

NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

Creation and Deletion of Directorate Posts After Implementation of the Accountability System

Introduction

The net additional full annual staff cost in connection with the implementation of the accountability system when it was introduced on 1 July 2002 amounted to \$42.228 million. In the course of discussing the accountability system, we undertook to effect sufficient savings by way of staff cost savings at the directorate level within 12 months to make the exercise cost neutral. We also undertook to report on the results of various reviews, including a review on the number and ranking of Permanent Secretaries. This paper sets out –

- (a) the cost savings identified or effected as a result of various re-organisation exercises and other streamlining and staff cost-saving exercises since 1 July 2002;
- (b) the results of the review on the number and ranking of Permanent Secretaries; and
- (c) the position on the posts of Administrative Assistants.

Cost neutrality

2. Since the implementation of the accountability system, we have been making good progress in identifying savings. Through various re-organisation exercises and other streamlining and cost-saving exercises as detailed in paragraphs 3 to 19 below, we have identified a net deletion of 18 directorate posts and 146 non-directorate posts. The savings realised or identified so far in terms of full annual average staff cost from the deletion of directorate posts amounted to \$46.398 million and that from deletion of non-directorate posts amounted to \$64.760 million. The total savings realised or identified so far have amounted to \$111.158 million. Details are set out in paragraphs 3 to 19 below and in Enclosures

Encls. 1
& 2 1 and 2.

/Education

Education and Manpower Bureau

3. The merger of Education and Manpower Bureau and Education Department took effect on 1 January 2003. As pointed out in the relevant Establishment Subcommittee (ESC) paper [EC(2002-03)6], the re-organisation has resulted in annual savings in staff cost of \$14.194 million, due to the net deletion of five civil service and one non-civil service directorate posts, offset by the creation of one directorate post through upgrading.

Housing, Planning and Lands Bureau

4. Following the re-organisation of the former Housing Bureau and Housing Department, the new Housing Department came into being on 1 January 2003. As pointed out in the relevant ESC paper [EC(2002-03)7], there was a deletion of seven directorate posts and 20 non-directorate posts, and creation of three directorate posts. Even after taking into account the creation of another three directorate posts in the Bureau for urban renewal, building safety, and land registration work, there is still a net deletion of one directorate post and 20 non-directorate posts. The net savings in terms of full annual average staff cost as a result of net deletion of directorate and non-directorate posts are \$3.167 million and \$15.260 million respectively. A more comprehensive review of the Housing Department is being conducted with a view to de-layering its organisational structure and streamlining its work. This review will be completed before the end of 2003.

Financial Services and the Treasury Bureau

5. The Financial Services and the Treasury Bureau (FSTB) put forward proposals to merge the Government Land Transport Agency, Government Supplies Department, and Printing Department into a new Government Logistics Department for better efficiency and economy. The new Government Logistics Department will come into being on 1 July 2003. As pointed out in the relevant ESC paper [EC(2002-03)10], through the merger and other streamlining initiatives, eight directorate posts will be deleted and seven new directorate posts created. There will also be a net deletion of 59 non-directorate posts. The net savings in terms of full annual average staff cost as a result of the deletion of directorate and non-directorate posts are \$3.540 million and \$22.930 million respectively.

6. The merger aside, subject to the approval of ESC and Finance Committee (FC), the Bureau proposes to create one new directorate post as Administrative Assistant to the Secretary for Financial Services and the Treasury, offset partly by the deletion of one directorate post in the Rating and Valuation

/Department

Department. This would require net additional cost of \$0.244 million in terms of full annual average staff cost, as noted in the relevant ESC paper [EC(2003-04)9]. This cost of \$0.244 million would be offset by the \$3.540 million savings in directorate posts noted in paragraph 5 above, resulting in net savings in FSTB's directorate post of \$3.296 million.

Civil Service Bureau

7. The Civil Service Bureau (CSB) implemented Phase One of its re-organisation on 1 November 2002 by re-organising its internal structure and devolving more human resources management responsibility to bureaux and departments. As compared with March 2002, the Bureau has reduced its establishment by about 10% or 34 non-directorate posts by mid-2003, representing net savings of about \$9.502 million in terms of full annual average staff cost.

8. In Phase Two of its re-organisation, the Official Languages Agency will be subsumed under CSB with a view to achieving economy in operation and maximising the use of resources. As pointed out in the relevant ESC paper [EC(2003-04)1], two directorate posts and 23 non-directorate posts would be deleted, and one new directorate post created. The net savings in terms of full annual average staff cost as a result of the deletion of directorate and non-directorate posts are \$2.147 million and \$10.570 million respectively.

Commerce, Industry and Technology Bureau

9. The Secretary for Commerce, Industry and Technology has reviewed the working relationship of the two branches in Commerce, Industry and Technology Bureau (viz. Commerce and Industry Branch (CIB) and Information Technology and Broadcasting Branch) and their respective executive departments and considered that there is scope to rationalize and streamline the work of the branches and their departments. He has proposed to –

- (a) transfer the responsibilities for multilateral and regional commercial relations and other related responsibilities from CIB to the Trade and Industry Department to avoid duplication of work and efforts;
- (b) implement some minor revision and re-distribution of responsibilities between the two Deputy Secretaries and four Principal Assistant Secretaries in CIB; and

/(c)

- (c) delete one Administrative Officer Staff Grade C (AOSGC) (D2) post (departmentally designated as Assistant Commissioner (Council)) in the Innovation and Technology Commission.

10. The above organisational changes will be implemented on 1 July 2003. As pointed out in the relevant ESC paper [EC(2003-04)2], one directorate post and 7 non-directorate posts would be deleted. The net savings in terms of full annual average staff cost as a result of the deletion of directorate and non-directorate posts are \$2.472 million and \$5.191 million respectively.

Home Affairs Bureau

11. The Home Affairs Bureau has reviewed the responsibilities of the Principal Assistant Secretaries in the Bureau and proposes, subject to ESC's and FC's approval, that one net AOSGC (D2) post be deleted by rationalising and redistributing the duties of the post to other D2 officers in the Bureau and in the Home Affairs Department. As pointed out in the relevant ESC paper [EC(2003-04)5], there will be savings, in terms of full annual average staff cost, of \$2.472 million.

Environment, Transport and Works Bureau

12. The Environment, Transport and Works Bureau has also reviewed the manpower resources in the Bureau and proposes, subject to ESC's and FC's approval, that three directorate posts be deleted and two directorate posts be created. As pointed out in the relevant ESC paper [EC(2003-04)6], the net savings in terms of full annual average staff cost would be \$2.991 million.

Economic Development and Labour Bureau

13. The Secretary for Economic Development and Labour, after reviewing the scope of responsibilities and the staffing establishment of both the Labour Branch of the Bureau and the Labour Department, has decided to merge these two organisations with a view to streamlining the organisational structure.

14. Subject to ESC's and FC's approval, the new organisation, which retains the corporate title of Labour Department, would come into being on 1 July 2003. As pointed out in the relevant ESC paper [EC(2003-04)7], three directorate posts would be created, largely offset by the deletion of three directorate posts. The additional cost in terms of full annual average staff cost is \$0.093 million. In addition, three non-directorate posts would be deleted, resulting in savings of \$1.307 million in full annual average staff cost.

/15.

15. In respect of the Environment, Transport and Works Bureau and the Economic Development and Labour Bureau, we have proposed the deletion of two permanent D8 posts and the creation of two permanent D8 posts as Permanent Secretary for the Environment, Transport and Works (Environment and Transport) and Permanent Secretary for Economic Development and Labour (Labour). In net terms, the reorganisations of these two bureaux and related departments result in directorate savings in annual average staff cost of \$2.898 million.

Constitutional Affairs Bureau

16. The Secretary for Constitutional Affairs has reviewed the responsibilities of directorate officers in the Bureau and proposes, subject to ESC's and FC's approval, that one net AOSGC (D2) post be deleted by rationalizing and redistributing the duties of the post to other officers in the Bureau. As pointed out in the relevant ESC paper [EC(2003-04)8 (Revised)], there will be savings, in terms of full annual average staff cost, of \$2.472 million.

Security Bureau

17. The Security Bureau has reviewed the directorate establishment of the Bureau and the departments under its purview. The Commissioner of Police, in an effort to streamline the staff structure and enhance efficiency, proposed to delete six Chief Superintendent of Police (PPS 55) posts, one in each of the six Police regions. These posts are designated for the administration function in the regions, including financial management, community relations and staff discipline. A trial scheme has been running for some time without filling these posts, and has confirmed that no adverse impact will result on the overall operation and efficiency of the six Police regions. The Security Bureau intends to seek ESC's agreement to the deletion of these posts at the meeting on 18 June 2003.

18. Separately, the Director of Immigration needs to retain a supernumerary post of Chief Systems Manager (D1) for a period of three years from 1 November 2003 to 31 October 2006. The post is needed to provide dedicated support at the directorate level in the planning, management and co-ordination of information technology related activities for the implementation of projects under the Updated Information Systems Strategy. The Security Bureau will seek ESC's agreement to the retention of the supernumerary post at the meeting on 18 June 2003. The deletion of the six Chief Superintendent of Police (PPS 55) posts and the creation of the Chief Systems Manager (D1) post will result in net savings, in terms of full annual average staff cost, of \$10.928 million.

/Health

Health, Welfare and Food Bureau

19. The Health, Welfare and Food Bureau, after reviewing the establishment in the Bureau, considered that one post of Senior Principal Executive Officer (D2), which has been vacant for some time, could be deleted. This post was created in the Elderly Services Division and the duties have already been absorbed by two existing Principal Assistant Secretaries in the Bureau. As the arrangement has worked well, the Secretary for Health, Welfare and Food has concluded that the post could be deleted. The deletion would result in savings, in terms of full annual average staff cost, of \$2.352 million.

Overall Directorate Savings

20. The deletion of directorate posts mentioned above would result in savings, in terms of full annual average staff cost, of \$46.398 million. As this is in excess of the \$42.228 million incurred in connection with implementation of the accountability system, the Administration would reserve the right to deploy the resources in excess of the \$42.228 million for other use in future.

Number and ranking of Permanent Secretaries

21. Under the accountability system, five Permanent Secretary posts were created under delegated authority on a supernumerary basis for a period of up to 12 months by holding against five permanent D8 posts. These five posts are –

- (a) Permanent Secretary for Education and Manpower;
- (b) Permanent Secretary for Health, Welfare and Food;
- (c) Permanent Secretary for Economic Development and Labour (Labour);
- (d) Permanent Secretary for the Environment, Transport and Works (Environment); and
- (e) Permanent Secretary for the Environment, Transport and Works (Transport and Works).

The Administration undertook not to extend these five supernumerary posts beyond 12 months unless with the endorsement of ESC and the approval of FC.

22. The current position of these five posts is as follows –
- (a) with the merger of the former Education and Manpower Bureau and Education Department with effect from 1 January 2003, the post of Permanent Secretary for Education and Manpower has been established on a permanent basis;
 - (b) the Health, Welfare and Food Bureau will seek ESC's approval to make permanent the post of Permanent Secretary for Health, Welfare and Food at its meeting on 11 June 2003;
 - (c) the Economic Development and Labour Bureau will seek ESC's approval to make permanent the post of Permanent Secretary for Economic Development and Labour (Labour) at its meeting on 11 June 2003;
 - (d) the Environment, Transport and Works Bureau will seek ESC's approval to make permanent the post of Permanent Secretary for the Environment, Transport and Works (Environment and Transport) at its meeting on 11 June 2003; (following a review of the organisation and division of work within ETWB, Permanent Secretary for the Environment, Transport and Works (Environment) has assumed the additional policy responsibility for the transport portfolio since August 2002 and has been re-designated as Permanent Secretary for the Environment, Transport and Works (Environment and Transport)); and
 - (e) following the redistribution of duties mentioned in (d) above, the Permanent Secretary for the Environment, Transport and Works (Transport and Works) has been re-designated as Permanent Secretary for the Environment, Transport and Works (Works) and has taken on substantially the same functions and duties as the former Secretary for Works.
23. As regards the ranking of Permanent Secretaries, the posts of Permanent Secretary for Constitutional Affairs and Permanent Secretary for Security have temporarily been re-ranked at Administrative Officer Staff Grade A (D6) pending a further review in the light of experience. The Permanent Secretary posts in the other nine bureaux would continue to be ranked at Administrative Officer Staff Grade A1 (D8).

/Administrative

Administrative Assistants

24. Under the accountability system, each Director of Bureau is provided with his/her own private office, comprising an Administrative Assistant (AA) ranked at AOSGC (D2)/non-civil service position at D2 equivalent and other non-directorate staff. The AA posts were initially created under delegated authority.

25. The Administration has obtained ESC's and FC's approval in respect of the AA posts in the following six bureaux –

- (a) Education and Manpower Bureau,
- (b) Housing, Planning and Lands Bureau,
- (c) Environment, Transport and Works Bureau,
- (d) Commerce, Industry and Technology Bureau,
- (e) Civil Service Bureau, and
- (f) Security Bureau.

Encl. 3 26. The AA posts in the other five bureaux will be discussed at the ESC meeting on 11 June 2003. The overall position is set out at Enclosure 3.

Constitutional Affairs Bureau
June 2003

Cost Neutrality under the Accountability System

| Bureau | Proposal | | | Total savings (\$ million) | ESC Paper (Date of discussion) | Remarks |
|--------|---|--|-----|-------------------------------|-----------------------------------|---|
| | Creation | Deletion | Net | | | |
| EMB | +1 Chief Systems Manager (D1) (offset by the deletion of 1 Senior Systems Manager which is a non-directorate post) +1 AOSGC* (D2) | -1 D of Edu (D7) -1 AD of Edu (D2) -1 Pr Edu Officer (D1) -2 SPEO (D2) -1 AOSGC (D2) -1 NCSC directorate officer (D2) | -5 | -14.194 | EC(2002-03)6 (20.11.2002) | A proposal to facilitate the merger of EMB and ED |

| Bureau | Proposal | | | Total savings (\$ million) | ESC Paper (Date of discussion) | Remarks |
|--------|--|--|-----|----------------------------|--------------------------------|---|
| | Creation | Deletion | Net | | | |
| HPLB | +1 AOSGB (D3) +2 AOSGC (D2) +1 Chief Estate Surveyor (D1) +1 Govt Town Planner (D2) +1 Chief Town Planner (D1) | | | | EC(2002-03)4 (23.10.2002) | A proposal to turn the six supernumerary posts into permanent posts |
| | +1 ADAS (D2) +1 AD of H (D2) +1 AOSGC* (D2) | -1 D of H (D7) -1 SAD of H (D3) -1 DDAS (D3) -1 AOSGB (D3) -1 Govt Engineer (D2) -2 Chief Engineer (D1) | | | EC(2002-03)7 (20.11.2002) | A proposal to enable the reorganisation of the former HB and HD |
| | | -1 Chief Estate Surveyor (D1) -1 Govt Town Planner (D2) -1 Chief Town Planner (D1) | | -1 | -3.167 | EC(2002-03)11 (19.2.2003) |

| Bureau | Proposal | | | Total savings (\$ million) | ESC Paper (Date of discussion) | Remarks |
|--------|--|---|-----|----------------------------|---|---|
| | Creation | Deletion | Net | | | |
| FSTB | +1 Director of Govt Logistics (D5) +1 DD of Govt Logistics (D3) +1 PEO (D1) +1 Controller of Govt Land Transport (D1) +2 Controller of Govt Supplies (D1) +1 Chief Printing Supt (D1) +1 AOSGC* (D2) | -1 DGS (D5) -1 DDGS (D3) -2 Controller of Govt Supplies (D1) -1 GLTA (D2) -1 Govt Printer (D5) -2 Ch Printing Supt (D1) -1 Prin Valuation Surveyor (D1) | -1 | -3.296 | EC(2002-03)10 (19.2.2003) EC(2003-04)9 (11.6.2003) | A proposal to facilitate the merging of GLTA, GSD and PD into Govt Logistics Dept Separate proposal on creation of AA post and deletion of Principal Valuation Surveyor post |
| CSB | +1 AOSGC* (D2) | -1 AOSGB (D3) -1 Ch Conf Interpreter (D1) | -1 | -2.147 | EC(2003-04)1 (21.5.2003) | A proposal to facilitate the incorporation of OLA into CSB w.e.f. 1.7.2003 and on creation of the AA post |
| CITB | +1 AOSGC* (D2) | -1 AOSGC (D2) - 1 AOSGC (D2) | -1 | -2.472 | EC(2002-03)9 (11.12.2002) EC(2003-04)2 (21.5.2003) | A proposal on creation of the AA post A proposal to streamline certain responsibilities between CITB and TID |

| Bureau | Proposal | | | Total savings (\$ million) | ESC Paper (Date of discussion) | Remarks |
|--------|---|---|-----|----------------------------|--------------------------------|--|
| | Creation | Deletion | Net | | | |
| HAB | +1 AOSGC* (D2) | - 2 AOSGC (D2) | -1 | -2.472 | EC(2003-04)5 (11.6.2003) | A proposal made following rationalisation and redistribution of duties amongst D2 officers in HAB and HAD and on creation of the AA post |
| ETWB | +1 AOSGC* (D2) | -1 AOSGC (D2) | -1 | | EC(2002-03)8 (11.12.2002) | A proposal on creation of the AA post |
| | +1 AOSGA1 (D8) +1 AOSGB (D3) | -2 AOSGA1 (D8) -1 PEO (D1) (w.e.f. 1.11.2003) | | | EC(2003-04)6 (11.6.2003) | A proposal to make permanent the PSET post and to make permanent a supernumerary post. Net annual savings amounts to \$2.991 million |
| EDLB | +1 AOSGA1 (D8) +1 AOSGC (D2) +1 AOSGC* (D2) | -1 AOSGA (D6) -1 AC for Labour (D2) -1 AOSGC (D2) | 0 | -2.898 | EC(2003-04)7 (11.6.2003) | A proposal to facilitate the merging of the Labour Branch of EDLB and LD. Net annual additional expenditure amounts to \$0.093 million In total, two permanent D8 posts deleted and two permanent D8 posts re-created as PSET and PSL |

| Bureau | Proposal | | | Total savings (\$ million) | ESC Paper (Date of discussion) | Remarks |
|--------------|---|--|------------|----------------------------|---|---|
| | Creation | Deletion | Net | | | |
| CAB | +1 AOSGC* (D2) | - 2 AOSGC (D2) | -1 | -2.472 | EC(2003-04)8 (Revised) (11.6.2003) | A proposal made following redistribution of duties amongst officers in CAB and on creation of the AA post |
| SB | +1 AOSGC* (D2) + 1 Chief Systems Manager (D1) supernumerary post | -1 AOSGC (D2) - 6 Chief Supt of Police (PPS 55) | -5 | -10.928 | EC(2003-04)3 (21.5.2003) (18.6.2003) | A proposal on creation of the AA post. Security Panel paper issued on 9.6.2003 |
| HWFB | +1 AOSGA1 (D8) +1 AOSGC* (D2) | -1 AOSGA1 (D8) -1 AOSGC (D2) - 1 SPEO (D2) | -1 | -2.352 | EC(2003-04)4 (11.6.2003) | A proposal on creation of the Permanent Secretary post and the AA post Welfare Services Panel paper issued on 9.6.2003 |
| Total | | | -18 | -46.398 | | |

* Denotes Administrative Assistant post

Re-organisation and other cost savings exercises

EMB

- The merger of Education and Manpower Bureau and Education Department took effect on 1 January 2003.
- The re-organisation has brought about better synergy between policy formulation and implementation and reduced duplication of work.
- As a result of the re-organisation, there has been a net deletion of **five directorate posts**, including one non-civil service directorate post, resulting in savings of **\$14.194 million**.

HPLB

- The new Housing Department came into being on 1 January 2003, following the merger of the former Housing Bureau and Housing Department.
- As a result of the re-organisation, the overlap in duties between Housing Bureau and Housing Department has been removed and the senior directorate structure has been delayed.
- As a result of the re-organisation, there has been:
 - a net deletion of **1 directorate post** (already taking into account the creation of three directorate posts for urban renewal, building safety, and land registration work) resulting in savings of **\$3.167 million**; and
 - deletion of **20 non-directorate posts** resulting in savings of **\$15.260 million**.

FSTB

- With effect from 1 July 2003, the Government Land Transport Agency, Government Supplies Department and Printing Department will be merged into a new Government Logistics Department for better efficiency and economy.
- As a result of the re-organisation, there will be:
 - a net deletion of **one directorate post** resulting in savings of **\$3.540 million**; and

- a net deletion of **59 non-directorate posts** resulting in savings of **\$22.930 million**.
- Apart from the above re-organisation, subject to the approval of ESC and FC, there will be creation of a D2 post as AA to SFST, offset by the deletion of a D1 post resulting in **additional cost of \$0.244 million**.

CSB

- The re-organisation of CSB is implemented in two phases.
- Under Phase One (which was implemented on 1 November 2002), CSB re-organised its internal organisation structure and devolved more human resources management responsibility to bureaux and departments.
- This exercise has enabled bureaux and departments to assume greater ownership in the management of their staff, accelerated the decision-making processes and achieved better use of manpower resources.
- As compared with March 2002, the Bureau has reduced its establishment by 10% or **34 non-directorate posts** by mid 2003, resulting in savings of **\$9.502 million**.
- Under Phase Two (which will be implemented on 1 July 2003), the Official Languages Agency will be subsumed under CSB.
- The exercise is expected to achieve economies in operation and maximise the use of resources.
- As a result of Phase Two of the re-organisation, there will be:
 - a net deletion of **one directorate post** resulting in savings of **\$2.147 million**; and
 - deletion of **23 non-directorate posts** resulting in savings of **\$10.570 million**.

CITB

- The re-organisation involves streamlining and redistribution of duties between the Bureau and its executive departments.
- As a result of the re-organisation, there will be:

- a net deletion of **one directorate post** resulting in savings of **\$2.472 million**; and
- deletion of **seven non-directorate posts** resulting in savings of **\$5.191 million**.

HAB

- HAB has identified cost savings at directorate level by redistribution of duties among D2 officers in HAB and HAD.
- Subject to the approval of ESC and FC, there will be a net reduction of **one directorate post** resulting in savings of **\$2.472 million**.

ETWB

- ETWB has identified cost savings at directorate level by, inter alia, combining the resource management units under the two policy branches of the Bureau.
- Subject to the approval of ESC and FC, there will be a net deletion of **one directorate post** resulting in savings of **\$2.991 million**.

EDLB

- Subject to ESC's and FC's approval, the Labour Department will be merged with the Labour Branch of EDLB with effect from 1 July 2003.
- The re-organisation will facilitate integration in formulation and implementation of labour policies and bring about better efficiency and economy.
- As a result of the re-organisation, there will be:
 - changes in directorate establishment resulting in **additional cost of \$0.093 million**; and
 - deletion of **three non-directorate posts** resulting in savings of **\$1.307 million**.
- In ETWB and EDLB together, there will be deletion of two permanent D8 posts and creation of two permanent D8 posts as Permanent Secretary for the Environment, Transport and Works (Environment and Transport) and Permanent Secretary for Economic Development and Labour (Labour). In net terms, there will be savings in the directorate level of \$2.898 million.

CAB

- CAB has identified cost savings at directorate level by redistribution of duties among directorate officers in the Bureau.
- Subject to the approval of ESC and FC, there will be a net reduction of **one directorate post** resulting in savings of **\$2.472 million**.
- Separately, the Permanent Secretary post has been temporarily re-ranked from **D8 to D6**, pending a review in the light of experience, resulting in savings of **\$0.103 million**.

SB

- SB has identified cost savings at directorate level in the disciplined services departments. As a result, there will be a net deletion of **five directorate posts**, resulting in savings of **\$10.928 million**.
- SB has temporarily re-ranked its Permanent Secretary post from **D8 to D6**, pending a review in the light of experience, resulting in savings of **\$0.103 million**.

HWFB

- HWFB has identified cost savings at directorate level. As a result, there will be a deletion of **one directorate post**, resulting in savings of **\$2.352 million**.

Total savings

- As a result of the re-organisation and other cost saving exercises mentioned above, there will be:
 - a net deletion of **18 directorate posts** resulting in savings of **\$46.398 million**; and
 - deletion of **146 non-directorate posts** resulting in savings of **\$64.760 million**.
- Total amounts to **\$111.158 million**. Taking into account the temporary re-ranking of the Permanent Secretary posts in CAB and SB, there will be total savings of \$111.364 million.

Administrative Assistant Posts

| Bureau | Proposal | ESC Paper | Date of ESC's discussion | Remarks |
|---------------|--|------------------|---------------------------------|---|
| EMB | Creation of AA post | EC(2002-03)6 | 20.11.2002 | Dealt with as part of overall package of bureau and department reorganisation |
| HPLB | Creation of AA post | EC(2002-03)7 | 20.11.2002 | Dealt with as part of overall package of bureau and department reorganisation |
| ETWB | Creation of AA post, offset by deletion of an AOSGC post in the bureau | EC(2002-03)8 | 11.12.2002 | -- |
| CITB | Creation of AA post, offset by deletion of an AOSGC post in the bureau | EC(2002-03)9 | 11.12.2002 | -- |
| CSB | Creation of AA post | EC(2003-04)1 | 21.5.2003 | Dealt with as part of overall package of bureau and department reorganisation |
| SB | Creation of AA post, offset by deletion of an AOSGC post in the bureau | EC(2003-04)3 | 21.5.2003 | -- |

| Bureau | Proposal | ESC Paper | Date of ESC's discussion | Remarks |
|---------------|---|---------------------------|---------------------------------|---|
| HWFB | Creation of AA post, offset by deletion of an AOSGC post in the bureau | EC(2003-04)4 | 11.6.2003 | -- |
| HAB | Creation of AA post, offset by deletion of an AOSGC post in the bureau | EC(2003-04)5 | 11.6.2003 | Dealt with as part of savings measures at directorate level in the bureau |
| EDLB | Creation of AA post | EC(2003-04)7 | 11.6.2003 | Dealt with as part of overall package of bureau and department reorganisation |
| CAB | Creation of AA post, offset by deletion of an AOSGC post in the bureau | EC(2003-04)8 (revised) | 11.6.2003 | Dealt with as part of savings measures at directorate level in the bureau |
| FSTB | Creation of AA post and the deletion of Principal Valuation Surveyor (D1) post in Rating and Valuation Department | EC(2003-04)9 | 11.6.2003 | Dealt with as part of overall package of reorganisation Net additional staff cost of \$0.244 million in terms of full annual average staff cost covered by savings in EC(2002-03)10 [See Enclosure 1] |

Note

Bureaux and departments

| | |
|---------------------|--|
| CAB | Constitutional Affairs Bureau |
| CITB | Commerce, Industry and Technology Bureau |
| CSB | Civil Service Bureau |
| ED | Education Department |
| EDLB | Economic Development and Labour Bureau |
| EMB | Education and Manpower Bureau |
| ETWB | Environment, Transport and Works Bureau |
| FSTB | Financial Services and the Treasury Bureau |
| GLTA | Government Land Transport Agency |
| GSD | Government Supplies Department |
| Govt Logistics Dept | Government Logistics Department |
| HAB | Home Affairs Bureau |
| HAD | Home Affairs Department |
| HB | Housing Bureau |
| HD | Housing Department |
| HPLB | Housing, Planning and Lands Bureau |
| HWFB | Health, Welfare and Food Bureau |
| LD | Labour Department |
| OLA | Official Languages Agency |
| PD | Printing Department |
| SB | Security Bureau |
| TID | Trade and Industry Department |

Posts

| | |
|-----------------------------------|---|
| AC for Labour | Assistant Commissioner for Labour |
| ADAS | Assistant Director of Accounting Services |
| AD of Edu | Assistant Director of Education |
| AD of H | Assistant Director of Housing |
| AOSGA1 | Administrative Officer Staff Grade A1 |
| AOSGA | Administrative Officer Staff Grade A |
| AOSGB | Administrative Officer Staff Grade B |
| AOSGC | Administrative Officer Staff Grade C |
| Ch Conf Interpreter | Chief Conference Interpreter |
| Ch Printing Supt | Chief Printing Superintendent |
| Chief Supt of Police | Chief Superintendent of Police |
| Controller of Govt Land Transport | Controller of Government Land Transport |

| | |
|-----------------------------|---|
| Controller of Govt Supplies | Controller of Government Supplies |
| D of Edu | Director of Education |
| D of H | Director of Housing |
| DDAS | Deputy Director of Accounting Services |
| DDGS | Deputy Director of Government Supplies |
| DD of Govt Logistics | Deputy Director of Government Logistics |
| Director of Govt Logistics | Director of Government Logistics |
| DGS | Director of Government Supplies |
| GLTA | Government Land Transport Administrator |
| Govt Engineer | Government Engineer |
| Govt Town Planner | Government Town Planner |
| Govt Printer | Government Printer |
| NCSC | Non-civil service contract |
| PEO | Principal Executive Officer |
| Pr Edu Officer | Principal Education Officer |
| Prin Valuation Surveyor | Principal Valuation Surveyor |
| PSET | Permanent Secretary for Environment, Transport and Works (Environment and Transport) |
| PSL | Permanent Secretary for Economic Development and Labour (Labour) |
| SAD of H | Senior Assistant Director of Housing |
| SPEO | Senior Principal Executive Officer |