

## **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(2004-05)1 to 7 were recommended by ESC at its meeting on 28 April 2004. 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 27 February 2004	1 510 (Note 1)	25	1 535
Item EC(2004-05)1	-	-	-
Item EC(2004-05)2	1	-	1
Item EC(2004-05)3	-	2	2
Item EC(2004-05)4	-	2	2
Item EC(2004-05)5	-9	-	-9
Item EC(2004-05)6	-2	-	-2
Item EC(2004-05)7	-	3	3

	Permanent	Supernumerary	Total
Number of supernumerary posts lapsed	-	-3 (Note 2)	-3
Adjustment of post of civil servant working under the Hospital Authority	-1	-	-1
Total	<u>1 499</u>	<u>29</u>	<u>1 528</u>

Note 1 - Exclusive of 14 permanent posts in Independent Commission Against Corruption.

Note 2 - (a) One post of Chief Architect (D1) in Architectural Services Department lapsed on 1 April 2004.

(b) Two posts of one Senior Assistant Commissioner of Police (PPS 57) and one Senior Principal Executive Officer (D2) in Security Bureau of Government Secretariat lapsed on 1 April 2004.

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Financial Services and the Treasury Bureau  
May 2004

**Summary of the Recommendations of the Establishment Subcommittee  
discussed at its meeting on 28 April 2004**

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(2004-05)1	HEAD 142 – GOVERNMENT SECRETARIAT : OFFICES OF THE CHIEF SECRETARY FOR ADMINISTRATION AND THE FINANCIAL SECRETARY	To recommend to Finance Committee the following with effect from 1 June 2004 to form a new Economic Analysis and Business Facilitation Unit for overseeing the economic analysis and helping business functions –
	HEAD 148 – GOVERNMENT SECRETARIAT : FINANCIAL SERVICES AND THE TREASURY BUREAU (FINANCIAL SERVICES BRANCH)	(a) the creation of the following permanent posts in the Financial Secretary’s Office –  1 Government Economist (D4) (\$145,150 - \$149,600)  4 Principal Economist (D2) (\$113,520 - \$120,553)  1 Assistant Director of Management Services (D2) (\$113,520 - \$120,553)  to be offset by the deletion of the following permanent posts –
	HEAD 152 – GOVERNMENT SECRETARIAT : COMMERCE, INDUSTRY AND TECHNOLOGY BUREAU (COMMERCE AND INDUSTRY BRANCH)	<b>Financial Services and the Treasury Bureau (Financial Services Branch)</b>  1 Government Economist (D4) (\$145,150 - \$149,600)  4 Principal Economist (D2) (\$113,520 - \$120,553)  <b>Commerce, Industry and Technology Bureau (Commerce and Industry Branch)</b>  1 Assistant Director of Management Services (D2) (\$113,520 - \$120,553); and
		(b) the adjustments to the ceiling placed on the total notional annual mid-point salary value of all non- directorship posts in the permanent establishment of the following Heads of Expenditure in 2004-05 to facilitate the cost-neutral transfer of non- directorship posts –

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(2004-05)1  (cont'd)		<p><b>Head 142</b></p> <p>an increase from \$146,386,000 by \$19,501,164 to \$165,887,164</p> <p><b>Head 148</b></p> <p>a decrease from \$69,662,000 by \$12,058,848 to \$57,603,152; and</p> <p><b>Head 152</b></p> <p>a decrease from \$44,461,000 by \$7,442,316 to \$37,018,684.</p>
EC(2004-05)2	HEAD 158 – GOVERNMENT SECRETARIAT : ENVIRONMENT, TRANSPORT AND WORKS BUREAU (ENVIRONMENT AND TRANSPORT BRANCH)	<p>To recommend to Finance Committee the following with effect from 1 July 2004 –</p> <p>(a) the creation of the following permanent post designated as Permanent Secretary for the Environment, Transport and Works (Environment) to oversee the Environment portfolio –</p> <p>1 Administrative Officer Staff Grade A (D6) (\$162,650); and</p> <p>(b) the re-titling of the Permanent Secretary for the Environment, Transport and Works (Environment and Transport) post, ranked at Administrative Officer Staff Grade A1 (D8), as Permanent Secretary for the Environment, Transport and Works (Transport) and redistribution of its duties to oversee the Transport portfolio.</p>

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(2004-05)3	HEAD 158 – GOVERNMENT SECRETARIAT : ENVIRONMENT, TRANSPORT AND WORKS BUREAU (ENVIRONMENT AND TRANSPORT BRANCH)	<p>To recommend to Finance Committee the creation of the following supernumerary posts with effect from 1 July 2004 for a period of two years to cope with the additional workload arising from a possible merger of the MTR Corporation Limited and Kowloon-Canton Railway Corporation –</p> <p>1 Administrative Officer Staff Grade B (D3) (\$127,900 - \$135,550)</p> <p>1 Administrative Officer Staff Grade C (D2) (\$113,520 - \$120,553).</p>
EC(2004-05)4	HEAD 60 – HIGHWAYS DEPARTMENT	<p>To recommend to Finance Committee the following with effect from 1 July 2004 for a period of six years to plan and implement the Hong Kong-Zhuhai-Macao Bridge and related highway infrastructure projects –</p> <p>(a) the creation of the following supernumerary posts –</p> <p>1 Principal Government Engineer (D3) (\$127,900 - \$135,550)</p> <p>1 Chief Engineer (D1) (\$95,623 - \$101,458); and</p> <p>(b) the redeployment of the following permanent post –</p> <p>1 Chief Engineer (D1) (\$95,623 - \$101,458).</p>

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(2004-05)5	HEAD 43 – CIVIL ENGINEERING DEPARTMENT  HEAD 110 – TERRITORY DEVELOPMENT DEPARTMENT  HEAD 159 – GOVERNMENT SECRETARIAT : ENVIRONMENT, TRANSPORT AND WORKS BUREAU (WORKS BRANCH)	<p>To recommend to Finance Committee the following to facilitate the amalgamation of the Civil Engineering Department and the Territory Development Department into a new Civil Engineering and Development Department with effect from 1 July 2004 and rationalise the provision of directorate support for the new department in Works Branch of the Environment, Transport and Works Bureau with immediate effect –</p> <p>(a) the creation of the following new grade and rank with effect from 1 July 2004 –</p> <p>Director of Civil Engineering and Development (D6) (\$162,650);</p> <p>(b) the creation of the following two permanent posts –</p> <p><b>for the new Civil Engineering and Development Department</b></p> <p>1 Director of Civil Engineering and Development (D6) (\$162,650)</p> <p>(with effect from 1 July 2004)</p> <p><b>for Works Branch</b></p> <p>1 Government Engineer (D2) (\$113,520 - \$120,553)</p> <p>(with immediate effect);</p> <p>(c) the deletion of the following 11 permanent posts –</p> <p><b>Civil Engineering Department</b></p> <p>1 Director of Civil Engineering (D5) (\$154,150)</p> <p>1 Government Engineer (D2) (\$113,520 - \$120,553)</p>

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(2004-05)5  (cont'd)		1 Chief Engineer (D1) (\$95,623 - \$101,458)  2 Chief Geotechnical Engineer (D1) (\$95,623 - \$101,458)  1 Commissioner of Mines (ungraded)  1 Deputy Commissioner of Mines (ungraded)  (with effect from 1 July 2004)  <b>Territory Development Department</b>  1 Director of Territory Development (D6) (\$162,650)  1 Principal Government Engineer (D3) (\$127,900 - \$135,550)  1 Government Engineer (D2) (\$113,520 - \$120,553)  (with effect from 1 July 2004)  <b>Works Branch</b>  1 Government Engineer (D2) (\$113,520 - \$120,553)  (with immediate effect); and

- (d) the redistribution of duties and responsibilities among those other directorate posts in the existing Civil Engineering Department and the Territory Development Department which would be transferred to the new Civil Engineering and Development Department, with effect from 1 July 2004.

<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(2004-05)6	HEAD 96 – GOVERNMENT SECRETARIAT : HONG KONG ECONOMIC AND TRADE OFFICES  HEAD 100 – MARINE DEPARTMENT	To recommend to Finance Committee –  (a) the deletion of the following permanent posts under Head 96 –  <b>Washington Economic and Trade Office</b>  1 Administrative Officer Staff Grade C (D2) (\$113,520 - \$120,553)  (with immediate effect)  <b>Geneva Economic and Trade Office</b>  1 Administrative Officer Staff Grade C (D2) (\$113,520 - \$120,553)  (with effect from 1 April 2006);  (b) the creation of the following permanent post in Marine Department with immediate effect–  1 Assistant Director of Marine (D2) (\$113,520 - \$120,553)  to be offset by the deletion of the following permanent post in London Economic and Trade Office –  1 Assistant Director of Marine (D2) (\$113,520 - \$120,553); and  (c) the redistribution of duties and responsibilities among some of the directorate posts of the Hong Kong Economic and Trade Offices.



<b>EC Item No.</b>	<b>Head of Expenditure</b>	<b>Recommendation</b>
EC(2004-05)7	HEAD 181 – TRADE AND INDUSTRY DEPARTMENT	<p>To recommend to Finance Committee the following to form a dedicated team to facilitate the hosting of the Sixth Ministerial Conference of the World Trade Organization –</p> <p>(a) the creation of the following supernumerary posts for 15 months –</p> <p>1 Administrative Officer Staff Grade B1 (D4) (\$145,150 - \$149,600)</p> <p>2 Administrative Officer Staff Grade C/ non-civil service position at D2-equivalent (D2) (\$113,520 - \$120,553); and</p> <p>(b) an increase in the ceiling placed on the total notional annual mid-point salary value of all non-directorate posts in the permanent establishment in 2004-05 from \$205,805,000 by \$19,517,376 to \$225,322,376 for creating 35 time-limited non-directorate posts.</p>