related district administration matters of the San Tin/Lok Ma Chau areas.

Sustainable Lantau Office

20. **Chief Engineer/Lantau 1** is responsible for carrying out the design work as well as implementing the reclamation, site formation and infrastructure works at Tung Chung East of Tung Chung New Town Extension. He/She is also responsible for implementation of the infrastructure works for the Public Housing Development at Area 54 of Tung Chung.

21. **Chief Engineer/Lantau 2** is responsible for taking forward development projects and local improvement works in Lantau. He/She is also responsible for the site formation and infrastructure works in Tung Chung West of the Tung Chung New Town Extension project, the engineering study of Road P1 (Tai Ho – Sunny Bay Section), the planning and engineering study on the Sunny Bay Reclamation and the improvement works at Tai O and Ma Wan Chung.

22. **Chief Engineer/Lantau 3** is responsible for taking forward local improvement works, conservation and recreation initiatives in Lantau, and smart, green and resilient measures. These include the review of the traffic and transport infrastructure networks in Lantau and taking forward the follow-up actions, and the improvement works at Mui Wo. He/She is also responsible for the formulation and implementation of a comprehensive Lantau Trails and Recreation Plan, and the expansion and enhancement of the mountain bike trail networks in Lantau.

23. **Chief Engineer/Lantau 4** is responsible for supervising and managing the Studies related to the Artificial Islands in the Central Waters and formulating an implementation strategy.

CEDD Headquarters

24. **Chief Engineer/Headquarters** is responsible for the overall administration and management of the Development Branch, comprising the Planning Unit and Town Planning Unit. He/She is also responsible for overseeing the Department's commitment to site formation, land supply and road development; assisting in formulating departmental strategies and co-ordinating inputs over

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planning related issues; overseeing the Department's project delivery and expenditure under the Public Works Programme and Capital Works Reserve Fund (CWRP); and vetting applications for funding under CWRP Block Votes, undertaking of projects, employment of consultants, entrustment of works and increase in consultancy fees.
