LegCo Panel on Public Service

Information Note on Creation of Directorate Posts

The following information is attached:

- (a) Table A the number of permanent and supernumerary directorate posts approved for creation and deletion in departments in 1997/98, 1998/99, 1999/00, 2000/01(up to 31 December 2000);
- (b) Table B the number of permanent and supernumerary directorate posts in departments as at 31 March in 1997, 1998, 1999, 2000 and 31 December, 2000; and
- (c) Table C a summary of Table B.

It should be noted that there may be a short time gap between the dates of approval for the creation or deletion of posts and the effective dates of these approvals. Because of this time lag, the actual establishment figures shown in Table B may slightly vary from the figures in Table A.

2. It is clearly shown in Table C that the announcement of the recruitment freeze in March 1999 has marked a dramatic fall in the creation of directorate posts. Table A shows an increase of 73 permanent directorate posts in 1997/98. The increase was mainly in the following five departments:

| Department | Post added | Purpose |
|-----------------------|---------------|---|
| Highways Department | (9 posts) | to strengthen the directorate structure to cope with increased workload arising from an expanded railway development programme and road works projects. |
| Judiciary | (6 posts) | to create additional judicial posts for the establishment of the Court of Final Appeal on 1 July 1997. |
| Department of Justice | (6 posts) | to cope with the increase in volume and complexity of work in bilingual law drafting, legal policy and administration work of the department. |

Environmental Protection Department

(5 posts)

to cope with the increasing complexity and volume existing and expanding services arising from the continuing rapid urban and infrastructure development, the increasing pollution control services and demand for waste disposal services. and the rising expectations of the community for a better environment.

Department of Health

(3 posts)

to provide additional directorate support to plan and deliver a revised Elderly Health Services programme and to establish a regulatory framework to control the practice, use and trading of Traditional Chinese Medicine.

(1 post)

to upgrade the post of Departmental Secretary.

3. Creation of permanent directorate posts or supernumerary directorate posts lasting for more than six months is subject to the scrutiny by the policy bureau, Finance Bureau and Civil Service Bureau. The support for the grading and ranking of the proposed post from appropriate advisory bodies, such as the Standing Committee on Directorate Salaries and Conditions of Service or the Standing Committee on Disciplined Services Salaries and Conditions of Service, has to be sought before a proposal is put up to the Establishment Sub-Committee and the Finance Committee. The checks and balances provided in the present system are sufficient to ensure that the grading and ranking of any proposed directorate posts are fully justified on a functional basis. The Administration will continue to be vigilant in this regard.

Civil Service Bureau March 2001

(Perm = Permanent posts Sup = Supernumerary posts '+' = Creation of posts '-' = Deletion of posts)

| | | | (. | <u> </u> | Pellila | 110111 | 70010 | Сар | Cupe | | alary p | - | · - \ | | ear 20 | | | eletion o | . pooto, | |
|------|---|----|--------|----------|---------|--------|--------|-------|------|----|---------|-------|-------|-----|--------|-------|------|-----------|----------|-------|
| | | Y | ear 19 | 97/19 | 98 | Υ | ear 19 | 98/19 | 99 | Υ | ear 19 | 99/20 | 00 | (up | to 31 | Dec 2 | 000) | ı | Net Tota | ıl |
| Head | Department | Pe | rm | S | up | Pe | erm | S | up | Pe | erm | S | up | Pe | erm | S | up | Perm | Sup | Total |
| | | + | - | + | - | + | - | + | - | + | - | + | - | + | - | + | - | | | |
| 21 | Chief Executive's Office | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 22 | Agriculture, Fisheries and Conservation Department | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 23 | Auxiliary Medical Service | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 24 | Audit Commission | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 25 | Architectural Services Department | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 4 |
| 26 | Census and Statistics Department | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 27 | Civil Aid Service | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 28 | Civil Aviation Department | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 29 | Civil Service Training and Development Institute | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 30 | Correctional Services Department | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 31 | Customs and Excise Department | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 35 | Government Secretariat(GS): Beijing Office ¹ | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| 37 | Department of Health | 5 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 4 | 0 | 4 |
| 39 | Drainage Services Department | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -1 | 0 | -1 |
| 40 | Education Department | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 42 | Electrical and Mechanical Services Department | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| 43 | Civil Engineering Department | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 2 | 3 | 0 | 0 | 0 | 0 | 4 | -1 | 3 |
| 44 | Environmental Protection Department | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 5 |
| 45 | Fire Services Department | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 |
| 47 | Information Technology Services Department | 1 | 0 | 2 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 5 |
| 48 | Government Laboratory | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| 49 | Food and Environmental Hygiene Department ² | - | - | - | - | - | - | - | - | 13 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 13 | 1 | 14 |
| 50 | Government Land Transport Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 51 | Government Property Agency | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 53 | GS: Home Affairs Bureau | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 5 |
| 55 | GS: Information Technology and Broadcasting | 4 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| | Bureau | | | | | | | | | | | | | | | | | | | |

| | | | | | | | | | | | | | | Y | ear 20 | 00/200 |)1 | | | |
|------|---|----|--------|-------|----|----|--------|-------|----|----|---------|-------|----|-----|--------|--------|------|------|----------|-------|
| | | Y | ear 19 | 97/19 | 98 | Υ. | ear 19 | 98/19 | 99 | Y | 'ear 19 | 99/20 | 00 | (up | to 31 | Dec 2 | 000) | 1 | Net Tota | ય |
| Head | Department | Pe | rm | S | up | Pe | erm | S | up | Pe | erm | S | up | Pe | erm | S | up | Perm | Sup | Total |
| | | + | - | + | - | + | - | + | - | + | - | + | - | + | - | + | - | | | |
| 56 | GS: Planning and Lands Bureau and Works Bureau | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | -1 | 2 | 1 |
| 58 | Government Supplies Department | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 60 | Highways Department | 9 | 0 | 0 | 1 | 1 | 1 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 5 | 14 |
| | Hospital Services Department ³ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | - | - | - | - | -1 | 0 | -1 |
| 63 | Home Affairs Department | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 70 | Immigration Department | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 |
| | Industry Department ⁴ | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 0 | 0 | -10 | 0 | -10 |
| 74 | Information Services Department | 4 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| 76 | Inland Revenue Department | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 2 |
| 78 | Intellectual Property Department | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 79 | Invest Hong Kong ⁵ | - | - | - | - | - | - | - | - | - | - | - | - | 2 | 0 | 0 | 0 | 2 | 0 | 2 |
| 80 | Judiciary | 7 | 1 | 1 | 0 | 5 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 3 | 1 | 0 | 10 | 2 | 12 |
| 82 | Buildings Department | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| 90 | Labour Department | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| 91 | Lands Department | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 4 | 5 |
| 92 | Department of Justice | 7 | 1 | 5 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 11 | 5 | 16 |
| 94 | Legal Aid Department | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 |
| 95 | Leisure and Cultural Services Department ⁶ | - | - | - | - | - | - | - | - | 10 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 10 | 2 | 12 |
| 96 | GS: Overseas Offices | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 98 | Management Services Agency | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| 100 | Marine Department | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 110 | Territory Development Department | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 114 | Office of The Ombudsman | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 115 | Official Languages Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 1 |
| 116 | Official Receiver's Office | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 118 | Planning Department | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 121 | Independent Police Complaints Council | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 122 | Hong Kong Police Force | 11 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -4 | 0 | -4 |
| 130 | Printing Department | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |

| | | | | | | | | | | | | | | Y | ear 20 | 00/200 |)1 | | | |
|------|---|----|---------|-------|----|----|---------|-------|----|----|--------|-------|----|-----|--------|--------|------|------|----------|-------|
| | | Y | 'ear 19 | 97/19 | 98 | Y | 'ear 19 | 98/19 | 99 | Υ | ear 19 | 99/20 | 00 | (up | to 31 | Dec 2 | 000) | ı | Net Tota | d |
| Head | Department | Pe | erm | S | up | Pe | erm | S | up | Pe | rm | S | up | Pe | erm | S | up | Perm | Sup | Total |
| | | + | - | + | - | + | - | + | - | + | - | + | - | + | - | + | - | | | |
| 136 | Public Service Commission | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 142 | GS: Offices of the Chief Secretary for Administration and the Financial Secretary | 5 | 2 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 6 | 6 |
| 143 | GS: Civil Service Bureau | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 4 |
| 144 | GS: Constitutional Affairs Bureau | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| 145 | GS: Economic Services Bureau | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 0 | 0 | 5 | 1 | 6 |
| 146 | GS: Education and Manpower Bureau | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 |
| 147 | GS: Finance Bureau | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 1 |
| 148 | GS: Financial Services Bureau | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 2 | 4 |
| 149 | GS: Health and Welfare Bureau | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 4 |
| 150 | GS: Housing Bureau | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| 151 | GS: Security Bureau | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 4 |
| 152 | GS: Commerce and Industry Bureau | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 2 | 2 |
| 153 | GS: Transport Bureau | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 3 |
| 154 | GS: Environment and Food Bureau ⁷ | - | - | - | - | - | - | - | - | 10 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 10 | 1 | 11 |
| 155 | GS: Innovation and Technology Commission 8 | - | - | - | - | - | - | - | - | - | - | - | - | 8 | 0 | 1 | 0 | 8 | 1 | 9 |
| 160 | Radio Television Hong Kong | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 162 | Rating and Valuation Department | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 163 | Registration and Electoral Office | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 166 | Government Flying Service | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 168 | Hong Kong Observatory | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 170 | Social Welfare Department | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 173 | Student Financial Assistance Agency | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 174 | Standing Commission on Civil Service Salaries and | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Conditions of Service | | | | | | | | | | | | | | | | | | | |
| 175 | Standing Committee on Disciplined Services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Salaries and Conditions of Service | | | | | | | | | | | | | | | | | | | |
| 180 | Television and Entertainment Licensing Authority | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 181 | Trade and Industry Department | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| 186 | Transport Department | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 1 | 4 |

| | | Y | 'ear 19 | 97/19 | 98 | Y | 'ear 19 | 98/19 | 99 | Y | 'ear 19 | 99/200 | 00 | | ear 20 to 31 | | | | Net Tota | al |
|----------|---|-------|---------|-------|--------|--------|---------|-------|---------|----|---------|--------|----|----|-----------------|---|----|------|----------|-------|
| Head | Department | Pe | erm | S | up | Pe | erm | S | up | Pe | erm | Sı | up | Pe | erm | S | up | Perm | Sup | Total |
| | | + | - | + | - | + | - | + | - | + | - | + | - | + | - | + | - | | | |
| 188 | Treasury | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| 190 | University Grants Committee | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 194 | Water Supplies Department | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Sub-total | 97 | 26 | 28 | 2 | 23 | 8 | 11 | 0 | 55 | 13 | 19 | 5 | 24 | 18 | 7 | 0 | 134 | 58 | 192 |
| Creation | on and Deletion of Posts for civil servants working i | n/sec | onded | to sp | ecific | depart | ments | /orga | nizatio | ns | | 1 | | | | | | | 1 | |
| | General Expenses of the Civil Service 9 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 33 | 2 | 0 | 1 | 0 | 0 | 0 | -30 | 4 | -26 |
| 37 | Department of Health ¹⁰ | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | -5 | 0 | -5 |
| 62 | Housing Department | 2 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 6 |
| | Overall Total | 101 | 28 | 33 | 2 | 23 | 10 | 12 | 0 | 55 | 46 | 21 | 5 | 25 | 19 | 7 | 0 | 101 | 66 | 167 |

Notes:

- ¹ The Beijing Office commenced operation on 4.3.1999.
- ² The Food and Environmental Hygiene Department was set up on 1.1.2000.
- The Hospital Services Department merged with the Department of Health on 1.4.1999.
- The Industry Department was disbanded on 1.7.2000.
- ⁵ The Invest Hong Kong was set up on 1.7.2000.
- ⁶ The Leisure and Cultural Services Department was set up on 1.1.2000.
- The Environment and Food Bureau was set up on 1.1.2000.
- The Innovation and Technology Commission was set up on 1.7.2000.
- Posts created or deleted are for civil servants working in/seconded to -
 - (a) Urban Services Department (disbanded on 1.1.2000)

- (b) Regional Services Department (disbanded on 1.1.2000)
- (c) Land Registry Trading Fund
- (d) Post Office Trading Fund
- e) Electrical and Mechanical Services Trading Fund
- ¹⁰ A number of 5 shadow directorate posts were deleted in the Hospital Authority.

Remark:

No. of directorate posts created and deleted from 1997/1998 to 2000/2001(up to 31 Dec 2000) are based on the date of endorsement by the Establishment Subcommittee. All are subsequently approved by the Finance Committee.

(Perm = Permanent posts Sup = Supernumerary posts)

| | | Department As at 31.3.1 | | | | | | = Perma | anent p | osts | Sup = S | Supern | umerar | y posts) | | |
|------|---|-------------------------|---------|-------|------|---------|-------|---------|---------|-------|---------|---------|--------|----------|---------|-------|
| Head | Department | As a | t 31.3. | 1997 | As a | t 31.3. | 1998 | As a | t 31.3. | 1999 | As a | t 31.3. | 2000 | As at | t 31.12 | .2000 |
| | | Perm | Sup | Total | Perm | Sup | Total | Perm | Sup | Total | Perm | Sup | Total | Perm | Sup | Total |
| 21 | Chief Executive's Office | 7 | 2 | 9 | 2 | 0 | 2 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| 22 | Agriculture, Fisheries and Conservation Department | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 |
| 23 | Auxiliary Medical Service | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| 24 | Audit Commission | 12 | 0 | 12 | 12 | 0 | 12 | 12 | 0 | 12 | 12 | 0 | 12 | 12 | 0 | 12 |
| 25 | Architectural Services Department | 38 | 3 | 41 | 39 | 1 | 40 | 39 | 2 | 41 | 39 | 3 | 42 | 39 | 3 | 42 |
| 26 | Census and Statistics Department | 6 | 0 | 6 | 6 | 0 | 6 | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 |
| 27 | Civil Aid Service | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| 28 | Civil Aviation Department | 20 | 1 | 21 | 21 | 1 | 22 | 21 | 0 | 21 | 20 | 0 | 20 | 20 | 0 | 20 |
| 29 | Civil Service Training and Development Institute | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| 30 | Correctional Services Department | 9 | 1 | 10 | 10 | 0 | 10 | 10 | 0 | 10 | 10 | 0 | 10 | 10 | 0 | 10 |
| 31 | Customs and Excise Department | 9 | 0 | 9 | 9 | 0 | 9 | 9 | 0 | 9 | 9 | 0 | 9 | 9 | 0 | 9 |
| 35 | Government Secretariat(GS): Beijing Office ¹ | - | - | - | - | - | - | - | - | - | 3 | 0 | 3 | 3 | 0 | 3 |
| 37 | Department of Health | 54 | 1 | 55 | 56 | 1 | 57 | 57 | 0 | 57 | 56 | 0 | 56 | 58 | 0 | 58 |
| 39 | Drainage Services Department | 14 | 0 | 14 | 14 | 0 | 14 | 18 | 0 | 18 | 18 | 0 | 18 | 18 | 0 | 18 |
| 40 | Education Department | 22 | 0 | 22 | 22 | 0 | 22 | 22 | 0 | 22 | 22 | 1 | 23 | 22 | 1 | 23 |
| 42 | Electrical and Mechanical Services Department | 10 | 0 | 10 | 10 | 0 | 10 | 10 | 0 | 10 | 10 | 0 | 10 | 11 | 0 | 11 |
| 43 | Civil Engineering Department | 29 | 4 | 33 | 29 | 3 | 32 | 30 | 3 | 33 | 33 | 2 | 35 | 33 | 2 | 35 |
| 44 | Environmental Protection Department | 25 | 0 | 25 | 30 | 0 | 30 | 30 | 0 | 30 | 30 | 0 | 30 | 30 | 0 | 30 |
| 45 | Fire Services Department | 14 | 0 | 14 | 14 | 0 | 14 | 16 | 0 | 16 | 18 | 0 | 18 | 18 | 0 | 18 |
| 47 | Information Technology Services Department | 14 | 0 | 14 | 15 | 1 | 16 | 17 | 2 | 19 | 17 | 2 | 19 | 17 | 1 | 18 |
| 48 | Government Laboratory | 5 | 0 | 5 | 5 | 0 | 5 | 5 | 0 | 5 | 6 | 0 | 6 | 7 | 0 | 7 |
| 49 | Food and Environmental Hygiene Department ² | - | - | - | - | - | - | - | - | - | 13 | 1 | 14 | 13 | 1 | 14 |
| 50 | Government Land Transport Agency | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| 51 | Government Property Agency | 6 | 2 | 8 | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 |
| 53 | GS: Home Affairs Bureau | 9 | 1 | 10 | 9 | 0 | 9 | 12 | 0 | 12 | 13 | 0 | 13 | 13 | 0 | 13 |

| Head | Department | As a | As at 31.3.1997 Perm Sup Total P | | As a | t 31.3. | 1998 | As a | t 31.3. | 1999 | As a | t 31.3. | 2000 | As at | t 31.12 | .2000 |
|------|---|------|----------------------------------|-------|------|---------|-------|------|---------|-------|------|---------|-------|-------|---------|-------|
| | | Perm | Sup | Total | Perm | Sup | Total | Perm | Sup | Total | Perm | Sup | Total | Perm | Sup | Total |
| 55 | GS: Information Technology and Broadcasting | 7 | 0 | 7 | 7 | 0 | 7 | 8 | 0 | 8 | 8 | 2 | 10 | 8 | 2 | 10 |
| | Bureau | | | | | | | | | | | | | | | |
| 56 | GS: Planning and Lands Bureau and Works Bureau | 26 | 12 | 38 | 26 | 10 | 36 | 29 | 1 | 30 | 25 | 3 | 28 | 25 | 3 | 28 |
| 58 | Government Supplies Department | 4 | 0 | 4 | 4 | 0 | 4 | 4 | 0 | 4 | 4 | 0 | 4 | 4 | 0 | 4 |
| 60 | Highways Department | 18 | 16 | 34 | 19 | 15 | 34 | 27 | 6 | 33 | 27 | 7 | 34 | 27 | 7 | 34 |
| | Hospital Services Department ³ | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | - | - | - | - | - | - |
| 63 | Home Affairs Department | 27 | 0 | 27 | 27 | 0 | 27 | 27 | 0 | 27 | 27 | 0 | 27 | 27 | 0 | 27 |
| 70 | Immigration Department | 9 | 1 | 10 | 10 | 0 | 10 | 10 | 0 | 10 | 11 | 0 | 11 | 11 | 1 | 12 |
| | Industry Department ⁴ | 10 | 0 | 10 | 10 | 0 | 10 | 10 | 0 | 10 | 10 | 0 | 10 | - | - | - |
| 74 | Information Services Department | 8 | 0 | 8 | 12 | 0 | 12 | 11 | 0 | 11 | 11 | 0 | 11 | 11 | 0 | 11 |
| 76 | Inland Revenue Department | 24 | 1 | 25 | 25 | 0 | 25 | 25 | 0 | 25 | 25 | 0 | 25 | 25 | 1 | 26 |
| 78 | Intellectual Property Department | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 |
| 79 | Invest Hong Kong ⁵ | - | - | - | - | - | - | - | - | - | - | - | - | 2 | 0 | 2 |
| 80 | Judiciary | 165 | 1 | 166 | 171 | 1 | 172 | 174 | 1 | 175 | 175 | 1 | 176 | 175 | 1 | 176 |
| 82 | Buildings Department | 27 | 1 | 28 | 29 | 1 | 30 | 29 | 1 | 30 | 30 | 0 | 30 | 30 | 0 | 30 |
| 90 | Labour Department | 11 | 1 | 12 | 12 | 1 | 13 | 14 | 0 | 14 | 14 | 0 | 14 | 14 | 0 | 14 |
| 91 | Lands Department | 45 | 4 | 49 | 45 | 7 | 52 | 45 | 8 | 53 | 45 | 7 | 52 | 46 | 6 | 52 |
| 92 | Department of Justice | 61 | 8 | 69 | 65 | 9 | 74 | 68 | 9 | 77 | 70 | 5 | 75 | 72 | 2 | 74 |
| 94 | Legal Aid Department | 13 | 0 | 13 | 14 | 0 | 14 | 14 | 0 | 14 | 14 | 0 | 14 | 14 | 0 | 14 |
| 95 | Leisure and Cultural Services Department ⁶ | - | - | - | - | - | - | - | - | - | 10 | 2 | 12 | 10 | 2 | 12 |
| 96 | GS: Overseas Offices | 21 | 1 | 22 | 21 | 0 | 21 | 21 | 0 | 21 | 21 | 0 | 21 | 21 | 0 | 21 |
| 98 | Management Services Agency | 5 | 1 | 6 | 5 | 1 | 6 | 5 | 1 | 6 | 5 | 0 | 5 | 5 | 0 | 5 |
| 100 | Marine Department | 21 | 0 | 21 | 21 | 0 | 21 | 21 | 0 | 21 | 21 | 0 | 21 | 21 | 0 | 21 |
| 110 | Territory Development Department | 26 | 0 | 26 | 26 | 0 | 26 | 27 | 0 | 27 | 27 | 0 | 27 | 27 | 0 | 27 |
| 114 | Office of The Ombudsman | 4 | 0 | 4 | 4 | 0 | 4 | 4 | 0 | 4 | 4 | 0 | 4 | 4 | 0 | 4 |
| 115 | Official Languages Agency | 3 | 1 | 4 | 3 | 1 | 4 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |

| Head | Department | As a | t 31.3. | 1997 | As a | t 31.3. | 1998 | As a | t 31.3. | 1999 | As a | t 31.3. | 2000 | As at | 31.12 | .2000 |
|------|---|------|---------|-------|------|---------|-------|------|---------|-------|------|---------|-------|-------|-------|-------|
| | | Perm | Sup | Total | Perm | Sup | Total |
| 116 | Official Receiver's Office | 8 | 0 | 8 | 8 | 0 | 8 | 8 | 0 | 8 | 8 | 0 | 8 | 8 | 1 | 9 |
| 118 | Planning Department | 26 | 2 | 28 | 26 | 2 | 28 | 27 | 2 | 29 | 27 | 2 | 29 | 27 | 2 | 29 |
| 121 | Independent Police Complaints Council | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| 122 | Hong Kong Police Force | 81 | 0 | 81 | 77 | 0 | 77 | 77 | 0 | 77 | 77 | 0 | 77 | 77 | 0 | 77 |
| 130 | Printing Department | 2 | 0 | 2 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| 136 | Public Service Commission | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| 142 | GS: Offices of the Chief Secretary for Administration | 21 | 0 | 21 | 23 | 5 | 28 | 23 | 5 | 28 | 23 | 6 | 29 | 20 | 6 | 26 |
| | and the Financial Secretary | | | | | | | | | | | | | | | |
| 143 | GS: Civil Service Bureau | 16 | 0 | 16 | 16 | 0 | 16 | 16 | 0 | 16 | 16 | 2 | 18 | 17 | 2 | 19 |
| 144 | GS: Constitutional Affairs Bureau | 8 | 1 | 9 | 8 | 2 | 10 | 11 | 2 | 13 | 8 | 0 | 8 | 8 | 0 | 8 |
| 145 | GS: Economic Services Bureau | 11 | 2 | 13 | 12 | 1 | 13 | 15 | 1 | 16 | 14 | 1 | 15 | 16 | 1 | 17 |
| 146 | GS: Education and Manpower Bureau | 10 | 1 | 11 | 12 | 2 | 14 | 13 | 1 | 14 | 13 | 0 | 13 | 13 | 0 | 13 |
| 147 | GS: Finance Bureau | 18 | 1 | 19 | 18 | 0 | 18 | 18 | 0 | 18 | 18 | 0 | 18 | 18 | 1 | 19 |
| 148 | GS: Financial Services Bureau | 14 | 4 | 18 | 14 | 4 | 18 | 15 | 6 | 21 | 15 | 2 | 17 | 15 | 1 | 16 |
| 149 | GS: Health and Welfare Bureau | 10 | 0 | 10 | 13 | 1 | 14 | 13 | 1 | 14 | 13 | 0 | 13 | 13 | 0 | 13 |
| 150 | GS: Housing Bureau | 6 | 0 | 6 | 8 | 0 | 8 | 10 | 0 | 10 | 10 | 0 | 10 | 10 | 0 | 10 |
| 151 | GS: Security Bureau | 11 | 2 | 13 | 13 | 2 | 15 | 13 | 2 | 15 | 13 | 2 | 15 | 13 | 2 | 15 |
| 152 | GS: Commerce and Industry Bureau | 12 | 1 | 13 | 12 | 1 | 13 | 12 | 2 | 14 | 12 | 2 | 14 | 12 | 1 | 13 |
| 153 | GS: Transport Bureau | 10 | 3 | 13 | 11 | 3 | 14 | 12 | 3 | 15 | 12 | 3 | 15 | 12 | 3 | 15 |
| 154 | GS: Environment and Food Bureau ⁷ | - | - | - | - | - | - | - | - | - | 10 | 0 | 10 | 10 | 1 | 11 |
| 155 | GS: Innovation and Technology Commission ⁸ | - | - | - | - | - | - | - | - | - | - | - | - | 8 | 1 | 9 |
| 160 | Radio Television Hong Kong | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 | 7 | 0 | 7 |
| 162 | Rating and Valuation Department | 14 | 1 | 15 | 14 | 1 | 15 | 14 | 1 | 15 | 14 | 1 | 15 | 14 | 1 | 15 |
| 163 | Registration and Electoral Office | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| 166 | Government Flying Service | 4 | 0 | 4 | 4 | 0 | 4 | 4 | 0 | 4 | 4 | 0 | 4 | 4 | 0 | 4 |
| 168 | Hong Kong Observatory | 4 | 1 | 5 | 4 | 1 | 5 | 4 | 1 | 5 | 4 | 1 | 5 | 5 | 0 | 5 |

| Head | Department | As a | t 31.3. | 1997 | As a | t 31.3. | 1998 | As a | t 31.3. | 1999 | As a | t 31.3. | 2000 | As at | 31.12 | .2000 |
|--------|---|--------|---------|---------|----------|---------|--------|-------|---------|-------|-------|---------|--------|--------|-------|-------|
| | | Perm | Sup | Total | Perm | Sup | Total | Perm | Sup | Total | Perm | Sup | Total | Perm | Sup | Total |
| 170 | Social Welfare Department | 16 | 0 | 16 | 16 | 0 | 16 | 16 | 0 | 16 | 17 | 0 | 17 | 17 | 0 | 17 |
| 173 | Student Financial Assistance Agency | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| 174 | Standing Commission on Civil Service Salaries and | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| | Conditions of Service | | | | | | | | | | | | | | | |
| 175 | Standing Committee on Disciplined Services | 2 | 0 | 2 | 2 | 0 | 2 | 2 | 0 | 2 | 2 | 0 | 2 | 2 | 0 | 2 |
| | Salaries and Conditions of Service | | | | | | | | | | | | | | | |
| 180 | Television and Entertainment Licensing Authority | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| 181 | Trade and Industry Department | 9 | 0 | 9 | 9 | 0 | 9 | 9 | 0 | 9 | 9 | 0 | 9 | 10 | 0 | 10 |
| 186 | Transport Department | 20 | 7 | 27 | 22 | 5 | 27 | 24 | 2 | 26 | 24 | 1 | 25 | 24 | 1 | 25 |
| 188 | Treasury | 10 | 0 | 10 | 11 | 0 | 11 | 11 | 0 | 11 | 11 | 0 | 11 | 11 | 0 | 11 |
| 190 | University Grants Committee | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| 194 | Water Supplies Department | 23 | 3 | 26 | 23 | 1 | 24 | 23 | 0 | 23 | 23 | 0 | 23 | 23 | 0 | 23 |
| | | | | | | | | | | | | | | | | |
| | Sub-total | 1 245 | 92 | 1 337 | 1 286 | 84 | 1 370 | 1 335 | 63 | 1 398 | 1 373 | 59 | 1 432 | 1 382 | 57 | 1 439 |
| | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| The es | tablishment of staff for which the salaries and allow | vances | are rec | overab | le to th | e follo | wing h | eads | | | | | | | | |
| 46 | General Expenses of the Civil Service ⁹ | 83 | 4 | 87 | 86 | 2 | 88 | 81 | 3 | 84 | 48 | 5 | 53 | 49 | 4 | 53 |
| 37 | Department of Health ¹⁰ | 22 | 0 | 22 | 20 | 0 | 20 | 18 | 0 | 18 | 18 | 0 | 18 | 17 | 0 | 17 |
| 62 | Housing Department | 59 | 2 | 61 | 61 | 6 | 67 | 61 | 6 | 67 | 61 | 6 | 67 | 61 | 6 | 67 |
| 40 | Education Department ¹¹ | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 | 3 | 0 | 3 |
| | | | | 4 = 4 = | 4 456 | | 4 = 45 | 4 405 | | 4 === | 4 505 | | 4 ==== | 4 = 46 | | 4 === |
| | Overall Total | 1 412 | 98 | 1 510 | 1 456 | 92 | 1 548 | 1 498 | 72 | 1 570 | 1 503 | 70 | 1 573 | 1 512 | 67 | 1 579 |
| | | | | | | | | | | | | | | | | |

Notes:

- ¹ The Beijing Office commenced operation on 4.3.1999.
- The Food and Environmental Hygiene Department was set up on 1.1.2000.
- The Hospital Services Department merged with the Department of Health on 1.4.1999.
- The Industry Department was disbanded on 1.7.2000.
- ⁵ The Invest Hong Kong was set up on 1.7.2000.

- ⁶ The Leisure and Cultural Services Department was set up on 1.1.2000.
- The Environment and Food Bureau was set up on 1.1.2000.
- The Innovation and Technology Commission was set up on 1.7.2000.
- Establishment figures shown above include posts to accommodate staff seconded to/working in -
 - (a) Urban Services Department (disbanded on 1.1.2000)
 - (b) Regional Services Department (disbanded on 1.1.2000)
 - (c) Hong Kong Export Credit Insurance Corporation
 - (d) Hong Kong Monetary Authority
 - (e) Land Registry Trading Fund
 - (f) Companies Registry Trading Fund
 - (g) Sewage Services Trading Fund (disbanded on 31.3.1998)
 - (h) Post Office Trading Fund
 - (i) Office of the Telecommunications Authority Trading Fund
 - (i) Electrical and Mechanical Services Trading Fund
- showing the establishment of civil servants working in the Hospital Authority (HA). Salaries and allowances of these staff are reimbursed to the Department of Health by HA.
- showing the establishment of civil servants working in the Vocational Training Council (VTC). Salaries and allowances of these staff are reimbursed to the Education Department by VTC.

Remark:

- (1) The establishment figures are based on changes of directorate posts endorsed by the Establishment Subcommittee(ESC) and subsequently approved by the Finance Committee(FC).
- (2) As at 31.12.2000, 1 permanent post endorsed for creation by ESC vide ESC Item 12 and subsequently approved by FC has not been created.

Establishment of the Directorate Posts

| Position as at | Permanent Posts | Net Change Compared with the previous year | Supernumerary Posts | Net Change Compared with the previous year | Total | Net Change Compared with the previous year |
|------------------|--------------------|--|------------------------|--|-------|--|
| 31 March 1997 | 1412 | - | 98 | - | 1510 | - |
| 31 March 1998 | 1456 | 44 | 92 | -6 | 1548 | 38 |
| 31 March 1999 | 1498 | 42 | 72 | -20 | 1570 | 22 |
| 31 March 2000 | 1503 | 5 | 70 | -2 | 1573 | 3 |
| 31 December 2000 | 1512 | 9 | 67 | -3 | 1579 | 6 |
| Total | - | 100 | - | -31 | - | 69 |