立法會
Legislative Council

LC Paper No. CB(1)675/05-06(06)

Ref: CB1/PL/PS

Panel on Public Service
Meeting on 16 January 2006

Background Brief
on the proposal to create one directorate post to provide support
to the expanded Commission on Strategic Development

Purpose

This paper gives a brief account of the directorate staffing proposals put forward by the Administration for providing secretariat support to the Commission on Strategic Development (the Commission) since its establishment in February 1998, and summarizes the major views and concerns expressed by Members when the relevant staffing proposals were deliberated at meetings of the committees of Legislative Council (LegCo).

Establishment of the Commission

2. Following the announcement by the Chief Executive (CE) in his Policy Address on 8 October 1997, the Commission was set up in February 1998 to advise CE on Hong Kong's long term development strategies. It is tasked to conduct reviews and studies on a wide range of issues to ensure that the limited resources of Hong Kong are well-used, that Hong Kong keeps up with world trends in competitive terms and that the vitality of Hong Kong's economic development is maintained. The Commission is chaired by CE and its membership comprises senior government officials as well as prominent private sector figures from different fields. The secretariat and research support for the Commission has been undertaken by the Central Policy Unit (CPU).

Previous staffing proposals for providing secretariat support to the Commission and Members' major views and concerns

Staffing proposals in 1998

3.   The Panel on Public Service (PS Panel), at its meeting on 26 January 1998, was briefed on the Administration's proposal to create the following supernumerary directorate posts under CPU for a period of three years with effect from 1 March 1998 to take on the extra work upon the establishment of the Commission:

> (a)   One supernumerary Administrative Officer Staff Grade B (AOSGB) (D3) post as Secretary to the Commission. The Secretary to the Commission would head the Commission Secretariat, oversee the studies initiated by the Commission, provide steer to consultants, co-ordinate with bureaux and departments in conducting specific studies and produce discussion papers for the Commission; and

> (b)   One supernumerary Government Town Planner (GTP) (D2) post to facilitate and monitor the progress of various consultancy studies to be initiated by the Commission, in particular, subjects on long-term plans for landuse, infrastructural development and housing.

4.   The PS Panel noted that the two directorate posts were proposed to be created on a supernumerary basis for an initial period of three years to allow a reasonable period for the new organizational structure to run-in and for CPU to review the continued need for the posts in the light of experience, and that the Administration also proposed to create six non-directorate posts to support the Commission Secretariat. The directorate staffing proposals were subsequently endorsed by the Establishment Subcommittee (ESC) on 6 February 1998 and approved by the Finance Committee (FC) on 27 February 1998.

Staffing proposals in 2001

5.   In 2001, CPU conducted a review of its staffing requirement having regard to its workload and mandate. Given the Commission's mandate to deliberate on the future development of Hong Kong, the Administration considered that the Commission would exist on a long-term basis. To cater for the on-going needs of the Commission, the Administration considered it necessary to create two permanent posts of Secretary to the Commission (D3) and GTP (D2) for the Commission Secretariat upon the lapse of the two relevant supernumerary posts on 1 March 2001. The job descriptions of the two posts are in **Appendices I** and **II** respectively. When the staffing proposals were deliberated at the PS Panel meeting on 15 January 2001 and the ESC meeting on 17 January 2001, some Members considered that given the continued need to provide secretariat services to the Commission, the Administration's proposal to convert the two supernumerary directorate posts to permanent

establishment might be justified. However, some Members expressed strong reservations on the staffing proposals and the following concerns:

(a)   Whether it was justified to create the D3 and D2 posts on a permanent basis to provide secretariat support to the Commission;

(b)   Whether the studies conducted by the Commission would overlap with those conducted by other government departments, such as the Planning Department; and

(c)   The Commission's work lacked transparency, and the public had very little knowledge about the work actually done by the Commission since its establishment.

6.   Moreover, a Member expressed the view that the staffing proposals seemed to represent a departure from CPU's original goal and turned it into a central policy coordination unit. The long-term strategic planning and coordinating functions of the Commission should more appropriately be undertaken by the relevant government bureaux and departments.

7.   The staffing proposals were subsequently endorsed by ESC on 17 January 2001 and approved by FC on 9 February 2001. The extracts of the minutes of the PS Panel meeting, ESC meeting and FC meeting are in **Appendices III, IV and V** respectively. The organization chart of CPU when the staffing proposals were made is in **Appendix VI**.

Recent developments

8.   On 12 October 2005, CE announced in his Policy Address the decision to substantially expand the Commission's membership to around 100 by inviting talent from different fields. The Administration expects that the expanded Commission will be able to gauge a wide range of community views to help forge a consensus on important issues, thereby laying the foundation for formulating specific policies. The Commission's work will help make policy formulation more scientific and transparent, backed up by enhanced public participation and acceptance.

9.   On 15 November 2005, CE announced the appointment of 153 non-official members and four official members to the Commission. The 153 non-official members are drawn from a broad cross section of the community comprising mainly professionals, academics, businessmen, politicians, and prominent labour and media personalities. The four official members are the Chief Secretary for Administration (CS), Financial Secretary (FS), the Head, CPU, and the Director of the CE's office. All members would serve until 30 June 2007.

10.   In order to enhance operational efficiency, four committees on equal standing are set up under the Commission, as follows:

      (a)   Executive Committee (chaired by CE);

      (b)   Committee on Governance and Political Development (chaired by CE);

      (c)   Committee on Social Development and Quality of Life (chaired by CS); and

      (d)   Committee on Economic Development and Economic Cooperation with the Mainland (chaired by FS).

11.   To provide the necessary support to the expanded Commission, the Administration proposes to create one permanent AOSGC (D2) post as Assistant Secretary to the Commission. The Administration plans to brief the PS Panel on the staffing proposal on 16 January 2006 and submit the proposal to ESC for endorsement at its meeting scheduled for 8 February 2006.

Relevant Papers

12.   A list of relevant papers is in **Appendix VII**.

Council Business Division 1
Legislative Council Secretariat
13 January 2006

**Job Description for
Secretary, Commission on Strategic Development, Central Policy Unit
(Administrative Officer Staff Grade B)**

Main duties and responsibility –

(1)   Oversee the administration of the Secretariat of the Commission on Strategic Development;

(2)   provide support service to the Commission, particularly in monitoring Hong Kong's strategic development needs;

(3)   prepare briefs and research papers on strategic development for discussion by the Commission;

(4)   manage the consultancy projects initiated by the Commission and monitor their progress;

(5)   liaise with government departments and outside organisations in co-ordinating relevant issues for discussion by the Commission; and

(6)   undertaking any specific tasks as directed by the Commission.

(*Source:* Enclosure 2 to EC(2000-01)25 considered at the ESC meeting on 17 January 2001.)

**Job Description for Government Town Planner,
Commission on Strategic Development,
Central Policy Unit
(Government Town Planner)**

Main duties and responsibility –

(1)   Assist the Secretary to the Commission in preparing consultancy briefs and papers to facilitate the conduct of consultancy projects initiated by the Commission on Strategic Development;

(2)   assist the Secretary to the Commission in monitoring the progress of consultancy projects and provide steer to consultants, in particular, on planning related issues;

(3)   assist the Secretary to the Commission in preparing briefs and research papers to facilitate discussion at committees set up under the Commission;

(4)   assist the Secretary to the Commission in obtaining input from within and outside the Government for deliberation by the Commission;

(5)   assist in liaising with interested parties outside the Government, in respect of the studies initiated by the Commission; and

(6)   undertake any specific tasks as directed by the Commission.

(*Source:* Enclosure 3 to EC(2000-01)25 considered at the ESC meeting on 17 January 2001.)

**Extract from the minutes of meeting
of the Panel on Public Service on 15 January 2001**

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VI.   Staffing proposal for Central Policy Unit
        (LC Paper No. CB(1)436/00-01(06) —— Paper   provided   by   the
                                          Administration)

24.   At the invitation of the Chairman, <u>Head of the Central Policy Unit (H/CPU)</u>
briefed members on the main streams of responsibility of the Central Policy Unit
(CPU), i.e. the coordination of the annual Policy Address exercise, the provision of
secretariat support to the Commission on Strategic Development (CSD) and the
analysis of major and important policy issues, with a view to providing advice to its
three clients, namely, CE, CS and the Financial Secretary.   The Administration
proposed to create the following three posts in CPU on a permanent basis with effect
from 1 March 2001 upon the lapse of the three existing supernumerary posts on the
same date:

        (a)   one Administrative Officer Staff Grade B (AOSGB) (D3) post (i.e.
               Secretary, CSD);

        (b)   one Government Town Planner (GTP) (D2) post (i.e. GTP(CSD)); and

        (c)   one Administrative Officer Staff Grade C (AOSGC) (D2) post (i.e.
               Research Director).

25.   <u>Mr Howard YOUNG</u> asked for a comparison of the scope of work of CPU
before and after the reunification on 1 July 1997.   <u>H/CPU</u> advised that since the
reunification, the number of research studies undertaken by CPU had increased.   The
studies straddled a number of policy areas and included various economic, social and
political issues.   Some of the studies were conducted in response to requests by
CPU's three clients, while some were initiated by CPU.   Moreover, CPU had been
tasked to provide secretariat support for CSD since its establishment in February
1998.

26.   <u>Mr CHEUNG Man-kwong</u> considered that the work of CSD lacked
transparency, and queried whether it was justified to create the D3 and D2 posts
mentioned in paragraph 24(a) and (b) above on a permanent basis to provide
secretariat support to CSD.   In response, <u>H/CPU</u> advised that CSD aimed to ensure

that Hong Kong kept up with world trends in competitive terms and that the vitality of Hong Kong's economic development was maintained. In the report published by CSD in 2000, it analyzed the challenges to be faced by Hong Kong in the next two or three decades and made recommendations, after conducting a study on the subject and discussing with 180 groups/individuals. Having regard to CSD's mandate and workload, there was a need to retain the D3 and D2 posts on a permanent basis. The Deputy Head of CPU (DH/CPU) added that in view of the complexity and level of difficulties of the studies conducted by CSD, the requirement for coordinating inputs from concerned parties as well as the need for frequent liaison with different parties inside and outside of the government, the Administration considered it appropriate for the Secretary to CSD to continue to be pitched at AOSGB (D3) level. Moreover, the work of CSD involved long term strategic planning for Hong Kong and other planning related issues. To support its work on an on-going basis, it was necessary to retain the existing supernumerary GTP (D2) post in CPU on a permanent basis. The GTP would continue to provide the Secretary to CSD with professional and technical support, and assist the Secretary in studying the global, regional and mainland development trends which had significant impact on Hong Kong. DH/CPU also pointed out that the ranking of the two posts was considered appropriate by ESC and FC when the two supernumerary posts were approved for a period of 3 years in 1998.

27. Mr CHEUNG Man-kwong and Mr Albert CHAN were concerned that the studies conducted by CSD overlapped those conducted by other government departments, such as the Planning Department. DH/CPU advised that there was no overlap between the two. He pointed out that while the studies conducted by the Planning Department focused on the impact of population growth on the demand for land, housing and other resources, the studies conducted by CPU had different focuses and perspectives, for example, to study the impact of the world-wide trend of information technology development on Hong Kong.

28. Mr Albert CHAN however pointed out that the Planning Department was studying how to improve links with the Mainland, a subject on which CSD would also conduct further research. He was concerned that CPU would be overriding or replacing other bureaux and departments by taking over their functions and responsibilities. H/CPU and DH/CPU confirmed that that was not the case. DH/CPU pointed out that the studies conducted by the Planning Department focused on the implications of the development of southern China on the future development of Hong Kong. The study to be conducted by CSD would focus on how the links with the Mainland could be strengthened in order to achieve Hong Kong's long term vision to become Asia's World City and a major city of China. CSD would liaise closely with various bureaux but not override or replace them.

29. Mr Albert CHAN queried the need for the creation of the GTP (D2) post in CPU. He considered that CPU could request the Planning Department to provide the reports of the relevant studies. In response, DH/CPU advised that the creation of the GTP post in CPU was needed to support the work of CSD in long term strategic

planning for Hong Kong. The GTP would liaise with other government bureaux and departments, and ensure coherence between the CSD's work and the Planning Department's territorial planning process. He also pointed out that it was a common practice for departmental grade staff to be seconded to other departments. Statisticians, for instance, were often seconded from the Census and Statistics Department to various bureaux and departments.

30. In response to Mr CHEUNG Man-kwong's question on the views of CSB on this staffing proposal, <u>DSCS2</u> replied that CSB was satisfied that the posts were needed and at the appropriate level. <u>Mr CHEUNG</u> did not see the need for the creation of both the D3 and D2 posts for providing support to CSD. He quoted the Education Commission as an example and pointed out that it was not supported by two directorate officers at D3 and D2 levels. In response, <u>DH/CPU</u> said that a direct comparison with other secretariats might not be appropriate. As far as he knew, the Secretary General of the Standing Commission on Civil Service Salaries and Conditions of Service was a D4 post, who was also supported by a D2 officer. The Secretary-General of the University Grants Committee was again a D4 post.

31. <u>Mr CHEUNG Man-kwong</u> was not convinced and stated that Members from the Democratic Party, including Mr Albert CHAN and himself, had reservation about this staffing proposal.

> (*Post-meeting note*: The staffing proposal for the Central Policy Unit was endorsed by ESC on 17 January 2001.)

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**Extract from the minutes of meeting
of Establishment Subcommittee of the Finance Committee
on 17 January 2001**

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EC(2000-01)25   **Proposed creation of three permanent posts of one Administrative Officer Staff Grade B (D3), one Administrative Officer Staff Grade C (D2) and one Government Town Planner (D2) in the Central Policy Unit under the Offices of the Chief Secretary for Administration and the Financial Secretary of the Government Secretariat with effect from 1 March 2001 to maintain the Unit's on-going research and liaison activities and to provide secretariat services to the Commission on Strategic Development**

6.   Members noted that the item had been discussed by the Panel on Public Service at its meeting on 15 January 2001.

7.   On behalf of Members of the Democratic Party, Mr CHEUNG Man-kwong expressed support for the proposed creation of one permanent Administrative Officer Staff Grade C post to be designated as the Research Director (RD) of the Central Policy Unit (CPU) to maintain the Unit's on-going research and liaison activities, so that CPU could continue to provide important advice to its three clients, i.e. the CE, the Chief Secretary for Administration and the Financial Secretary.

8.   Mr CHEUNG however stated that Members of the Democratic Party had strong reservation over the proposal to provide secretariat services to the Commission on Strategic Development (CSD) by creating two permanent directorate posts, namely one Administrative Officer Staff Grade B post to serve as the Secretary to CSD and one Government Town Planner (GTP) post to render professional and technical support to the Secretary to CSD. Given that CSD was tasked to conduct various reviews and studies on Hong Kong's economy, human resources, education, housing, land supply, environmental protection and relations with the Mainland, he expressed concern about the overlapping of its work vis-à-vis the planning work undertaken by other

Government bureaux and departments. In his opinion, CSD's work lacked substance and the public had very little knowledge about the work actually done by CSD since its establishment. Hence, he was gravely concerned that the CSD Secretariat would be provided with excessive directorate support, particularly in view of the Enhancement Productivity Programme currently underway in the civil service.

9. Whilst expressing support for the present proposal, Mr HUI Cheung-ching commented that CSD's work lacked transparency and sought information on the achievements made by CSD over the past two years.

10. In response, the Deputy Head, Central Policy Unit (DH/CPU) said that CSD had always aimed at maintaining a high degree of transparency as public consultation and collection of input from across the community were an essential part of its work. The CSD published a report entitled "Bringing the Vision to Life – Hong Kong's Long-Term Development Needs and Goals" in February 2000. The report covered the work of the CSD in detail and identified areas for further study. Copies of the report were sent to the Members of the Legislative Council (LegCo) and were freely obtainable by members of the public. Before formulating its recommendations, CSD conducted extensive interviews with a wide spectrum of the community including Members of the LegCo, members of the former District Boards, the academia and the business sector. Some of CSD's recommendations and views had been incorporated in CE's 1998 and 1999 Policy Addresses which

Admin presented the long-term vision and future positioning of Hong Kong as Asia's World City and a major city in China. In the light of the concerns expressed by members on the profile of CSD's work, DH/CPU undertook to relay them to the CSD for consideration.

11. On the justification for providing the CSD Secretariat with the proposed directorate staff, DH/CPU pointed out that given its mandate to deliberate on the future development of Hong Kong, CSD would exist on a long-term basis. He stressed that the present proposal did not seek to create additional posts but to retain on a permanent basis the post of the Secretary to CSD and the post of GTP under the existing organizational structure which had been approved by LegCo in 1998. DH/CPU further explained that the alternative of re-deploying other staff in CPU to take up the duties of the proposed posts had been critically examined but was considered not viable as the other directorate staff of the Unit were already fully engaged and had no spare capacity to absorb any additional workload. While the Secretary to the CSD would be heavily engaged in managing research projects, liaising and co-ordinating with different parties inside and outside the Government, the post holder would need the professional support of the GTP in planning-related issues and for providing input for the research work. Hence, the work of the Secretary had to be underpinned by the expertise and judgement of an experienced planner with strategic policy perspective.

12.   Responding to some members' concern about possible overlap between the work of the CSD and the various Government bureaux and departments, DH/CPU highlighted that the CSD's work would involve considerable input on strategic planning. The GTP would maintain close liaison with other Government bureaux and departments, in particular the Planning Department. In fact, the incumbent post holder was seconded from the Planning Department three years ago when the post was first created.

13.   Referring to the research projects to be carried out by CSD in the coming years as outlined in paragraphs 11 and 12 of the discussion paper, Mr CHEUNG Man-kwong remarked that the role of the Secretary to CSD was merely one of co-ordination and liaison while the scope of the GTP's work in assisting the Secretary to study "the global, regional and Mainland development trends which have significant impact on Hong Kong" was too general.   He therefore maintained his view that the extent and level of directorate support as proposed for the CSD Secretariat was hardly justified.

14.   Declaring that she was a former Part-time Member of CPU, Miss Margaret NG pointed out that CPU was originally established with the objective of providing an alternative source of advice to its clients. Working without any pre-set agenda or pre-defined scope, CPU's greatest strengths were the independence, flexibility and speed with which it could respond to requests for analysis and recommendations. As the Government's think tank, CPU should provide independent advice and stimulate new thoughts not forthcoming from other bureaux and departments which were subject to various institutional constraints. The organization of CPU, with its extensive network of Part-time Members, was designed to facilitate its work. However, Miss NG considered that the staffing proposals in the present paper seemed to represent a departure from CPU's original goal. As she saw it, CPU had turned into a central policy co-ordination unit.   If this was the case, Miss NG opined that the Administration should account for this significant change in the role and functions of CPU to the public.

15.   In reply, DH/CPU confirmed that the nature of CPU's work had not changed. Apart from analyzing major and important policy issues, CPU was tasked to provide secretariat support to CSD which was a standing committee chaired by the CE. The work of the CSD, in mapping out the strategic direction for Hong Kong's long term development, was therefore quite separate from the traditional role of the CPU. Two directorate posts (i.e. Secretary to CSD and the GTP) proposed in the present paper were specifically for supporting the work of the Commission. Miss NG nevertheless remarked that the long-term strategic planning and co-ordinating functions of CSD should more appropriately be undertaken by the relevant Government bureaux and departments. She said that she would not support the proposed establishment.

16.   In this connection, Mr Andrew WONG asked whether CPU's research would be directed by the CSD. In reply, DH/CPU assured members that the

work of the CSD and CPU was completely independent of each other. While the CPU was at liberty to take up research on selected topics, CSD would conduct its own studies. As for the division of responsibility between DH/CPU and RD in research-related activities and the role of two Senior Administrative Officers (SAOs) under DH/CPU, DH/CPU said that he would oversee the work of RD. In day-to-day operation, DH/CPU was directly assisted by two SAOs who would also take part in research projects conducted by full-time Members. RD was also responsible for overseeing the work of CPU's Statistical Section in providing necessary statistical information for the conduct of research in the Unit.

17.   Given the continued need to provide secretariat service to CSD, Mr Howard YOUNG considered that the proposal to convert the two supernumerary posts to permanent establishment might be justified. However, he sought explanation on the expansion in the organizational structure of CPU since the reunification in 1997. In response, DH/CPU explained that after reunification, CPU had been re-organized to take on a heavier workload necessitated by several new developments. Firstly, the issues that required CPU's analysis and input had become more complex involving various social and livelihood problems. Secondly, CPU's work approach had become more proactive and interactive. Public seminars and conferences were organized about every two months to facilitate the exchange of ideas and the collection of diverse views. Moreover, the Unit's Part-time Members Programme had also been enhanced. Thirdly, CPU was tasked to provide secretariat support for CSD since the latter's establishment in 1998.

18.   The item was voted on and endorsed.

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**Extract from the minutes of meeting
of Finance Committee on 9 February 2001**

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EC(2000-01)25 **Proposed creation of three permanent posts of one Administrative Officer Staff Grade B (D3), one Administrative Officer Staff Grade C (D2) and one Government Town Planner (D2) in the Central Policy Unit under the Offices of the Chief Secretary for Administration and the Financial Secretary of the Government Secretariat with effect from 1 March 2001 to maintain the Unit's on-going research and liaison activities and to provide secretariat services to the Commission on Strategic Development**

3.　　On behalf of Members of the Democratic Party, Mr CHEUNG Man-kwong said that they had voted against the item at the meeting of the Establishment Subcommittee concerned because of their queries on the work of the Commission on Strategic Development as already raised at the said meeting.

4.　　The Deputy Chairman put the item to vote.　33 members voted for the item, 11 voted against and one abstained -

For:

Mr Kenneth TING Woo-shou	Mr James TIEN Pei-chun
Miss Cyd HO Sau-lan	Dr Raymond HO Chung-tai
Mr LEE Cheuk-yan	Dr David LI Kwok-po
Prof NG Ching-fai	Mrs Selina CHOW LIANG Shuk-yee
Mr CHAN Kwok-keung	Miss CHAN Yuen-han
Mr CHAN Kam-lam	Mrs Sophie LEUNG LAU Yau-fun
Mr LEUNG Yiu-chung	Mr Andrew WONG Wang-fat
Mr WONG Yung-kan	Mr Jasper TSANG Yok-sing
Mr Howard YOUNG	Mr YEUNG Yiu-chung
Mr LAU Chin-shek	Mr LAU Kong-wah
Mr LAU Wong-fat	Mrs Miriam LAU Kin-yee
Mr Ambrose LAU Hon-chuen	Miss Emily LAU Wai-hing
Miss CHOY So-yuk	Mr TAM Yiu-chung

Dr TANG Siu-tong
Mr Henry WU King-cheong
Mr IP Kwok-him
Ms Audrey EU Yuet-mee
(33 members)

Mr Abraham SHEK Lai-him
Mr Tommy CHEUNG Yu-yan
Mr LAU Ping-cheung

Against:
Mr Albert HO Chun-yan
Mr Martin LEE Chu-ming
Mr James TO Kun-sun
Mr CHEUNG Man-kwong
Mr SIN Chung-kai
Dr YEUNG Sum
Mr Andrew CHENG Kar-foo
Mr SZETO Wah
Mr LAW Chi-kwong
Mr Albert CHAN Wai-yip
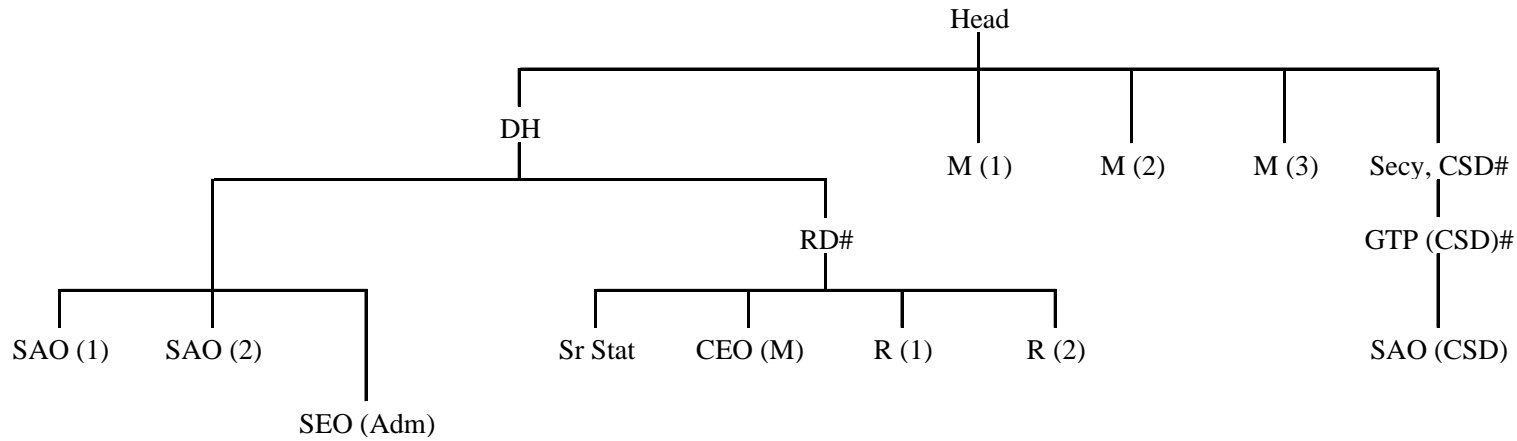Mr WONG Sing-chi
(11 members)

Abstention:
Mr Michael MAK Kwok-fung
(1 member)

5.   The Committee approved the item.

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Existing Organisation of the Central Policy Unit

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                                              Head
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        DH                             M (1)    M (2)    M (3)    Secy, CSD#
   ┌──────────────────┐                                                  │
   │                RD#                                            GTP (CSD)#
   │            ┌───────┬───────┬───────┐                               │
 SAO (1)  SAO (2)   Sr Stat  CEO (M)  R (1)  R (2)                  SAO (CSD)
        │
     SEO (Adm)
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Legend

DH	Deputy Head	R	Researcher
M	Member	CEO (M)	Chief Executive Officer
Secy, CSD	Secretary. Commission on		(Members)
	Strategic Development	SEO (Adm)	Senior Executive Officer
RD	Research Director		(Administration)
GTP	Government Town Planner	(CSD)	(Commission on
SAO	Senior Administrative Officer		Strategic Development)
Sr Stat	Senior Statistician	#	Supernumerary Post

**Proposal to create one directorate post to provide support
to the expanded Commission on Strategic Development**

**List of relevant papers
(Position as at 13 January 2006)**

Paper	LC Paper No.
CE's Policy Address delivered on 8 October 1997	*(paragraph 16)*
Paper provided by the Administration on "Work and resources of CPU"	CB(2)912 (03) *(discussed at the meeting of the PS Panel held on 26 January 1998)*
Minutes of the PS Panel meeting on 26 January 1998	CB(2)1190 *(paragraphs 13-20)*
Paper provided by the Administration to ESC on creation of four supernumerary directorate posts (including one AOSGB (D3) post and one GTP (D2) post for the Commission Secretariat)	EC(97-98)66 *(discussed at the ESC meeting held on 6 February 1998)*
Minutes of ESC meeting on 6 February 1998	ESC65 *(paragraphs 25-31)*
Minutes of FC meeting on 27 February 1998	FC152 *(item No.1)*
Paper provided by the Administration on "Staffing requirement for secretariat support to the Commission and research activities of CPU"	CB(1)436/00-01(06) *(discussed at the meeting of the PS Panel held on 15 January 2001)*
Minutes of the PS Panel meeting on 15 January 2001	CB(1)1045/00-01 *(paragraphs 24-31)*

Paper	LC Paper No.
Paper provided by the Administration on creation of three permanent directorate posts in CPU (including one AOSGB (D3) post and one GTP (D2) post for the Commission Secretariat)	EC(2000-01)25 (*discussed at the ESC meeting held on 17 January 2001*)
Minutes of ESC meeting on 17 January 2001	ESC31/00-01 (*paragraphs 6-18*)
Minutes of FC meeting on 9 February 2001	FC53/00-01 (*paragraphs 3-5*)
CE's Policy Address delivered on 12 October 2005	(*paragraph 17*)
Press release made by the Administration on 16 November 2005	—