

For discussion
on 27 October 1999

EC(1999-2000)19

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

**HEAD 56 - GOVERNMENT SECRETARIAT : PLANNING,
ENVIRONMENT AND LANDS BUREAU AND
WORKS BUREAU**

Subhead 003 Recoverable salaries and allowances

HEAD 91 - LANDS DEPARTMENT

Subhead 003 Recoverable salaries and allowances

HEAD 118 - PLANNING DEPARTMENT

Subhead 003 Recoverable salaries and allowances

Members are invited to recommend to Finance Committee the retention of the following supernumerary posts up to the date of the dissolution of the Land Development Corporation -

Planning, Environment and Lands Bureau

1 Administrative Officer Staff Grade C
(D2) (\$116,650 - \$123,850)

Lands Department

1 Chief Estate Surveyor
(D1) (\$98,250 - \$104,250)

/Planning

Planning Department

1 Government Town Planner
(D2) (\$116,650 - \$123,850)

1 Chief Town Planner
(D1) (\$98,250 - \$104,250)

PROBLEM

The four existing supernumerary posts will lapse on the following dates -

	<i>Expiry date</i>
<i>Planning, Environment and Lands Bureau (PELB)</i>	
1 Administrative Officer Staff Grade C (AOSGC) (D2)	1 January 2000
<i>Lands Department (Lands D)</i>	
1 Chief Estate Surveyor (CES) (D1)	29 July 2000
<i>Planning Department (Plan D)</i>	
1 Government Town Planner (GTP) (D2)	1 July 2000
1 Chief Town Planner (CTP) (D1)	1 July 2000

PROPOSAL

2. We propose to retain four supernumerary directorate posts of one AOSGC in PELB, one CES in Lands D, and one GTP and one CTP in Plan D up to the date of the dissolution of the Land Development Corporation (LDC) to expedite the processing of project submissions by the LDC and to cope with the heavy workload associated with the establishment of the Urban Renewal Authority (URA).

/JUSTIFICATION

JUSTIFICATION**Principal Assistant Secretary (Urban Renewal) in PELB**

3. Vide EC(96-97)36 and EC(97-98)77, Members approved the creation and retention of one supernumerary AOSGC (D2) post, designated as Principal Assistant Secretary (Urban Renewal) (PAS(UR)), up to 31 December 1999 to head the Urban Renewal(UR) Unit in PELB.

4. Since its establishment, the UR Unit has been tasked with vetting and approving the LDC's development schemes and proposals, processing resumption applications as well as dealing with the policy aspects of difficulties experienced by the Corporation in implementing its redevelopment projects. It has explored and taken forward a number of long-term initiatives, including proposals for the establishment of the URA to replace the LDC to expedite urban renewal; the Land (Compulsory Sale for Redevelopment) Ordinance, which was brought into operation in June 1999 to help developers overcome site assembly difficulties; and the \$500 million Building Safety Improvement Loan Scheme which provides low-interest or interest-free loans to building owners to encourage them to carry out improvement and maintenance works to their buildings.

5. We plan to establish the URA in late 2000. In this connection, the UR Unit's workload will continue to grow over the next 12 to 18 months as proposals for the establishment of the URA are taken forward. It needs to finalise the legislative framework for the URA, taking account of the comments received in response to the public consultation exercise on the URA Bill launched in October 1999; take the Bill through the legislative process following its introduction into the legislature in early 2000; put in place a suitable institutional framework and appropriate financial arrangements to enable the URA to carry out urban renewal projects expeditiously; set up a Provisional URA, appoint its governing body, recruit senior staff and deal with transitional matters arising from the replacement of the LDC by the URA; refine and finalise, with advice from Plan D, the comprehensive urban renewal strategy (URS) which will provide guidance for the URA to expedite urban renewal and address the issue of urban rehabilitation to complement the URA's urban redevelopment programme; and work out with the Housing Authority and Housing Society arrangements for rehousing those affected by the URA's projects.

6. In view of these commitments, the continued support of PAS(UR) is needed to lead the UR Unit in preparing for the establishment of the URA, coordinating and liaising with the management of the LDC, other policy bureaux

/and

and Government departments, as well as monitoring the implementation of various urban renewal activities to ensure that our objectives can be fully achieved.

Chief Estate Surveyor(LDC Section) in Lands D

7. Vide EC(95-96)32, Members approved on 29 July 1995 the creation of one supernumerary post of CES (D1), designated as CES (LDC Section), for five years to head a dedicated LDC Section in Lands D, responsible for providing advice on the lands aspects of urban renewal policies and handling lands matters relating to LDC projects.

8. The LDC Section advises on resumption, compensation and clearance policies and strategies related to LDC projects and the Corporation's land resumption programme; advises whether resumption in respect of LDC projects is appropriate under the LDC Ordinance; carries out land resumption under the Lands Resumption Ordinance; co-ordinates site clearance to make available cleared sites for development by the LDC; monitors expenditure of the resumption funds; and approves the release of home purchase allowances and provisional compensation payment to owners affected by the resumption and executes compensation agreements. Since its establishment in 1995, three projects with a total of 170 interests have been completely processed. Five additional projects are currently in the pipeline with 220 interests being processed, each requiring individual assessment of the compensation under various heads of claims and negotiations to be conducted with individual property owners to reach settlement.

9. The workload of the LDC Section will continue to be substantial, particularly in cases where the resumption involves an assessment of compensation requiring lengthy litigation process and Lands Tribunal proceedings. It will continue to liaise with various Government departments to identify and resolve clearance problems to ensure that the sites are handed over to the LDC for development on the scheduled dates. In addition, it will provide input to the formulation of the legislative framework of the URA, and will analyse and provide professional advice on the comments collected during the public consultation exercise on proposals for establishment of the URA. As we plan to empower the URA to apply for the direct resumption of land required for its redevelopment projects in order to expedite the site assembly process, the LDC Section will work out detailed operational procedures and logistics for this proposal.

10. We consider that the continued support of CES (LDC Section) is required to lead the LDC Section in handling the above LDC commitments and assisting with preparatory work for the establishment of the URA.

/Assistant

Assistant Director/Urban Renewal and Chief Town Planner/LDC in Plan D

11. Vide EC(96-97)65 and EC(98-99)23, Members approved the creation and retention of posts of one GTP (D2) and one CTP (D1) in Plan D, respectively designated as Assistant Director/Urban Renewal (AD/UR) and Chief Town Planner/LDC (CTP/LDC), until the date of the dissolution of the LDC or 30 June 2000, whichever was earlier. The former heads the Urban Renewal (UR) Division and the latter the LDC Section set up under the UR Division of the Department.

12. Since its establishment, the UR Division, through its LDC Section, has devoted its efforts mainly to co-ordinating and expediting LDC projects as well as undertaking a study to provide a basis for formulating a comprehensive URS. The URS Study has identified and examined the financial viability of 200 priority projects for the URA to take redevelopment and rehabilitation actions upon its establishment. Since early 1998, the UR Division has streamlined planning procedures for processing LDC projects in order to reduce the average processing time of a development scheme from 44 months to 18 months. The UR Division has so far successfully processed three new development schemes for the approval of the Executive Council within 12 months, and two additional schemes are currently being processed and are also expected to be completed within a 12-month period.

13. Work on the LDC projects will continue to occupy the UR Division for some time to come. The Division will have to prepare planning briefs and process master layout plans for five development schemes submitted by the LDC for the approval of the Town Planning Board, as well as monitor the implementation of these projects to ensure that the planning requirements are met. In addition, 14 on-going LDC projects and 18 proposed projects which are at various stages of preparation or implementation will require continued planning input from the UR Division. Many of these projects involve sites with environmental or land-use complications.

14. The UR Division will continue to be heavily engaged in preparatory work for the establishment of the URA. It will assist PELB to finalise the URS and analyse the comments collected during the public consultation exercise on the establishment of the URA, regularly update and fine-tune the results of the URS Study, and take further action to prepare for the implementation of the identified priority urban renewal projects by the URA and of the proposed measures to expedite urban renewal. The UR Division will also work with the Provisional URA in the preparation of the Authority's first corporate and business plans, develop

/detailed

detailed technical arrangements to facilitate the Authority's submission of development schemes and upgrade the existing geographical information system with a view to sharing a common database among different urban renewal agents and departments.

15. The continued guidance and professional advice of AD/UR and CTP/LDC are required to lead these complex and important tasks, co-ordinate the actions of Government departments and negotiate with the senior management of the LDC.

Proposed retention of supernumerary posts

16. As dedicated directorate support is required to continue to liaise with the LDC in pursuing the urban renewal programme, and to put in place all the necessary arrangements for the establishment of the URA, we consider that there is a need to retain the supernumerary posts of one AOSGC (D2) in PELB, one CES (D1) in Lands D, as well as one GTP (D2) and one CTP (D1) in Plan D until the date of the dissolution of the LDC. By then, the URA will have been established and the new institutional arrangements will have come into effect. We envisage that there will be a continuing need for directorate support in the urban renewal teams in PELB, Lands D and Plan D following the establishment of the URA. However, the further retention of these posts beyond the date of dissolution of the LDC will be subject to our reaching agreement with the URA on funding arrangements as well as to Members' approval.

17. To provide professional and secretarial support to the above urban renewal teams, we will retain 54 non-directorate posts currently funded by the LDC. These include the six posts of one Senior Estate Surveyor (SES), one Senior Town Planner (STP), one Administrative Officer, one Personal Secretary (PS) I and two PS II in the UR Unit in PELB; the 29 posts of three SESs, four Estate Surveyors, two Principal Survey Officers, three Senior Survey Officers (SSOs), six Survey Officers, one Chief Land Executive, one Senior Land Executive, one Land Executive, one Land Inspector I, one Executive Officer I, one PS II, one Clerical Officer, three Assistant Clerical Officers (ACO) and one Workman II in the LDC Section in Lands D; and the 19 posts of two STPs, five Town Planners, one SSO, two Survey Officers, one Senior Technical Officer, two Technical Officers, one PS I, one PS II, one ACO, two Clerical Assistants and one Office Assistant in the UR Division in Plan D.

18. The organisation charts of the urban renewal teams in PELB, Lands D Encls. 1-3 and Plan D are at Enclosures 1, 2 and 3 respectively. The job descriptions for the posts of PAS(UR), CES(LDC Section), AD/UR and CTP/LDC are at Encls. 4-7 Enclosures 4 to 7.

FINANCIAL IMPLICATIONS

19. The additional notional annual salary cost of this proposal at mid-point is \$5,312,400. The full annual average staff cost of the proposal, including salaries and staff on-costs, is \$9,318,000.

20. In addition, this proposal will necessitate the retention of six non-directorate posts in PELB, 29 in Lands D and 19 in Plan D (see paragraph 17 above) at a notional annual mid-point salary cost of \$23,582,310 and a full annual average staff cost of \$37,339,902.

21. We shall recover the full staff costs of the proposed posts of the AOSGC (D2), CES (D1), GTP (D2) and CTP (D1) and the 54 non-directorate posts, including on-costs, from the LDC which has agreed to this funding arrangement.

BACKGROUND INFORMATION

22. The Chief Executive announced in his 1999 Policy Address our plan to establish the URA in 2000 to replace the LDC to expedite urban renewal. The URA will have statutory powers to make plans and acquire land more effectively and efficiently. We plan to introduce a Bill into the Legislative Council in early 2000 to provide for the legislative framework for the URA. We are now finalising the terms of reference, powers and operational guidelines of the URA. The draft URA Bill will be revised having regard to the comments collected during public consultation commencing in October 1999 before it is introduced into the Legislative Council. Subject to the approval of the URA Bill by the Legislative Council, we plan to set up a Provisional URA in mid-2000, with a view to establishing the URA proper to succeed the LDC in the same year.

CIVIL SERVICE BUREAU COMMENTS

23. The Civil Service Bureau supports the retention of the posts until the dissolution of the LDC, on the understanding that the Administration will review the continued need for the posts in the light of the establishment of the URA.

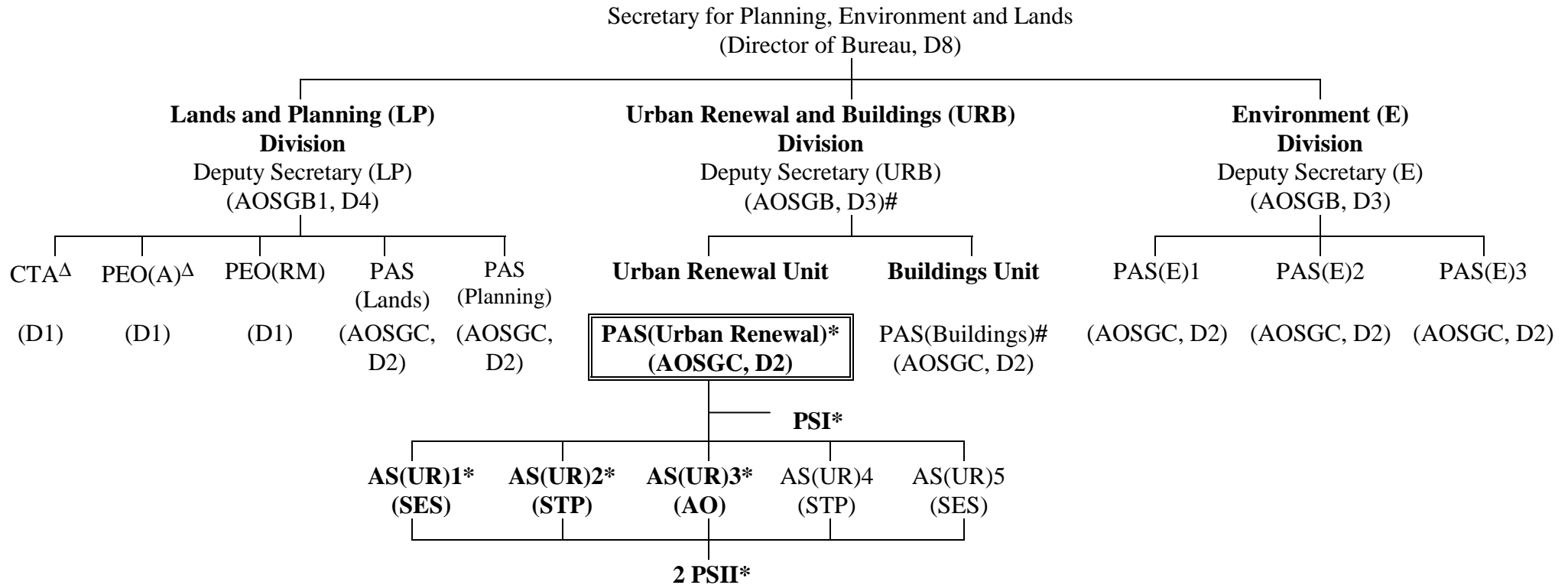
/ADVICE

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

24. As we propose to retain the posts of one AOSGC, one CES, one GTP and one CTP on a supernumerary basis, we will report the arrangement, if approved, to the Standing Committee on Directorate Salaries and Conditions of Service in accordance with the agreed procedure.

Planning, Environment and Lands Bureau
October 1999

**Organisation Chart of the Urban Renewal Unit,
Planning, Environment and Lands Bureau**



Legend

AOSG	Administrative Officer Staff Grade
PAS	Principal Assistant Secretary
PEO	Principal Executive Officer
CTA	Chief Treasury Accountant
A	Administration
RM	Resource Management
STP	Senior Town Planner
SES	Senior Estate Surveyor
AO	Administrative Officer
PS	Personal Secretary



Proposed post for retention

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Posts funded by Land Development Corporation (LDC)

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Supernumerary posts up to 31.12.1999, created by SPEL under delegated authority

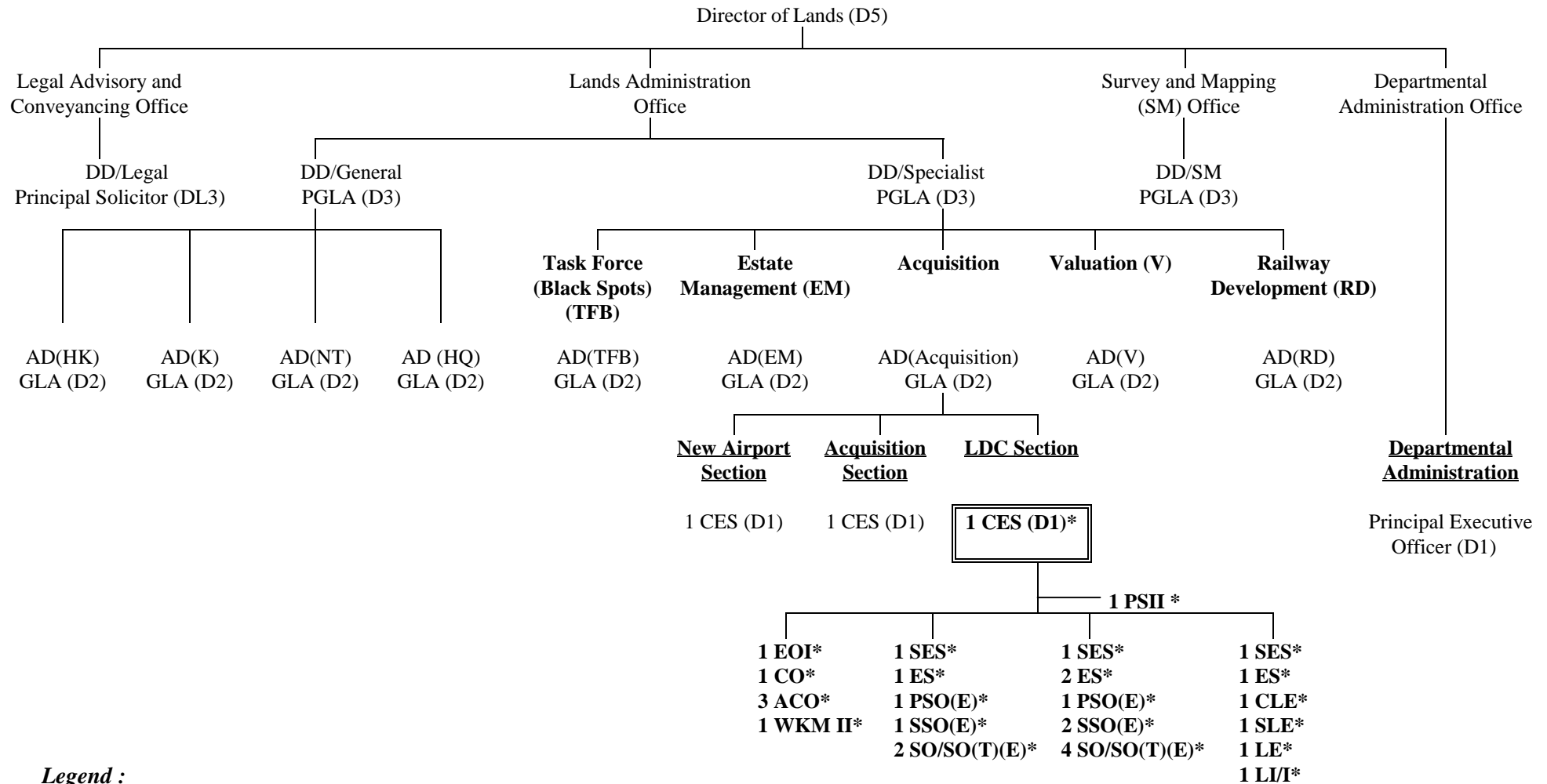
Proposed retention of these posts under another

Establishment Subcommittee submission.

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Serving both PELB and Works Bureau

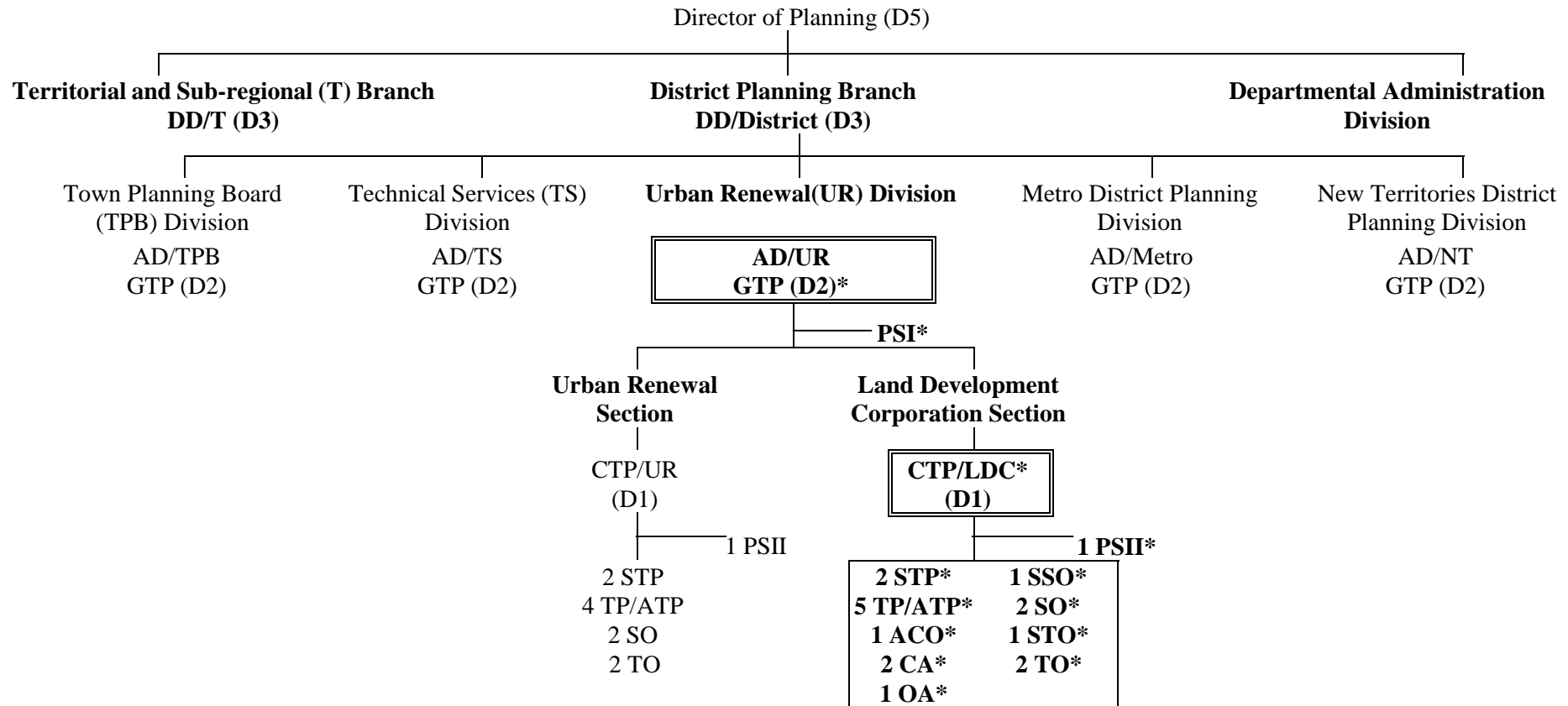
Organisation Chart of the Land Development Corporation Section, Lands Department



Legend :

DD	Deputy Director	PSO(E)	Principal Survey Officer (Estate)	CO	Clerical Officer
AD	Assistant Director	SSO(E)	Senior Survey Officer (Estate)	ACO	Assistant Clerical Officer
PGLA	Principal Government Land Agent	SO/SO(T)(E)	Survey Officer/Survey Officer Trainee (Estate)	OA	Office Assistant
GLA	Government Land Agent	CLE	Chief Land Executive	EO	Executive Officer
CES	Chief Estate Surveyor	SLE	Senior Land Executive		Proposed post for retention
SES	Senior Estate Surveyor	LE	Land Executive	*	Posts funded by LDC
ES	Estate Surveyor	LI/I	Land Inspector I		

Organisation Chart of the Urban Renewal Division, Planning Department



Legend:

- DD - Deputy Director of Planning
- AD - Assistant Director of Planning
- GTP - Government Town Planner
- CTP - Chief Town Planner
- STP - Senior Town Planner
- TP/ATP - Town Planner/Assistant Town Planner

- SSO - Senior Survey Officer
- SO - Survey Officer
- STO - Senior Technical Officer
- TO - Technical Officer
- ACO - Assistant Clerical Officer
- CA - Clerical Assistant

- OA - Office Assistant
- PS - Personal Secretary
- Proposed posts for retention
- * Posts funded by LDC

**Job Descriptions of
Principal Assistant Secretary (Urban Renewal)
Planning, Environment and Lands Bureau**

Rank : Administrative Officer Staff Grade C (D2)

Major Duties and Responsibilities

Responsible to the Deputy Secretary (Urban Renewal and Buildings) for urban renewal policies as well as the urban renewal programme relating to the Land Development Corporation (LDC) and Urban Renewal Authority (URA). Duties include -

- (1) assist in formulating new urban renewal policies and preparing for the setting up of the URA (which will replace the LDC), including the drawing up and updating of the Urban Renewal Strategy;
- (2) assist in drawing up and putting in place the legislative framework for the URA;
- (3) assist in formulating necessary financial arrangements for the URA, including estimating resource requirements and bidding for funds;
- (4) assist in setting up and overseeing the operation of the Provisional URA, including liaising with its Board of Directors;
- (5) advising on and monitoring the urban renewal programme relating to the LDC, including processing land resumption applications and vetting urban renewal projects;
- (6) co-ordinating the efforts of the LDC, various Government departments and public bodies on urban renewal;
- (7) sorting out any major problems faced by the LDC in implementing its redevelopment schemes; and
- (8) attending meetings of the Executive Council, the Legislative Council, and District Boards as necessary.

**Job Descriptions of
Chief Estate Surveyor (Land Development Corporation Section)
Lands Department**

Rank : Chief Estate Surveyor (D1)

Major Duties and Responsibilities

Responsible to the Assistant Director (Acquisition) for all policy matters relating to the Land Development Corporation (LDC) and the implementation of resumption work of LDC projects. Duties include -

- (1) formulating, monitoring and reviewing the resumption programme of LDC projects in consultation with the senior management of LDC;
- (2) formulating, administering and reviewing the resumption, compensation and clearance policies and strategies related to LDC projects;
- (3) providing professional advice on the lands aspects for the establishment and operation of the Urban Renewal Authority (URA), including streamlining the land acquisition procedures for the URA;
- (4) advising the Secretary for Planning, Environment and Lands on whether resumption action in respect of any LDC projects is appropriate under the Land Development Corporation Ordinance;
- (5) monitoring the expenditure of the resumption funds, approving the release of home purchase allowance and provisional compensation payment to owners affected by the resumption and executing compensation agreements;
- (6) providing professional guidance and advice to Senior Estate Surveyors and Estate Surveyors of the LDC team, particularly in litigation and Lands Tribunal referrals, and overseeing the administration and management of the office; and
- (7) attending meetings of Executive Council, Legislative Council, District Boards and press conferences and overseeing the handling of enquiries and complaints on LDC resumption matters.

**Job Descriptions of
Assistant Director of Planning (Urban Renewal)
Planning Department**

Rank : Government Town Planner (D2)

Main Duties and Responsibilities

Responsible to the Deputy Director of Planning (District) (D3) for the Land Development Corporation (LDC) Section and Urban Renewal Section on urban renewal matters. Duties include -

1. liaising with relevant bureaux and directorate staff in Government departments and other stakeholders on urban renewal related matters including the establishment of the Urban Renewal Authority (URA);
2. providing expert advice on the preparation of studies to serve as the basis for the formulation of the Urban Renewal Strategy;
3. ensuring that territorial and sub-regional planning objectives have been incorporated into urban renewal proposals;
4. devising planning mechanisms to facilitate the implementation of LDC projects within the statutory planning framework and relevant legislation;
5. advising the LDC on the acceptability of planning parameters including assessment on planning gains relating to the LDC's urban renewal efforts;
6. resolving promptly land use and design problems/conflicts arising from the LDC's projects among development agents/Government departments and exploring measures to achieve financial viability of development schemes/proposals including the identification of sites suitable for the linked site approach;
7. monitoring planning inputs and setting out the pros and cons of LDC schemes/proposals for the consideration of the Secretary for Planning, Environment and Lands;
8. co-ordinating the provision of infrastructure and government, institution or community facilities and public open space in the LDC's projects;

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9. conducting liaison meetings with the LDC which are attended by the Director, Planning Division of the LDC and other senior staff;
10. conducting/attending meetings and advising on the LDC's consultancy studies; and
11. providing professional advice to the Planning Committee and the Managing Board of the LDC.

**Job Descriptions of
Chief Town Planner(Land Development Corporation)
Planning Department**

Rank: Chief Town Planner (D1)

Main Duties and Responsibilities

Responsible to the Assistant Director of Planning (Urban Renewal) (D2) for urban renewal matters related to the Land Development Corporation (LDC) and supervises a dedicated team of non-directorate professional as well as technical staff. Duties include -

1. overseeing the Urban Renewal Strategy Study;
2. advising on the identification and prioritisation of urban renewal projects for the LDC and the proposed Urban Renewal Authority (URA);
3. advising on the definition of boundaries and assessment on LDC development schemes and development proposals;
4. preparing planning briefs for LDC projects;
5. setting out the pros and cons of draft development scheme plans for consideration by the Town Planning Board;
6. briefing the affected groups and concerned organisations on the planning aspects of the LDC's urban renewal projects;
7. commenting on the objections to the LDC's draft development scheme plans under the Town Planning Ordinance and summarising the objections to the Chief Executive in Council;
8. advising the LDC on the preparation and subsequent amendments of planning applications to the Town Planning Board;
9. co-ordinating for the implementation of LDC projects to comply with the conditions of approval to planning applications;

/10.

10. consulting and briefing District Boards, the Municipal Councils and their sub-committees, and other relevant bodies on LDC projects;
11. assisting Assistant Director of Planning (Urban Renewal) in co-ordinating the provision of infrastructure and government, institution or community facilities within the LDC's development schemes and development proposals;
12. establishing an information system to facilitate the LDC's urban renewal activities; and
13. vetting the technical submissions screened by professional staff of the LDC Section.