

## NOTE FOR ESTABLISHMENT SUBCOMMITTEE

### Containing the Size of Directorate Establishment

#### Continuous Efforts

Further to ECI(2004-05)5 issued to Members in January 2005, we set out below a summary of the latest changes in directorate establishment approved since 2002, covering civil servants, officers in the Independent Commission Against Corruption (ICAC) and Judges and Judicial Officers (J&JOs) –

	<b>Permanent</b>	<b>Supernumerary</b>	<b>Total</b>
<b>As at January 2002</b>			
Civil servants	1 374	59	1 433
ICAC officers	14	-	14
J&JOs	170	1	171
	<b>1 558</b>	<b>60</b>	<b>1 618</b>
<b>Changes to date</b>			
Civil servants	-70	-37	-107
ICAC officers	-	-	-
J&JOs	-	-1	-1
	<b>-70</b>	<b>-38</b>	<b>-108</b>
<b>As at 17 May 2005</b>			
Civil servants	1 304	22	1 326
ICAC officers	14	-	14
J&JOs	170	-	170
Total	<b>1 488</b>	<b>22</b>	<b>1 510</b>

/Proposals .....

**Proposals for the Establishment Subcommittee meeting on 18 May 2005**

2. Subject to Members' agreement and the endorsement of the Finance Committee, the changes to the directorate establishment in relation to the two discussion items on Establishment Subcommittee's agenda for 18 May 2005 are summarised as follows –

	<b>Permanent</b>	<b>Supernumerary</b>	<b>Total</b>
<b>Civil servants</b>			
<b>as at January 2002</b>	<b>1 374</b>	<b>59</b>	<b>1 433</b>
<b>as at 17 May 2005</b>	<b>1 304</b>	<b>22</b>	<b>1 326</b>
<b>proposed changes</b>			
• Item EC(2005-06)1	-1	-	-1
• Item EC(2005-06)2	-	2	2
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<b>Subject to approval</b>	<b>1 303</b>	<b>24</b>	<b>1 327</b>
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The proposals result in a net decrease in the permanent directorate establishment in the civil service by one post. The additional two supernumerary posts are time-limited and will lapse upon completion of the defined task.

3. As shown above, there has been a decrease in the total number of permanent directorate establishment since January 2002. This reflects the Administration's collective effort to contain the size of the civil service. While bureaux and departments continue on-going reviews of their organisation structure in the light of policy development/operational needs, the need to create new directorate posts where such needs are well justified on a case by case basis cannot be precluded and should be considered in the light of the Administration's demonstrated on-going efforts to contain the size of the permanent directorate establishment.