

Annex**Legislative Council Establishment Subcommittee**
Re-organization of the former Housing Bureau and Housing Department**Follow-up****Question**

Why does the establishment size of middle-level staff (MPS 34 to 49) show a slight increase while that for lower-level staff (at or below MPS 33) has decreased greatly as stated in paragraph 25 of the paper EC(2002-03)7?

Answer

In September 2000, the Department launched the Private Sector Involvement Scheme to outsource the estate management and maintenance (EMM) services. In parallel, the Voluntary Departure Scheme (VDS) was introduced to enable the Department to downsize EMM staff accordingly. As at 1 October 2002, a total of 2 227 EMM staff have left the Department under the VDS and our records show a fairly proportionate distribution of such departures at both senior and junior levels. Among the departed staff, 105 of them were from middle level (MPS 34 to 49) and 2 122 from junior levels (at or below MPS 33).

2. However, during the same period, the Department has introduced a few new initiatives that required professional support at the middle management level (i.e. staff at MPS 34 to 49). These initiatives include the expansion of the Independent Checking Unit to develop the building control mechanism that mirrors the building control under the Buildings Ordinance; the implementation of the 50 Quality Housing Initiatives; the decentralization of the Information Technology Team; and the expansion of professional support required for increased litigation activities.

3. As a result, the establishment of middle management staff has been maintained more or less at the 1 April 2000 level while that of the junior staff has been reduced to a much greater extent during the same period.

Housing Department
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