

## **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)27, 29 to 37 were recommended by ESC at its meetings on 12, 19 and 26 January 2000 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 17 December 1999	1 500	75	1 575
Item EC(1999-2000)27	-	-	-
Item EC(1999-2000)29	1	-1	-
Item EC(1999-2000)30	1	-1	-
Item EC(1999-2000)31	-	-	-
Item EC(1999-2000)32	-	-	-
Item EC(1999-2000)33	-	-	-
Item EC(1999-2000)34	-	1	1

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	<b>Permanent</b>	<b>Supernumerary</b>	<b>Total</b>
Item EC(1999-2000)35	1	-	1
Item EC(1999-2000)36	1	-	1
Item EC(1999-2000)37	-	-	-
Number of supernumerary post which has lapsed	-	-1 (Note)	-1
Total	<u>1 504</u>	<u>73</u>	<u>1 577</u>

Note - One post of Administrative Officer Staff Grade C (D2) in the Economic Services Bureau of Government Secretariat lapsed on 1 January 2000.

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Finance Bureau  
January 2000

**Summary of the Recommendations of the Establishment Subcommittee  
discussed at the meetings on 12, 19 and 26 January 2000**

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)27*	HEAD 22 - AGRICULTURE, FISHERIES AND CONSERVATION DEPARTMENT	To recommend to Finance Committee the deletion of the following 80 obsolete ranks -  (a) <b>Agriculture, Fisheries and Conservation Department</b>
	HEAD 28 - CIVIL AVIATION DEPARTMENT	(i) Agricultural Laboratory Technician II (MPS 10 - 21) (\$15,160 - \$26,805); and
	HEAD 43 - CIVIL ENGINEERING DEPARTMENT	(ii) Fisheries Craft Technician II (MPS 13 - 23) (\$18,140 - \$29,400)
	HEAD 37 - DEPARTMENT OF HEALTH	(b) <b>Civil Aviation Department</b>
	HEAD 92 - DEPARTMENT OF JUSTICE	(i) Airport General Manager (D2) (\$116,650 - \$123,850);
	HEAD 40 - EDUCATION DEPARTMENT	(ii) Deputy Airport General Manager (D1) (\$98,250 - \$104,250);
	HEAD 45 - FIRE SERVICES DEPARTMENT	(iii) Assistant Airport General Manager (MPS 45 - 49) (\$76,485 - \$88,115);
		(iv) Airport Manager (MPS 34 - 44) (\$47,970 - \$73,815);
		(v) Assistant Airport Manager (MPS 16 - 33) (\$21,010 - \$46,485);
		(vi) Chief Airfield Supervisor (MPS 27 - 32) (\$35,285 - \$44,395);
		(vii) Senior Airfield Supervisor (MPS 21 - 26) (\$26,805 - \$33,705);
		(viii) Airfield Supervisor (MPS 9 - 20) (\$14,300 - \$25,530);

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)27* (cont'd)	HEAD 142 - GOVERNMENT SECRETARIAT : OFFICES OF THE CHIEF SECRETARY FOR ADMINISTRATION AND THE FINANCIAL SECRETARY	(ix) Senior Airport Reception and Information Officer (MPS 28 - 33) (\$36,940 - \$46,485);
		(x) Airport Reception and Information Officer I (MPS 22 - 27) (\$28,075 - \$35,285);
		(xi) Airport Reception and Information Officer II (MPS 17 - 22) (\$22,075 - \$28,075); and
	HEAD 56 - GOVERNMENT SECRETARIAT : PLANNING AND LANDS BUREAU AND WORKS BUREAU	(xii) Airport Reception and Information Officer III (MPS 6 - 16) (\$11,820 - \$21,010)
	HEAD 151 - GOVERNMENT SECRETARIAT : SECURITY BUREAU	(c) <b>Civil Engineering Department and Marine Department</b>  Oiler (MPS 3 - 5) (\$9,785 - \$11,115)
	HEAD 60 - HIGHWAYS DEPARTMENT	(d) <b>Department of Health</b>  (i) Student Dental Hygienist (TPS 3) (\$8,820);
	HEAD 122 - HONG KONG POLICE FORCE	(ii) Director of Hospital Services (D6) (\$162,650);
	HEAD 100 - MARINE DEPARTMENT	(iii) Deputy Director of Hospital Services (D3) (\$127,900 - \$135,550);
		(iv) Senior Assistant Director of Hospital Services (D3) (\$127,900 - \$135,550);
		(v) Assistant Director of Hospital Services (D2) (\$116,650 - \$123,850);

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)27* (cont'd)	HEAD 162 - RATING AND VALUATION DEPARTMENT	(vi) Enrolled Nurse (Psychiatric) (MPS 11 - 23) (\$16,095 - \$29,400);
		(vii) Laundry Manager (MPS 24 - 33) (\$30,785 - \$46,485);
	HEAD 110 - TERRITORY DEVELOPMENT DEPARTMENT	(viii) Assistant Laundry Manager (MPS 14 - 24) (\$19,055 - \$30,785);
		(ix) Linen Production Unit Supervisor (MPS 13 - 23) (\$18,140 - \$29,400);
	HEAD 186 - TRANSPORT DEPARTMENT	(x) Medical Board Assistant (MPS 19) (\$6,450 - as at 1.4.1986);
		(xi) Mould Laboratory Technologist (MPS 29 - 33) (\$38,695 - \$46,485);
	HEAD 194 - WATER SUPPLIES DEPARTMENT	(xii) Senior Mould Laboratory Technician (MPS 22 - 28) (\$28,075 - \$36,940);
		(xiii) Mould Laboratory Technician (MPS 10 - 21) (\$15,160 - \$26,805);
	VARIOUS OBSOLETE DEPARTMENTS	(xiv) Student Mould Laboratory Technician (TPS 4 - 6) (\$9,385 - \$10,655);
		(xv) Nursing Director (D2) (\$116,650 - \$123,850);
		(xvi) Operating Theatre Assistant (MPS 9 - 10) (\$14,300 - \$15,160);
		(xvii) Senior Prosthetist-Orthotist (MPS 34 - 39) (\$47,970 - \$60,190);
		(xviii) Prosthetist-Orthotist I (MPS 24 - 33) (\$30,785 - \$46,485);
		(xix) Prosthetist-Orthotist II (MPS 13 - 23) (\$18,140 - \$29,400);

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)27* (cont'd)		(xx) Student Prosthetist-Orthotist (TPS 4 - 6) (\$9,385 - \$10,655);
		(xxi) Pupil Nurse (TPS 4 - 5) (\$9,385 - \$9,995);
		(xxii) Pupil Nurse (Psychiatric) (TPS 6 - 7) (\$10,655 - \$11,345);
		(xxiii) Student Radiographer (TPS 9 - 11) (\$12,870 - \$14,885);
		(xxiv) Chief Nursing Officer (Psychiatric) (MPS 40 - 44) (\$62,780 - \$73,815);
		(xxv) Senior Nursing Officer (Psychiatric) (MPS 34 - 39) (\$47,970 - \$60,190);
		(xxvi) Nursing Officer (Psychiatric) (MPS 27 - 33A) (\$35,285 - \$47,970);
		(xxvii) Registered Nurse (Psychiatric) (MPS 17 - 26) (\$22,075 - \$33,705);
		(xxviii) Student Nurse (Psychiatric) (TPS 8 - 10) (\$12,085 - \$13,670); and
		(xxix) X-ray Mechanic (MPS 6 - 10) (\$11,820 - \$15,160)
		<b>(e) Department of Justice</b>
		(i) Assistant Principal Government Counsel (DL1) (\$98,250 - \$104,250); and
		(ii) Assistant Government Counsel (MPS 27 - 29) (\$35,285 - \$38,695)
		<b>(f) Education Department</b>
		(i) Chief Industrial Training Officer (D1) (\$98,250 - \$104,250);

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EC(1999-2000)27* (cont'd)		(ii) Senior Industrial Training Officer (MPS 45 - 49) (\$76,485 - \$88,115);  (iii) Assistant Industrial Training Officer (MPS 18 - 22) (\$23,170 - \$28,075);  (iv) Principal, Technical Institute (D1) (\$98,250 - \$104,250); and  (v) Vice-Principal, Technical Institute (MPS 45 - 49) (\$76,485 - \$88,115)
		<b>(g) Fire Services Department</b>
		(i) Senior Fire Services Ventilation Officer (MPS 38 - 41) (\$57,525 - \$65,490); and  (ii) Fire Services Ventilation Officer (MPS 34 - 37) (\$47,970 - \$55,000)
		<b>(h) Government Secretariat : Offices of the Chief Secretary for Administration and the Financial Secretary</b>
		(i) Security Assistant (Legislative Council Building) (MPS 15 - 16) (\$20,010 - \$21,010); and  (ii) Security Officer (Legislative Council Building) (MPS 29 - 30) (\$38,695 - \$40,500)
		<b>(i) Government Secretariat : Planning and Lands Bureau and Works Bureau</b>
		Principal Assistant Secretary (Works) (D2) (\$116,650 - \$123,850)
		<b>(j) Government Secretariat : Security Bureau</b>
		Government Security Officer (MPS 45 - 49) (\$76,485 - \$88,115)

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)27* (cont'd)		<p>(k) <b>Highways Department</b></p> <p>(i) Director of Highways (D5) (\$154,150); and</p> <p>(ii) Project Director/Lantau Fixed Crossing (D4) (\$145,150 - \$149,600)</p> <p>(l) <b>Hong Kong Police Force</b></p> <p>(i) Physical Training Instructor (MPS 29 - 36) (\$38,695 - \$52,520); and</p> <p>(ii) Assistant Physical Training Instructor (MPS 20 - 28) (\$25,530 - \$36,940)</p> <p>(m) <b>Marine Department</b></p> <p>Training Officer (Marine) (MPS 34 - 37) (\$47,970 - \$55,000)</p> <p>(n) <b>Rating and Valuation Department</b></p> <p>Valuation Assistant III (MPS 8 - 11) (\$13,425 - \$16,095)</p> <p>(o) <b>Territory Development Department</b></p> <p>Assistant Director of Territory Development (D2) (\$116,650 - \$123,850)</p> <p>(p) <b>Transport Department</b></p> <p>(i) Transport Assistant I (MPS 12 - 15) (\$17,100 - \$20,010); and</p> <p>(ii) Transport Assistant II (MPS 3 - 11) (\$9,785 - \$16,095)</p> <p>(q) <b>Water Supplies Department</b></p> <p>Assistant Shift Charge Engineer (MPS 18 - 31) (\$23,170 - \$42,405)</p>



<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)27* (cont'd)		(r) <b>Various Obsolete Departments</b> <ul style="list-style-type: none"><li>(i) Machinist (MPS 3 - 5) (\$9,785 - \$11,115);</li><li>(ii) Director of Buildings and Lands (D6) (\$162,650);</li><li>(iii) Principal Government Building Surveyor (D3) (\$127,900 - \$135,550);</li><li>(iv) Building Survey Adviser (D3) (\$127,900 - \$135,550);</li><li>(v) Registrar General (DL6) (\$162,650);</li><li>(vi) Assistant Registrar General (DL3) (\$127,900 - \$135,550);</li><li>(vii) Chief Assistant Registrar (MPS 45 - 49) (\$76,485 - \$88,115);</li><li>(viii) Senior Assistant Registrar I (MPS 40 - 44) (\$62,780 - \$73,815);</li><li>(ix) Senior Assistant Registrar II (MPS 34 - 39) (\$47,970 - \$60,190);</li><li>(x) Assistant Registrar I (MPS 28 - 33) (\$36,940 - \$46,485);</li><li>(xi) Registrar of Trade Unions (D1) (\$98,250 - \$104,250);</li><li>(xii) Assistant Registrar of Trade Unions (MPS 27 - 33) (\$35,285 - \$46,485); and</li><li>(xiii) Regimental Armourer (MPS 34 - 37) (\$47,970 - \$55,000)</li></ul>

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)29*	HEAD 82 - BUILDINGS DEPARTMENT	<p>To recommend to Finance Committee the conversion of the following supernumerary post to a permanent post to head the Slope Safety Section -</p> <p>1 Chief Building Surveyor (D1) (\$98,250 - \$104,250)</p>
EC(1999-2000)30*	HEAD 91 - LANDS DEPARTMENT	<p>To recommend to Finance Committee the conversion of the following supernumerary post to a permanent post to head the Slope Maintenance Section -</p> <p>1 Chief Geotechnical Engineer (D1) (\$98,250 - \$104,250)</p>
EC(1999-2000)31*	HEAD 62 - HOUSING DEPARTMENT	<p>To recommend to Finance Committee the following to meet new service needs and to enhance operational efficiency -</p> <p>(a) the re-organisation and the resultant directorate restructuring of the Housing Department; and</p> <p>(b) the retention of the following four supernumerary directorate posts -</p> <p><u>For one year</u></p> <p>1 Deputy Director of Housing (D4) (\$145,150 - \$149,600)</p> <p>1 Assistant Director of Housing (D2) (\$116,650 - \$123,850)</p> <p><u>For two years</u></p> <p>1 Principal Executive Officer (D1) (\$98,250 - \$104,250)</p> <p>1 Chief Housing Manager (D1) (\$98,250 - \$104,250)</p>

EC Item No.	Head of Expenditure	Recommendation
EC(1999-2000)32#	HEAD 28 - CIVIL AVIATION DEPARTMENT	To recommend to Finance Committee the non-civil service appointment of four Flight Operations Inspectors on agreement terms at the equivalent rank of D1 (\$98,250 - \$104,250) as a long term solution to the recruitment and retention problems.
EC(1999-2000)33#	HEAD 166 - GOVERNMENT FLYING SERVICE	To recommend to Finance Committee the amalgamation of the existing Air Crewman and the Air Crewman Officer grades into a new Air Crewman Officer grade as following -

<b>Existing</b>	<b>Proposed</b>
<u>Air Crewman Grade</u>	<u>Air Crewman Officer Grade</u>
Air Crewman (GDS(R)9, 11 GDS(O)1 - 16) (\$16,725, \$17,825, \$18,885 - \$41,050)	Air Crewman Officer III (GDS(R)9, 11 GDS(O)1 - 16) (\$16,725, \$17,825, \$18,885 - \$41,050)
Senior Air Crewman (GDS(O)17 - 25) (\$42,895 - \$56,910)	Air Crewman Officer II (GDS(O)17 - 25) (\$42,895 - \$56,910)
<u>Air Crewman Officer Grade</u>	Air Crewman Officer I
Air Crewman Officer (GDS(O)26 - 35) (\$59,135 - \$82,325)	(GDS(O)26 - 35) (\$59,135 - \$82,325)
Senior Air Crewman Officer (GDS(O)36 - 38) (\$85,525 - \$92,700)	Senior Air Crewman Officer (GDS(O)36 - 38) (\$85,525 - \$92,700)

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)34#	HEAD 94 - LEGAL AID DEPARTMENT	<p>To recommend to Finance Committee the creation of the following supernumerary post in the Policy and Administration Division for a period of 15 months from 1 April 2000 to 30 June 2001 to oversee the implementation of the Information System Strategy -</p> <p>1 Assistant Principal Legal Aid Counsel (DL1) (\$98,250 - \$104,250)</p>
EC(1999-2000)35#	HEAD 92 - DEPARTMENT OF JUSTICE	<p>To recommend to Finance Committee the creation of the following permanent post with effect from 1 March 2000 to head the Basic Law Unit in the Legal Policy Division and to provide advisory service on the Basic Law and related constitutional issues -</p> <p>1 Deputy Principal Government Counsel (DL2) (\$116,650 - \$123,850)</p>
EC(1999-2000)36#	HEAD 168 - HONG KONG OBSERVATORY	<p>To recommend to Finance Committee the creation of the following permanent post with effect from 1 April 2000 to oversee aviation meteorological services and weather radar and satellite reception functions -</p> <p>1 Assistant Director of the Hong Kong Observatory (D2) (\$116,650 - \$123,850)</p>

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(1999-2000)37 <sup>@</sup>	1999 CIVIL SERVICE STARTING SALARIES REVIEW	<p>To recommend to Finance Committee the following which will apply to recruits appointed on or after 1 April 2000 and serving staff on in-service transfer with effect from the same date -</p> <ul style="list-style-type: none"><li>(a) the revised benchmarks and starting salaries of the civilian grades;</li><li>(b) the revised pay scale of the assistant ranks;</li><li>(c) modification of the Master Pay Scale, the Craft Apprentice Pay Scale and the Technician Apprentice Pay Scale;</li><li>(d) modification of the Model Scale 1 Pay Scale;</li><li>(e) the revised starting salaries of the disciplined grades;</li><li>(f) modification of the pay structure for the Police Inspector rank;</li><li>(g) modification of the pay structure for the Air Crewman rank and the Aircraft Technician rank;</li><li>(h) modification of the General Disciplined Services (Officer) Pay Scale, the General Disciplined Services (Rank and File) Pay Scale, the Police Pay Scale and the Independent Commission Against Corruption Pay Scale; and</li><li>(i) delinking of the starting salaries for both the civilian and disciplined grades from the annual pay trend exercise.</li></ul>

**Notes -**

\* Papers considered by the Establishment Subcommittee on 12 January 2000.

# Papers considered by the Establishment Subcommittee on 19 January 2000.

@ Paper considered by the Establishment Subcommittee on 26 January 2000.