

**By Fax: 2596 0729**

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2869 9213  
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17 January 2005

Secretary for Financial Services and the Treasury  
[Attn: Miss Elizabeth TSE, DS(Tsy)1]  
Financial Services and the Treasury Bureau  
(The Treasury Branch)  
4/F, Main Wing, CGO  
Lower Albert Road  
Hong Kong

Dear Miss TSE,

**Establishment Subcommittee**

**Meeting on 19 January 2005**

I refer to EC(2004-05)14 on the proposed creation of one permanent directorate post and retention of four supernumerary posts in the Highways Department (HyD), which is on the agenda of the captioned meeting for consideration by members of the Establishment Subcommittee (the Subcommittee).

As regards the proposed creation of one permanent post of Chief Engineer (D1) as head to the Technical Services Division (CE/TS) of the Railway Development Office with effect from 12 March 2005, I wish to draw the Administration's attention that, during the consideration of a staffing proposal for HyD (EC(2000-01)21) by the Panel on Transport at a special meeting on 20 December 2000, members questioned the rationale for the creation of permanent posts to take forward the new railway projects, which had a specific time frame for completion. The Administration had undertaken at the Panel meeting that the need for retaining a post would be kept under constant review.

In this connection, please advise the Subcommittee whether, in putting forward the current proposal for the creation of a permanent post of CE/TS, the Administration has reviewed the need of retaining the permanent

post of Chief Engineer/Railway Planning (2) (CE/RP(2)) created in April 2001 through the staff proposal for HyD (EC(2000-01)21). Please provide the Subcommittee with justification on whether alternative arrangements have been considered to minimize additional staff cost, such as redeploying the permanent CE/RP(2) post as CE/TS and extending the supernumerary CE post for the period as required for the CE/RP(2) post.

I should be grateful if you would provide the Subcommittee with the required information, in both Chinese and English and with soft copy, by the **close of play on Tuesday, 18 January 2005.**

Please note that unless you raise objection, the information paper provided by the Administration will be made available to the media and public and placed in the Library of the Legislative Council. The papers may also be made available on the Web Site of the Council on the Internet.

With best regards,

Yours sincerely,

(Miss Becky YU)  
Clerk to Establishment Subcommittee

c.c. Hon LI Fung-ying, BBS, JP, Chairman of the Establishment Subcommittee

財經事務及庫務局局長

香港雪廠街  
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**SECRETARY FOR FINANCIAL  
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18 January 2005

Miss Becky Yu  
Clerk to Establishment Subcommittee  
Legislative Council Secretariat  
Legislative Council Building  
8 Jackson Road  
Central  
Hong Kong

*Dear Becky,*

**Establishment Subcommittee  
Meeting on 19 January 2005**

**Highways Department's Staffing Proposals  
Item No. EC(2004-05)14**

Thank you for your letter of 17 January, asking if the Administration had reviewed the need for retaining the permanent post of Chief Engineer/Railway Planning (2) (CE/RP(2)) created in April 2001 when proposing in EC(2004-05)14 to create one permanent post of Chief Engineer (D1) as head to the Technical Services Division (CE/TS) of the Railway Development Office in the Highways Department (HyD). You also asked us to explain whether we have considered alternative arrangements, such as redeploying the permanent CE/RP(2) post as CE/TS and extending the supernumerary CE post for the period as required for the CE/RP(2) post, to minimise additional staff cost.

Having consulted the Secretary for Environment, Transport and Works and the Director of Highways, we can confirm that the Administration had very carefully reviewed the continued need for the permanent post of CE/RP(2). We believe that the post of CE/RP(2) would be required on a permanent basis and that it would not be a practicable option for CE/RP(2) to absorb the work of CE/TS that would also be required on a permanent basis. Indeed, we had examined most critically the whole organisation and manpower situation of the HyD, and arrived at the view that there is no spare capacity in the rest of the Department to undertake the work of CE/TS.

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As Members of the Subcommittee can see from Enclosure 1 to EC(2004-05)14 (attached for easy reference), CE/RP(2) is tasked with planning and implementing various railway projects on the drawing board, including –

- (a) the Sha Tin to Central Link (SCL),
- (b) the North Hong Kong Island Line (NIL),
- (c) the West Hong Kong Island Line (WIL), and
- (d) the South Hong Kong Island Line (SIL).

The SCL is now under active planning and its likely completion window is around 2012. In the course of planning for the implementation of the SCL, CE/RP(2) has to pay due regard to the complicated issues associated with interfacing with other existing and planned railway and road projects. He will be heavily involved in the on-going planning studies for the Kai Tak Planning Review and the Wan Chai Development Phase II to ensure that the interface issues are resolved satisfactorily. CE/RP(2) is also responsible for planning new railway projects including the NIL, the WIL and the SIL, the early implementation of which is being demanded by many in the community. As the projects under CE/RP(2)'s charge will be under active planning and implementation at least in the next ten years or so, there is a continued need for the post. It cannot be redeployed as CE/TS or to also take over the work of CE/TS.

As regards the post of CE/TS, we have set out the justifications for the post on a permanent basis in EC(2004-05)14.

Members of the Subcommittee can rest assured that, as a matter of good management practice and to minimise staff cost, the Administration would continue to keep a close watch on the established posts and delete those the retention of which is unnecessary.

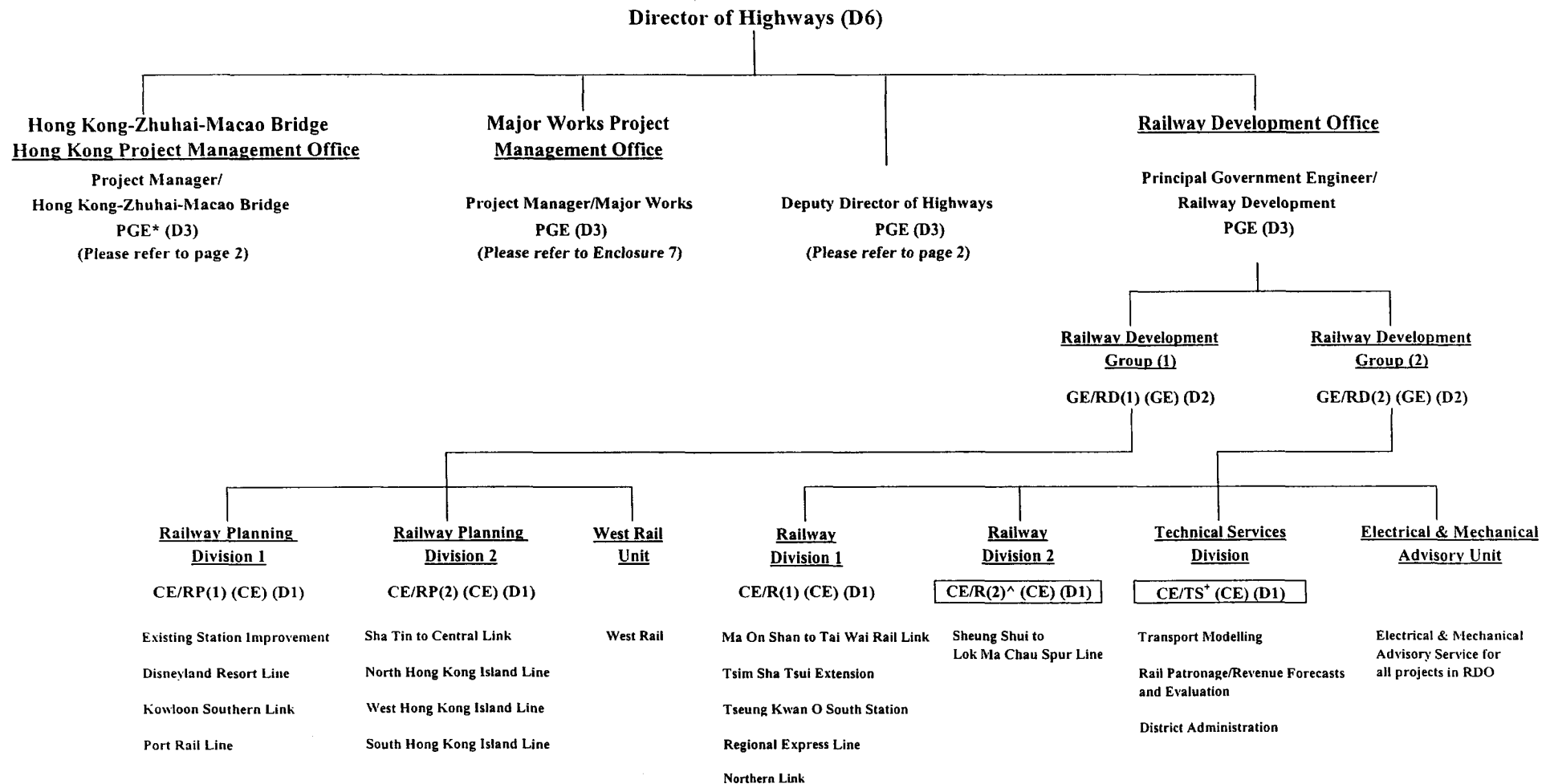
*Yours sincerely,*



(Miss Elizabeth Tse)  
for Secretary for Financial Services and the Treasury

c.c. Secretary for the Environment, Transport and Works  
Director of Highways  
Secretary for the Civil Service

## Existing and Proposed Organisation Chart of Highways Department



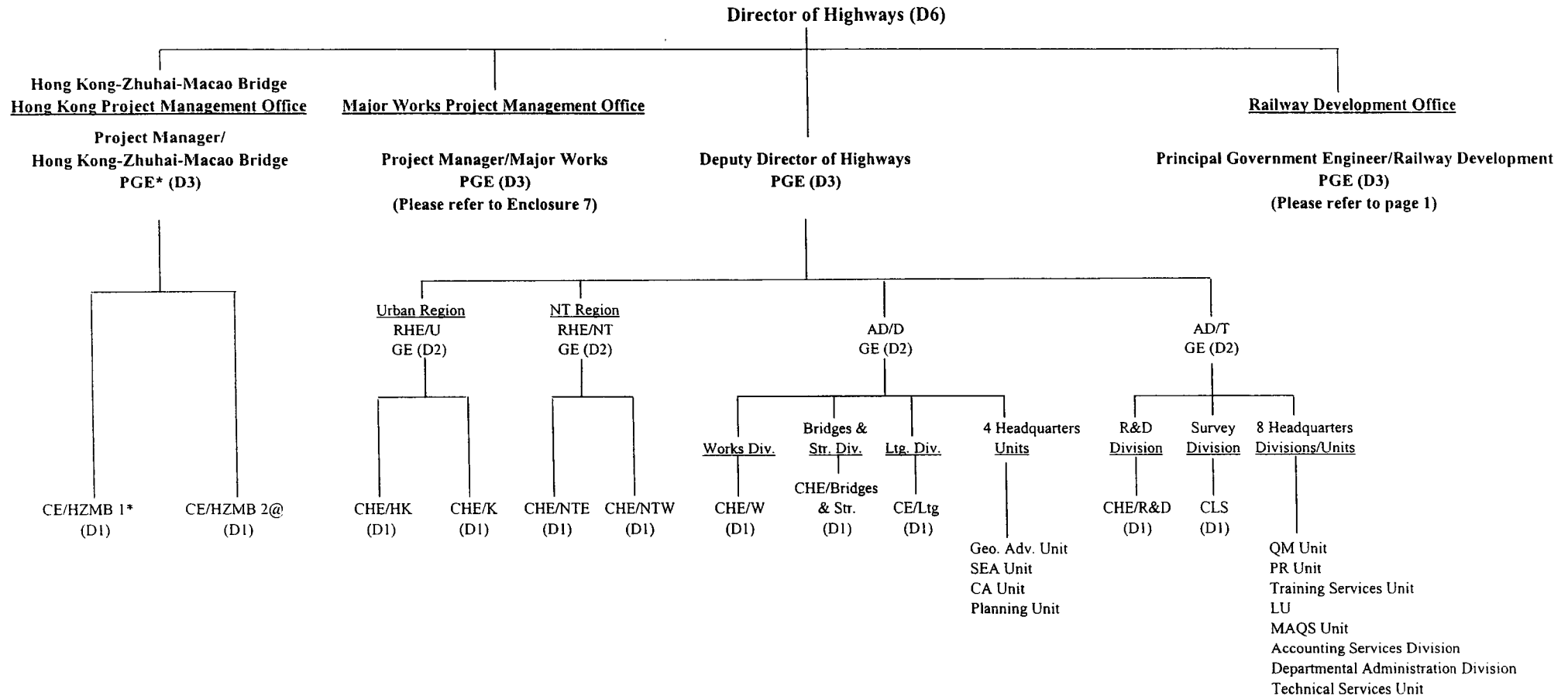
**Legend**

CE - Chief Engineer  
GE - Government Engineer  
PGE - Principal Government Engineer  
R - Railway

RD - Railway Development  
RP - Railway Planning  
TS - Technical Services

+ - Supernumerary post proposed for making permanent  
^ - Supernumerary post proposed to be retained up to 11 June 2007  
\* - Supernumerary post to lapse on 1 July 2010

Existing and Proposed Organisation Chart of Highways Department



Legend

AD/D - Assistant Director/Development  
AD/T - Assistant Director/Technical  
CA - Contract Advisory  
CE - Chief Engineer  
CHE - Chief Highway Engineer  
CLS - Chief Land Surveyor  
Div. - Division  
Geo. Adv. - Geotechnical Advisory  
GE - Government Engineer  
HK - Hong Kong  
HZMB - Hong Kong-Zhuhai-Macao Bridge

K - Kowloon  
Ltg. - Lighting  
LU - Landscape Unit  
MAQS - Maintenance Accounts & Quantity Surveying  
NT - New Territories  
NTE - New Territories East  
NTW - New Territories West  
PGE - Principal Government Engineer  
PR - Public Relations  
QM - Quality Management  
R&D - Research and Development

RHE - Regional Highway Engineer  
SEA - Safety and Environmental Advisory  
Str. - Structures  
U - Urban  
W - Works  
\* - Supernumerary posts of 1 PGE and 1 CE to lapse on 1 July 2010  
@ - 1 CE post redeployed from MWPMO to HZMB Hong Kong Project Management Office on a time-limited basis up to 30 June 2010