

## ITEM FOR FINANCE COMMITTEE

### RECOMMENDATIONS OF THE ESTABLISHMENT SUBCOMMITTEE

Encl. At the Enclosure is a summary of the recommendations of the Establishment Subcommittee (ESC).

2. Agenda items EC(1999-2000)21 to 23, 25 and 26 were recommended by ESC at its meetings on 10 November 1999 and 8 December 1999 respectively. The relevant papers considered by the ESC have previously been forwarded to all Members and are therefore not enclosed.

3. Members are invited to approve the ESC recommendations.

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

	<b>Permanent</b>	<b>Supernumerary</b>	<b>Total</b>
Position including posts approved by Members on 26 November 1999	1 501	73	1 574
Item EC(1999-2000)21	1	-	1
Item EC(1999-2000)22	2	-	2
Item EC(1999-2000)23	-	-	-
Item EC(1999-2000)25	-	-	-
Item EC(1999-2000)26	-4	3	-1
Number of supernumerary post which has lapsed	-	-1 (Note)	-1
Total	<u>1 500</u>	<u>75</u>	<u>1 575</u>

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Note - One post of Principal Management Services Officer (D1) in Management Services Agency lapsed on 1 December 1999.

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Finance Bureau  
December 1999

**Summary of the Recommendations of the Establishment Subcommittee  
discussed at the meetings on 10 November 1999 and 8 December 1999**

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)21*	HEAD 80 - JUDICIARY	<p>To recommend to Finance Committee the creation of the following permanent post to cope with the increasing workload as a result of the raising of the financial jurisdictional limit of the Small Claims Tribunal from \$15,000 to \$50,000 -</p> <p>1 Adjudicator, Small Claims Tribunal (JSPS 10) (\$98,250 - \$104,250)</p>
EC(1999-2000)22*	HEAD 28 - CIVIL AVIATION DEPARTMENT	<p>To recommend to Finance Committee the creation of the following two permanent posts with effect from 1 January 2000 to lead a new Electronics Engineering (Projects) Section of Technical and Planning Division and a new Project and Development Section of Air Traffic Management Division respectively -</p> <p>1 Chief Electronics Engineer (D1) (\$98,250 - \$104,250)</p> <p>1 Chief Air Traffic Control Officer (D1) (\$98,250 - \$104,250)</p>
EC(1999-2000)23*	HEAD 148 - GOVERNMENT SECRETARIAT : FINANCIAL SERVICES BUREAU	<p>To recommend to Finance Committee the creation of the following permanent post in the Office of the Commissioner of Insurance with effect from 10 January 2000 to head a new Policy and Development Division -</p> <p>1 Assistant Commissioner of Insurance (D2) (\$116,650 - \$123,850)</p> <p>to be offset by the deletion of the following post after the functions of the Office of the Registrar of Occupational Retirement Schemes are transferred to the Mandatory Provident Fund Schemes Authority -</p> <p>1 Assistant Commissioner of Insurance (D2) (\$116,650 - \$123,850)</p>

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)25#	HEAD 186 - TRANSPORT DEPARTMENT	To recommend to Finance Committee the retention of the following supernumerary post for a period of six months with effect from 1 January 2000 to complete the outstanding tasks associated with the Feasibility Study on Electronic Road Pricing -  1 Chief Engineer (D1) (\$98,250 - \$104,250)
EC(1999-2000)26#	NEW HEAD “GOVERNMENT SECRETARIAT : ENVIRONMENT AND FOOD BUREAU”  HEAD 53 - GOVERNMENT SECRETARIAT : HOME AFFAIRS BUREAU  HEAD 56 - GOVERNMENT SECRETARIAT : PLANNING, ENVIRONMENT AND LANDS BUREAU AND WORKS BUREAU  HEAD 145 - GOVERNMENT SECRETARIAT : ECONOMIC SERVICES BUREAU	To recommend to Finance Committee the following for setting up of a new institutional framework for the delivery of municipal services with effect from 1 January 2000 following the passage of the Provision of Municipal Services (Reorganization) Bill -  (a) the creation of the following permanent posts -  (i) new <b>Environment and Food Bureau</b>  1 Director of Bureau (D8) (\$181,050)  1 Administrative Officer Staff Grade ‘B1’ (D4) (\$145,150 - \$149,600)  1 Administrative Officer Staff Grade ‘B’ (D3) (\$127,900 - \$135,550)  6 Administrative Officer Staff Grade ‘C’ (D2) (\$116,650 - \$123,850)  1 Principal Executive Officer (D1) (\$98,250 - \$104,250)

EC Item No.	Head of Expenditure	Recommendation
EC(1999-2000)26# (cont'd)	HEAD 149 - GOVERNMENT SECRETARIAT : HEALTH AND WELFARE BUREAU	(ii) <b>Head 53 - Government Secretariat : Home Affairs Bureau</b>  2 Administrative Officer Staff Grade 'C' (D2) (\$116,650 - \$123,850)
	NEW HEAD "FOOD AND ENVIRONMENTAL HYGIENE DEPARTMENT"	(iii) new <b>Food and Environmental Hygiene Department</b>  1 Administrative Officer Staff Grade 'A' (D6) (\$162,650)
	NEW HEAD "LEISURE AND CULTURAL SERVICES DEPARTMENT"	2 Administrative Officer Staff Grade 'B' (D3) (\$127,900 - \$135,550)  1 Deputy Director of Health (D3) (\$127,900 - \$135,550)
	HEAD 22 - AGRICULTURE AND FISHERIES DEPARTMENT	1 Administrative Officer Staff Grade 'C' (D2) (\$116,650 - \$123,850)  3 Assistant Director of Municipal Services (D2) (\$116,650 - \$123,850)
	HEAD 25 - ARCHITECTURAL SERVICES DEPARTMENT	1 Assistant Director of Health (D2) (\$116,650 - \$123,850)
	HEAD 29 - CIVIL SERVICE TRAINING AND DEVELOPMENT INSTITUTE	1 Consultant (D4/D3/D2) (\$145,150 - \$149,600/ \$127,900 - \$135,550/\$116,650 - \$123,850) (in the overall promotion ratio of 2:3:6)
	HEAD 37 - DEPARTMENT OF HEALTH	1 Senior Principal Executive Officer (D2) (\$116,650 - \$123,850)
		1 Chief Treasury Accountant (D1) (\$98,250 - \$104,250)
		1 Principal Executive Officer (D1) (\$98,250 - \$104,250)

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)26# (cont'd)	HEAD 50 - GOVERNMENT LAND TRANSPORT AGENCY	(iv) new <b>Leisure and Cultural Services Department</b>  1 Administrative Officer Staff Grade 'A' (D6) (\$162,650))
	HEAD 51 - GOVERNMENT PROPERTY AGENCY	1 Administrative Officer Staff Grade 'B' (D3) (\$127,900 - \$135,550)  1 Senior Assistant Director of Municipal Services (D3) (\$127,900 - \$135,550)
	HEAD 74 - INFORMATION SERVICES DEPARTMENT	6 Assistant Director of Municipal Services (D2) (\$116,650 - \$123,850)
	HEAD 91 - LANDS DEPARTMENT	1 Senior Principal Executive Officer (D2) (\$116,650 - \$123,850)
	HEAD 92 - DEPARTMENT OF JUSTICE	(v) <b>Head 92 - Department of Justice</b>  1 Deputy Principal Government Counsel (DL2) (\$116,650 - \$123,850)
	HEAD 115 - OFFICIAL LANGUAGES AGENCY	(b) the creation of the following supernumerary posts for a period of two years -  (i) <b>Food and Environmental Hygiene Department</b>
	HEAD 118 - PLANNING DEPARTMENT	1 Assistant Director of Municipal Services (D2) (\$116,650 - \$123,850)
	HEAD 180 - TELEVISION AND ENTERTAINMENT LICENSING AUTHORITY	(ii) <b>Leisure and Cultural Services Department</b>  1 Administrative Officer Staff Grade 'B' (D3) (\$127,900 - \$135,550)  1 Assistant Director of Accounting Services (D2) (\$116,650 - \$123,850)

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)26# (cont'd)		<p>(c) the creation of the following non-civil service Directorate positions in the <b>Leisure and Cultural Services Department</b> -</p> <p>1 Chief Information Technology Manager (D1) (\$98,250 - \$104,250) as from 1 March 2000</p> <p>1 Artistic Director (\$104,235) as from 1 January 2000</p> <p>(d) the deletion of the following permanent posts -</p> <p><b>(i) Urban Services Department</b></p> <p>1 Administrative Officer Staff Grade 'A' (D6) (\$162,650))</p> <p>3 Administrative Officer Staff Grade 'B' (D3) (\$127,900 - \$135,550)</p> <p>1 Senior Assistant Director of Municipal Services (D3) (\$127,900 - \$135,550)</p> <p>2 Administrative Officer Staff Grade 'C' (D2) (\$116,650 - \$123,850)</p> <p>8 Assistant Director of Municipal Services (D2) (\$116,650 - \$123,850)</p> <p>1 Secretary, Provisional Urban Council (D2) (\$116,650 - \$123,850)</p> <p>1 Deputy Principal Government Counsel (DL2) (\$116,650 - \$123,850)</p> <p>1 Assistant Director of Accounting Services (D2) (\$116,650 - \$123,850)</p> <p>1 Senior Principal Executive Officer (D2) (\$116,650 - \$123,850)</p> <p>1 Principal Executive Officer (D1) (\$98,250 - \$104,250)</p>

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)26# (cont'd)		<p>(ii) <b>Regional Services Department</b></p> <p>1 Administrative Officer Staff Grade 'A' (D6) (\$162,650)</p> <p>2 Administrative Officer Staff Grade 'B' (D3) (\$127,900 - \$135,550)</p> <p>1 Administrative Officer Staff Grade 'C' (D2) (\$116,650 - \$123,850)</p> <p>4 Assistant Director of Municipal Services (D2) (\$116,650 - \$123,850)</p> <p>1 Secretary, Provisional Regional Council (D2) (\$116,650 - \$123,850)</p> <p>1 Deputy Principal Government Counsel (DL2) (\$116,650 - \$123,850)</p> <p>1 Senior Principal Executive Officer (D2) (\$116,650 - \$123,850)</p> <p>1 Chief Treasury Accountant (D1) (\$98,250 - \$104,250)</p> <p>1 Principal Recreation and Sport Officer (D1) (\$98,250 - \$104,250)</p> <p>(iii) <b>Head 53 - Government Secretariat : Home Affairs Bureau</b></p> <p>1 Principal Executive Officer (D1) (\$98,250 - \$104,250)</p> <p>(iv) <b>Head 56 - Government Secretariat : Planning, Environment and Lands Bureau and Works Bureau</b></p> <p>1 Administrative Officer Staff Grade 'B' (D3) (\$127,900 - \$135,550)</p> <p>3 Administrative Officer Staff Grade 'C' (D2) (\$116,650 - \$123,850)</p>



<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)26# (cont'd)		<p>(v) <b>Head 145 - Government Secretariat : Economic Services Bureau</b></p> <p>1 Administrative Officer Staff Grade 'C' (D2) (\$116,650 - \$123,850)</p> <p>(vi) <b>Head 37 - Department of Health</b></p> <p>1 Assistant Director of Health (D2) (\$116,650 - \$123,850)</p> <p>(e) provision of establishment ceiling in 1999-2000 expressed in items of the total notional annual mid-point salary value to new bureau and departments as follows -</p> <p><b>Environment and Food Bureau</b></p> <p>\$28,089,720 for the creation of 64 non-directorate posts</p> <p><b>Food and Environmental Hygiene Department</b></p> <p>\$3,033,574,770 for the creation of 16 861 non-directorate posts</p> <p><b>Leisure and Cultural Services Department</b></p> <p>\$1,958,827,530 for the creation of 9 766 non-directorate posts</p> <p>(f) increase in the ceiling placed on the total notional annual mid-point salary value of all non-directorate posts in the permanent establishment of the following Departments -</p> <p><b>Head 25 - Architectural Services Department</b></p> <p>from \$829,614,000 by \$5,592,840 to \$835,206,840 for the creation of 11 non-directorate posts</p>

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)26# (cont'd)		<p><b>Head 29 - Civil Service Training and Development Institute</b></p> <p>from \$69,583,000 by \$2,971,140 to \$72,554,140 for the creation of five non-directorate posts</p> <p><b>Head 50 - Government Land Transport Agency</b></p> <p>from \$39,933,000 by \$985,260 to \$40,918,260 for the creation of one non-directorate post</p> <p><b>Head 51 - Government Property Agency</b></p> <p>from \$104,091,000 by \$1,287,180 to \$105,378,180 for the creation of three non-directorate posts</p> <p><b>Head 74 - Information Services Department</b></p> <p>from \$218,304,000 by \$3,337,680 to \$221,641,680 for the creation of six non-directorate posts</p> <p><b>Head 91 - Lands Department</b></p> <p>from \$1,190,330,000 by \$1,181,100 to \$1,191,511,100 for the creation of six non-directorate posts</p> <p><b>Head 115 - Official Languages Agency</b></p> <p>from \$111,030,000 by \$1,740,000 to \$112,770,000 for the creation of three non-directorate posts</p> <p><b>Head 118 - Planning Department</b></p> <p>from \$306,075,000 by \$1,699,230 to \$307,774,230 for the creation of three non-directorate posts</p>

**Notes -**

\* Papers considered by the Establishment Subcommittee on 10 November 1999.

# Papers considered by the Establishment Subcommittee on 8 December 1999.