

## **ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE**

<b>NEW HEAD</b>	<b>“GOVERNMENT SECRETARIAT : CULTURE BUREAU”</b>
<b>NEW HEAD</b>	<b>“GOVERNMENT SECRETARIAT : COMMERCE AND INDUSTRIES BUREAU (MARITIME, AVIATION, LOGISTICS AND TOURISM BRANCH)”</b>
<b>HEAD 142 -</b>	<b>GOVERNMENT SECRETARIAT : OFFICES OF THE CHIEF SECRETARY FOR ADMINISTRATION AND THE FINANCIAL SECRETARY</b>
<b>HEAD 55 -</b>	<b>GOVERNMENT SECRETARIAT : COMMERCE AND ECONOMIC DEVELOPMENT BUREAU (COMMUNICATIONS AND TECHNOLOGY BRANCH)</b>
<b>HEAD 152 -</b>	<b>GOVERNMENT SECRETARIAT : COMMERCE AND ECONOMIC DEVELOPMENT BUREAU (COMMERCE, INDUSTRY AND TOURISM BRANCH)</b>
<b>HEAD 144 -</b>	<b>GOVERNMENT SECRETARIAT : CONSTITUTIONAL AND MAINLAND AFFAIRS BUREAU</b>
<b>HEAD 138 -</b>	<b>GOVERNMENT SECRETARIAT : DEVELOPMENT BUREAU (PLANNING AND LANDS BRANCH)</b>
<b>HEAD 156 -</b>	<b>GOVERNMENT SECRETARIAT : EDUCATION BUREAU</b>
<b>HEAD 137 -</b>	<b>GOVERNMENT SECRETARIAT : ENVIRONMENT BUREAU</b>
<b>HEAD 147 -</b>	<b>GOVERNMENT SECRETARIAT : FINANCIAL SERVICES AND THE TREASURY BUREAU (THE TREASURY BRANCH)</b>
<b>HEAD 139 -</b>	<b>GOVERNMENT SECRETARIAT : FOOD AND HEALTH BUREAU (FOOD BRANCH)</b>
<b>HEAD 53 -</b>	<b>GOVERNMENT SECRETARIAT : HOME AFFAIRS BUREAU</b>
<b>HEAD 141 -</b>	<b>GOVERNMENT SECRETARIAT : LABOUR AND WELFARE BUREAU</b>
<b>HEAD 151 -</b>	<b>GOVERNMENT SECRETARIAT : SECURITY BUREAU</b>
<b>HEAD 158 -</b>	<b>GOVERNMENT SECRETARIAT : TRANSPORT AND HOUSING BUREAU (TRANSPORT BRANCH)</b>
<b>HEAD 159 -</b>	<b>GOVERNMENT SECRETARIAT : DEVELOPMENT BUREAU (WORKS BRANCH)</b>
<b>Subhead 000</b>	<b>Operational Expenses</b>

Members are invited to recommend to Finance Committee the following proposals with effect from the date of transfer specified in the resolution proposed to be passed under section 54A of the Interpretation and General Clauses Ordinance (Cap.1) the notice of motion for which was given on 7 May 2012 –

**Non-civil service posts**

- (a) the creation of a new non-civil service rank of Deputy Secretary of Department (DSoD) and the following two non-civil service DSoD posts -

**under Head 142 Government Secretariat:  
Offices of the Chief Secretary for  
Administration and the Financial Secretary**

- 1 Deputy Chief Secretary for Administration  
(\$303,330 per month)
- 1 Deputy Financial Secretary  
(\$303,330 per month)

- (b) the creation of the following five non-civil service posts –

**under new Head Government Secretariat:  
Culture Bureau**

- 1 Director of Bureau  
(\$298,115 per month)
- 1 Deputy Director of Bureau  
(\$193,775 to \$223,585 per month)
- 1 Secretary-General of Film Development  
Council (D2-equivalent) (\$126,500 -  
\$138,350)

**under Head 55 Government Secretariat:  
Commerce and Economic Development  
Bureau (Communications and Technology  
Branch) (To be re-titled as “Government  
Secretariat: Technology and Communications  
Bureau”)**

1 Director of Bureau  
(\$298,115 per month)

1 Deputy Director of Bureau  
(\$193,775 to \$223,585 per month)

(c) the deletion of the following 14 non-civil service posts –

**under Head 142 Government Secretariat:  
Offices of the Chief Secretary for  
Administration and the Financial Secretary**

1 Political Assistant to Chief Secretary for  
Administration  
(\$104,340 to \$163,960 per month)

1 Political Assistant to Financial Secretary  
(\$104,340 to \$163,960 per month)

**under Head 152 Government Secretariat:  
Commerce and Economic Development  
Bureau (Commerce, Industry and Tourism  
Branch) (To be re-titled as “Government  
Secretariat: Commerce and Industries Bureau  
(Trade and Industry Branch)”);**

**Head 144 Government Secretariat:  
Constitutional and Mainland Affairs Bureau;**

**Head 138 Government Secretariat:  
Development Bureau (Planning and Lands  
Branch) (To be re-titled as “Government  
Secretariat: Housing, Planning and Lands  
Bureau (Planning and Lands Branch)”);**

**Head 156 Government Secretariat: Education  
Bureau;**

**Head 137 Government Secretariat:  
Environment Bureau;**

**Head 147 Government Secretariat: Financial  
Services and the Treasury Bureau (The  
Treasury Branch);**

**Head 139 Government Secretariat: Food and  
Health Bureau (Food Branch);**

/Head .....

**Head 53 Government Secretariat: Home Affairs Bureau;**

**Head 141 Government Secretariat: Labour and Welfare Bureau;**

**Head 151 Government Secretariat: Security Bureau; and**

**Head 158 Government Secretariat: Transport and Housing Bureau (Transport Branch) (To be re-titled as “Government Secretariat: Transport and Works Bureau (Transport Branch)”)**

11 Political Assistants to Directors of Bureau  
(\$104,340 to \$163,960 per month)

**under Head 55 Government Secretariat: Commerce and Economic Development Bureau (Communications and Technology Branch) (To be re-titled as “Government Secretariat: Technology and Communications Bureau”)**

1 Secretary-General of Film Development Council (D2-equivalent) (\$126,500 - \$138,350)

#### **Civil service permanent posts**

(d) the creation of the following 25 civil service permanent posts –

**under new Head Government Secretariat: Culture Bureau**

1 Administrative Officer Staff Grade A1  
(D8) (\$208,250 – \$214,500)

1 Head of Create Hong Kong  
(D3) (\$147,150 – \$160,600)

1 Administrative Officer Staff Grade B  
(D3) (\$147,150 – \$160,600)

4 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)

1 Senior Principal Executive Officer  
(D2) (\$126,500 – \$138,350)

1 Chief Engineer  
(D1) (\$106,600 – \$116,500)

**under new Head Government Secretariat:  
Commerce and Industries Bureau (Maritime,  
Aviation, Logistics and Tourism Branch)**

1 Administrative Officer Staff Grade A1  
(D8) (\$208,250 – \$214,500)

1 Administrative Officer Staff Grade A  
(D6) (\$187,100 – \$192,650)

3 Administrative Officer Staff Grade B  
(D3) (\$147,150 – \$160,600)

4 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)

1 Assistant Director of Marine  
(D2) (\$126,500 – \$138,350)

1 Senior Principal Executive Officer  
(D2) (\$126,500 – \$138,350)

1 Principal Executive Officer  
(D1) (\$106,600 – \$116,500)

1 Principal Marine Officer  
(D1) (\$106,600 – \$116,500)

**under Head 55 Government Secretariat:  
Commerce and Economic Development  
Bureau (Communications and Technology  
Branch) (To be re-titled as “Government  
Secretariat: Technology and Communications  
Bureau”)**

1 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)

/under .....

**under Head 142 Government Secretariat:  
Offices of the Chief Secretary for  
Administration and the Financial Secretary**

- 2 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)

- (e) the deletion of the following 19 civil service permanent posts –

**under Head 53 Government Secretariat:  
Home Affairs Bureau**

- 1 Administrative Officer Staff Grade B  
(D3) (\$147,150 – \$160,600)
- 2 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)

**under Head 159 Government Secretariat:  
Development Bureau (Works Branch) (To be  
re-titled as “Government Secretariat:  
Transport and Works Bureau (Works  
Branch)”)**

- 1 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)
- 1 Chief Engineer  
(D1) (\$106,600 – \$116,500)

**under Head 55 Government Secretariat:  
Commerce and Economic Development  
Bureau (Communications and Technology  
Branch) (To be re-titled as “Government  
Secretariat: Technology and Communications  
Bureau”)**

- 1 Head of Create Hong Kong  
(D3) (\$147,150 – \$160,600)
- 1 Senior Principal Executive Officer  
(D2) (\$126,500 – \$138,350)

**under .....**

**under Head 158 Government Secretariat:  
Transport and Housing Bureau (Transport  
Branch) (To be re-titled as “Government  
Secretariat: Transport and Works Bureau  
(Transport Branch)”)**

- 2 Administrative Officer Staff Grade B  
(D3) (\$147,150 – \$160,600)
- 2 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)
- 1 Assistant Director of Marine  
(D2) (\$126,500 – \$138,350)
- 1 Principal Marine Officer  
(D1) (\$106,600 – \$116,500)

**under Head 152 Government Secretariat:  
Commerce and Economic Development  
Bureau (Commerce, Industry and Tourism  
Branch) (To be re-titled as “Government  
Secretariat: Commerce and Industries Bureau  
(Trade and Industry Branch)”)**

- 1 Administrative Officer Staff Grade A  
(D6) (\$187,100 – \$192,650)
- 1 Administrative Officer Staff Grade B  
(D3) (\$147,150 – \$160,600)
- 2 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)
- 1 Senior Principal Executive Officer  
(D2) (\$126,500 – \$138,350)
- 1 Principal Executive Officer  
(D1) (\$106,600 – \$116,500)

**Civil service supernumerary posts**

- (f) the creation of the following six civil service supernumerary posts –

/under .....

**under new Head Government Secretariat:  
Culture Bureau**

- 1 Principal Government Engineer  
(D3) (\$147,150 – \$160,600)
- 1 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)

**under new Head Government Secretariat:  
Commerce and Industries Bureau (Maritime,  
Aviation, Logistics and Tourism Branch)**

- 1 Principal Government Engineer  
(D3) (\$147,150 – \$160,600)
- 2 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)
- 1 Chief Engineer  
(D1) (\$106,600 – \$116,500)

- (g) the deletion of the following six civil service supernumerary posts –

**under Head 53 Government Secretariat:  
Home Affairs Bureau**

- 1 Principal Government Engineer  
(D3) (\$147,150 – \$160,600)
- 1 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)

**under Head 152 Government Secretariat:  
Commerce and Economic Development  
Bureau (Commerce, Industry and Tourism  
Branch) (To be re-titled as “Government  
Secretariat: Commerce and Industries  
Bureau (Trade and Industry Branch)”)**

- 1 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)

/under .....



**under Head 158 Government Secretariat: Transport and Housing Bureau (Transport Branch) (To be re-titled as “Government Secretariat: Transport and Works Bureau (Transport Branch)”)**

- 1 Principal Government Engineer  
(D3) (\$147,150 – \$160,600)
- 1 Administrative Officer Staff Grade C  
(D2) (\$126,500 – \$138,350)
- 1 Chief Engineer  
(D1) (\$106,600 – \$116,500)

#### **Redistribution of duties and responsibilities**

- (h) some revision and redistribution of duties and responsibilities among some of the directorate posts on the establishment of various bureaux affected by the re-organisation.

### **PROBLEM**

A new structure of the Government Secretariat is needed for the fourth-term Government of the Hong Kong Special Administrative Region (HKSAR) to fulfil the policy objectives and priorities pledged by the Chief Executive-elect (CE-elect) in his Manifesto and a new employment system needs to be effected for Political Assistants (PAs) to allow flexibility in engaging suitable talents with good potential and different levels of work experience and abilities.

### **PROPOSAL**

2. We propose the following changes with effect from the date of transfer specified in the resolution proposed to be passed under section 54A of the Interpretation and General Clauses Ordinance (Cap.1) the notice of motion for which was given on 7 May 2012 –

- (a) creation of a new non-civil service DSoD rank as proposed in paragraph 39 below and two non-civil service DSoD posts to be titled as the Deputy Chief Secretary for Administration (DCS) and the Deputy Financial Secretary (DFS);

/(b) .....

- (b) creation of two non-civil service Director of Bureau (DoB) posts to be titled as the Secretary for Culture (S for C) and the Secretary for Technology and Communications (STC), and creation of two non-civil service Deputy Director of Bureau (DDoB) posts to be titled as the Under Secretary for Culture (US for C) and the Under Secretary for Technology and Communications (USTC);
- (c) creation of four Administrative Officer Staff Grade C (AOSGC) (D2) posts to be titled as Administrative Assistants (AAs) to DCS, DFS, S for C and STC;
- (d) creation of two Administrative Officer Staff Grade A1 (AOSGA1) (D8) posts to be titled as the Permanent Secretary for Culture (PS for C) and the Permanent Secretary for Commerce and Industries (Maritime, Aviation, Logistics and Tourism) (PSCI (MALT));
- (e) re-distribution of policy portfolios among four existing Directors of Bureau;
- (f) deletion of the 13 existing non-civil service PA posts in order to implement the new arrangement for the employment of PAs as set out in paragraphs 44 to 46 below; and
- (g) making consequential changes to the civil service directorate establishment of the affected bureaux to complement the changes mentioned in (b) to (e) above.

## JUSTIFICATION

### Present Position

3. Under the existing Government structure, there are three Secretaries of Department (SoDs), namely the Chief Secretary for Administration (CS), the Financial Secretary (FS) and the Secretary for Justice (SJ), who are politically appointed officials (PAOs). The former two together head the Government Secretariat and supervise the work of 12 DoBs who are also PAOs and each of whom heads a policy bureau. At present, CS and FS are each provided with an AA (a civil service post ranked at AOSGC), a Press Secretary (PressSecy) (a civil service post ranked at AOSGC), and a PA at the rank of PA to DoB (a non-civil service position and filled by a PAO). SJ heads the Department of Justice. He is provided with an AA (a civil service post ranked at AOSGC) and a PressSecy (a civil service post ranked at Chief Information Officer (CIO)) but not a PA in view of the special nature of his responsibilities.

4. Each DoB is supported by a team of civil servants headed by a Permanent Secretary (PS), a civil service post ranked at AOSGA1 (D8). Some bureaux with a wide span of responsibilities have two PSs, each heading a branch. Each DoB is also provided with an AA (a civil service post ranked at AOSGC) and a PressSecy (a civil service post ranked at CIO). Each DoB (except the Secretary for the Civil Service (SCS) in view of his duties and responsibilities) is also provided with the positions of a DDoB (with Under Secretary (US) as the post title) and a PA, both of which are non-civil service positions and filled by PAOs.

Encl. 1 5. The existing organisation of the Government Secretariat with the 12 existing bureaux and the departments under them is set out in Enclosure 1.

### Major Proposed Changes

6. The CE-elect has proposed to re-organise the Government Secretariat in order to –

- (a) expand the capacity of the team of PAOs in reaching out to the public and stakeholders, and in developing longer term plans;
- (b) strengthen the coordination of policy formulation and implementation that cut across policy programmes; and
- (c) step up efforts in expanding the economic base of Hong Kong, in capitalising on the opportunities arising from the rapid economic development in the Mainland, and in addressing key livelihood issues, including housing and poverty alleviation.

Encl. 2 7. In gist, the proposed re-organisation involves the provision of two DSoD posts and the creation of two additional bureaux. A chart showing the restructured Government Secretariat with 14 bureaux and the departments under them is at Enclosure 2. The major changes involved in the re-organisation are set out in paragraphs 8 to 37 below.

### Creation of two Deputy Secretaries of Department

8. The rank of DSoD is provided for in Article 48(5)<sup>1</sup> of the Basic Law but has not been created in the Government structure so far. It is proposed to

/create .....

---

<sup>1</sup> Article 48 of the Basic Law: “The Chief Executive of the HKSAR shall ... (5) nominate and report to the Central People’s Government for appointment the following principal officials: Secretaries and Deputy Secretaries of Departments, Directors of Bureaux. ...”

Encl. 3

create this rank; and create two posts under this rank with the titles of DCS and DFS to be filled by PAOs. DCS and DFS will share the workload of CS and FS respectively to oversee and coordinate the cooperation between the HKSAR and the Mainland, and a number of cross-cutting policy issues. A note on the background to the proposed creation of the DCS and DFS posts, their policy responsibilities and relationship with SoDs and DoBs is at Enclosure 3. The proposal will not change in any way the working relationship between civil servants and the PAOs.

*Deputy Chief Secretary for Administration*

9. At present, the span of control of CS is very wide. He has to supervise nine policy bureaux, the Efficiency Unit (EU) and the Administration Wing, in addition to playing an active role in Hong Kong-Guangdong economic cooperation; co-ordination of population policy; and steering the development of the West Kowloon Cultural District (WKCD) and the operation of the Community Care Fund (CCF).

Encl. 4

10. To share some of CS's responsibilities, it is proposed that a post of DCS at the rank of DSoD be created to assist CS in coordinating policy formulation and implementation in policy areas pertaining to human resources (including education, manpower planning and development, welfare planning and retirement protection) and culture. DCS will report to CS and directly oversee three bureaux closely connected to these policy areas, namely the Education Bureau (EDB), the Labour and Welfare Bureau (LWB) and the new Culture Bureau (CB) (see paragraphs 17 to 20 below). The job description of DCS is at Enclosure 4.

11. With the support of DCS, CS will be able to focus more on other cross-cutting policies requiring longer term planning, e.g. poverty alleviation and sustainable development. He will continue to oversee Hong Kong-Guangdong co-operation and the operation of the CCF. In addition, he will continue to provide leadership on further constitutional development and on strengthening district administration. He will maintain direct supervision of six bureaux, viz. the Civil Service Bureau (CSB), the Constitutional and Mainland Affairs Bureau (CMAB), the Environment Bureau (ENB), the Food and Health Bureau (FHB), the Home Affairs Bureau (HAB) and the Security Bureau (SB), as well as EU and the Administration Wing.

*/Deputy .....*

*Deputy Financial Secretary*

12. At present, FS has overall responsibility for economic and infrastructure development as well as the management of public finance. He supervises three policy bureaux, viz. the Commerce and Economic Development Bureau (CEDB), the Development Bureau (DEVB) and the Financial Services and the Treasury Bureau (FSTB), as well as the Hong Kong Monetary Authority (HKMA) and the Economic Analysis and Business Facilitation Unit (EABFU).

13. Under the re-organised Government Secretariat, it is proposed that FS will take over from CS the policy portfolios of housing, transport, aviation, maritime and logistics services, which are all integral to the economic growth and development of Hong Kong. To share some of these responsibilities and to further promote the economic development of Hong Kong and enhance our competitiveness, it is proposed that a post of DFS at the rank of DSoD be created to assist FS in implementing economic cooperation agreements signed with Mainland authorities; coordinating the formulation and implementation of policies to promote Hong Kong's development set out in the national five-year plan; and supporting the further development of trade and industries, including maritime, air, logistics and tourism, as well as technology and communications. DFS will report to FS and supervise two bureaux closely connected to these policy areas, namely the new Technology and Communications Bureau (TCB) and the new Commerce and Industries Bureau (CIB) (see paragraphs 24 to 28 below). The job description of

Encl. 5 DFS is at Enclosure 5.

14. With the support of DFS, FS will be able to focus more on the further development of Hong Kong as a leading international financial centre and the premiere offshore Renminbi business centre. He will review the management of public finance and the fiscal reserves and oversee the formulation of longer term policies on housing, planning and lands, and transport. FS will directly supervise three bureaux, viz. FSTB, the new Housing, Planning and Lands Bureau (HPLB) and the new Transport and Works Bureau (TWB) (see paragraphs 30 to 37 below), as well as HKMA and EABFU.

15. It is proposed that DCS and the DFS should each be given resources to employ one or more PAs under the new arrangement explained in paragraphs 44 to 46 below. It is also proposed to create two AOSGC posts, to be filled by civil servants, to serve as AA to DCS and AA to DFS. Their job descriptions are set out in Enclosures 6(a) and (b).

Encls.  
6(a)&(b)

16. Non-directorate posts (to serve as administrative officer, PressSecy, personal assistant, driver and clerk) will be created under delegated authority to support DCS and DFS. In accordance with the existing arrangement for SoDs and DoBs, the administrative officer (ranked at Senior Administrative Officer), the PressSecy (ranked at CIO) and clerical posts will be filled by civil servants, while the personal assistant and driver posts may be filled either by civil servants or by direct appointment of non-civil servants. When a post is taken up by a non-civil servant, the officer will receive salary, fringe benefits and gratuity similar to but no better than those prevailing for the equivalent rank in the civil service. The non-civil service officers will be subject to the Civil Service Regulations and requirements on conduct and avoidance of conflict of interest. They will depart as and when the PAOs they serve leave the Government.

#### Creation of the Culture Bureau

17. At present, cultural affairs are handled by a number of policy bureaux. For example, funding for arts, libraries and museums, come under HAB; heritage conservation is the responsibility of DEVB; and film and creative industries are under CEDB. Bringing these under the unified structure of a new Culture Bureau (CB) will enhance policy coherence and facilitate strategic planning on culture.

18. The CE-elect sees that Hong Kong, as the confluence of eastern and western cultures, is well-positioned to be a cultural hub with a distinct character. Apart from embarking on the WKCD as the landmark for Hong Kong's arts scene, more importantly, there should be a focal point and champion within the Government to devise a holistic cultural policy, promote cultural activities and exchanges, nurture talents and cultural groups, and encourage community participation, i.e. to develop both the hardware and software for Hong Kong as a cultural hub. With reference to the Manifesto of the CE-elect, a note on the need for establishing the CB and its policy objectives is at Enclosure 7.

Encl. 7

19. The proposed CB will take over the Culture Branch and WKCD Project Management Team from HAB, Create Hong Kong (CreateHK) from CEDB, and the Commissioner for Heritage's Office from DEVB. In addition, CB will work with EDB to promote arts education within and outside schools in a well-coordinated manner, and partner with District Councils (DCs) to popularise arts programmes at the district level. The proposed CB will report to CS via DCS.

/20. ....

Encls.  
8,9,&10

Encls.  
11(a)&(b)

20. A new DoB post (with S for C as the post title), to be filled by a PAO, is proposed to be created to head the bureau. A DDoB post (with US for C as the post title) and one or more PA posts (see paragraphs 44 to 46 below), all to be filled by PAOs, are proposed to be created to support S for C. The job descriptions of a DoB, a DDoB and a PA are set out in Enclosures 8, 9 and 10 respectively. An AOSGC post, to be filled by a civil servant, is also proposed to be created to serve as AA to S for C. An AOSGA1 post (with PS for C as the post title), to be filled by a civil servant, is proposed to be created to head the civil service team in CB. The proposed job descriptions of AA to S for C and PS for C are set out in Enclosures 11(a) and (b) respectively. Non-directorate posts required to support S for C and US for C (namely PressSecy, personal assistant, driver and clerk) will be created under delegated authority as set out in paragraph 16 above.

21. With cultural policies transferred to S for C, the Secretary for Home Affairs (SHA), in consultation with relevant bureaux and departments, will devise measures to enhance the role of DCs and empower District Officers to coordinate the work and services provided by Government departments at the district level. The objective is to address district issues at the district level and capitalise on local opportunities. SHA will continue to be responsible for recreation and sport, civic affairs, youth development, community relations, building management and certain types of entertainment and accommodation related licensing.

#### Restructuring of the Commerce and Economic Development Bureau

22. At present, the Secretary for Commerce and Economic Development (SCED) heads CEDB, which has two branches, namely the Commerce, Industry and Tourism Branch (CITB) and the Communications and Technology Branch (CTB). SCED is responsible for a wide range of policy areas, including information technology, broadcasting, telecommunications, innovation and technology, film and creative industries, commercial and trade relations with the Mainland and the rest of the world, intellectual property, industry support and tourism.

23. To fully recognise the importance of industrial development and technology in our economic development, and to provide more dedicated high level leadership in developing Hong Kong's trade and key service industries, it is proposed that the existing CEDB should be restructured into two new bureaux, namely TCB and CIB. Both will report to FS via DFS.

*/Technology .....*

*Technology and Communications Bureau*

- Encl. 12 24. With reference to the Manifesto of the CE-elect, a note on the need for establishing the TCB and its policy objectives is at Enclosure 12. The proposed TCB will be responsible for promoting innovative technology and communications in Hong Kong. More specifically, it will formulate a comprehensive technology policy to support the development of technology infrastructure; encourage synergy among Government, enterprises as well as research and academic institutions in research and development; and integrate the development of emerging industries in the Mainland with innovative technology in Hong Kong. It is proposed that the new bureau will be made up of the existing CTB of CEDB, except CreateHK which will be put under the proposed CB (see paragraph 19 above). A new DoB post (with STC as the post title), to be filled by a PAO, is proposed to be created to head the new bureau. A DDoB post (with USTC as the post title) and one or more PA posts (see paragraphs 44 to 46 below), to be filled by PAOs, are proposed to be created to support STC. In addition, an AOSGC post, to serve as AA to STC, is proposed to be created. The job description of the proposed AA post is set out in Enclosure 13.
- Encl. 13 Non-directorate posts required to support STC and USTC (namely PressSecy, personal assistant, driver and clerk) will be created under delegated authority as set out in paragraph 16 above. It is further proposed that the existing AOSGA1 post, titled as the PS for Commerce and Economic Development (Communications and Technology) and filled by a civil servant, be retitled as the PS for Technology and Communications (PSTC) to head the civil service team in TCB.

*Commerce and Industries Bureau*

25. The new CIB will have overall responsibility for trade and industry policy as well as the development of the maritime, air, logistics and tourism industries. Recognising the intimate connection between aviation, shipping and logistics with other sectors of the economy, such as tourism, import and export, it is proposed to transfer the policy responsibilities for aviation, maritime and logistics services from the existing Transport and Housing Bureau (THB) to the new CIB. It is proposed that the existing DoB and DDoB posts, now titled as SCED and the US for Commerce and Economic Development and filled by PAOs, be retitled as the Secretary for Commerce and Industries (SCI) and the US for Commerce and Industries (USCI) and continue to be filled by PAOs.

26. In view of the span of its responsibilities, it is proposed that CIB should have two branches, namely the Maritime, Aviation, Logistics and Tourism Branch (MALTB); and the Trade and Industry Branch (TIB).



27. MALTB will provide holistic support to promote the development of the maritime, aviation, logistics and travel industries in Hong Kong so as to enhance their competitiveness and increase market penetration. It is proposed that a new AOSGA1 post, to be titled as PSCI(MALT), be created to head the civil service team in MALTB. The job description of this post is set out in Enclosure 14.

Encl. 14

28. TIB will assume the policy responsibilities of the existing CITB of CEDB except tourism which will be transferred to MALTB. It will also coordinate the implementation of the Closer Economic Partnership Arrangement between the HKSAR and the Mainland (CEPA), notably in the areas of trade in services and professional services with a view to promoting Hong Kong as an international trade and services centre. It is proposed that the existing AOSGA1 post, titled as the PS for Commerce and Economic Development (Commerce, Industry and Tourism), be retitled as PS for Commerce and Industries (Trade and Industry) (PSCI (TI)) to head the civil service team in TIB.

#### Restructuring of the Development Bureau and the Transport and Housing Bureau

29. The CE-elect sees a steady and adequate supply of housing as underpinning social harmony and stability. It is among the top priorities of the fourth-term Government. To enable the Government to respond effectively to the growing calls for more housing, it is proposed that the existing DEVB and THB be re-organised into two new bureaux, namely HPLB and TWB. Both will report to FS. With reference to the Manifesto of the CE-elect, a note on the need for reorganising DEVB and THB is at Enclosure 15.

Encl. 15

#### *Housing, Planning and Lands Bureau*

30. It is proposed to combine the Planning and Lands Branch (PLB) of the existing DEVB and the Housing Branch (HB)/Housing Department (HD) of the existing THB to form the new HPLB. By putting housing and land production in the same bureau, there would be better co-ordination in the timing of land supply to meet the demand for both public and private housing. HPLB will also assume policy responsibilities for developing a long-term housing strategy, urban renewal as well as building maintenance and safety. It is also proposed that the existing DoB and DDoB posts, titled as the Secretary for Transport and Housing and the US for Transport and Housing and filled by PAOs, be retitled as the Secretary for Housing, Planning and Lands and US for Housing, Planning and Lands and continue to be filled by PAOs.

31. In view of the span of responsibilities of the new HPLB, it is proposed that the new bureau should have two branches: the Housing Branch (HB) and the Planning and Lands Branch (PLB).

32. For the new HB, it is proposed that the existing AOSGA1 post, titled as the PS for Transport and Housing (Housing) and filled by a civil servant, be retitled as PS for Housing, Planning and Lands (Housing) (PSHPL (Housing)) and head the civil service team in HB.

33. For the new PLB, it is proposed that the existing AOSGA1 post, titled as the PS for Development (Planning and Lands) and filled by a civil servant, be retitled as PS for Housing, Planning and Lands (Planning and Lands) (PSHPL (PL)) and head the civil service team in PLB.

#### *Transport and Works Bureau*

34. It is proposed to combine the existing Transport Branch (TB) of THB (except for the policy responsibilities for aviation, maritime and logistics services which will be transferred to CIB as described in paragraph 25 above) with the existing Works Branch (WB) of DEVB (except for the policy responsibility for heritage conservation which will be transferred to the new CB as described in paragraph 19 above) to form a new TWB. The new bureau will be responsible for further improving the quality of public transport services, reviewing fare scales, accelerating the ten major infrastructure projects, updating and implementing the Railway Development Strategy 2000 and exploring green transport modes. Given the interface between transportation and public infrastructure development works, the new bureau can effectively plan, manage and implement the works programmes and transport infrastructure to further enhance the economic development of Hong Kong and the connectivity and integration with the Mainland. It is proposed that the existing DoB and DDoB posts, titled as the Secretary for Development and the US for Development and filled by PAOs, be retitled as the Secretary for Transport and Works (STW) and the US for Transport and Works (USTW) and continue to be filled by PAOs.

35. In view of its span of responsibilities, it is proposed that the new bureau should have two branches: TB and WB.

36. For the new TB, it is proposed that the existing AOSGA1 post, titled as the PS for Transport and Housing (Transport) (PSTH (Transport)) and filled by a civil servant, be retitled as the PS for Transport and Works (Transport) (PSTW (Transport)) and head the civil service team in the new Branch.

37. For the new WB, it is proposed that the existing AOSGA1 post, titled as the PS for Development (Works) and filled by a civil servant, be retitled as PSTW (Works) and head the civil service team in the new Branch.

### **Ranking of and Remuneration for DSoDs**

38. In the existing Government structure, the ranking of PAOs is: CS, FS, SJ, followed by DoBs. To reflect the relative ranking and responsibilities amongst the PAOs, there is a 3.5% differential in the monthly salary between each of the ranks of CS, FS, SJ and DoBs, and the three SoDs are provided with official residences.

39. In light of the above, it is proposed that –

- (a) the proposed DSoD rank (with the two posts of DCS and DFS) be pitched between SJ and DoBs;
- (b) the salary for the DSoD be pitched midway between that for SJ and DoBs, i.e. the salary of DCS and DFS be set at 101.75% of that of a DoB<sup>2</sup>; and
- (c) the fringe benefits for the DSoD rank be aligned with those for the SoD rank except no official residence will be provided.

40. The Independent Commission on Remuneration for Members of the Executive Council and the Legislature, and Officials under the Political Appointment System of the HKSAR has been consulted and agrees with the above principles for the remuneration package for the DSoD rank.

### **New Arrangement for the Employment of Political Assistants**

41. Since assuming office, PAs are primarily responsible for back-stage analyses and coordination or behind-the-scene lobbying. This inevitably limits their exposure on the political stage and results in the public having very little knowledge about their work. Some critics commented that their contributions to the Political Appointment System are not apparent.

/42. ....

---

<sup>2</sup> The existing salary of a DoB is \$298,115 per month. As the proposed monthly salary of a DSoD is pitched at 101.75% of that for a DoB, the salary for a DSoD would be \$303,330 per month.

42. On the other hand, the political and social environment of Hong Kong has been evolving quickly over the years, demanding a higher degree of responsiveness, as well as more intensive and extensive political liaison and lobbying work both at the Legislative Council level as well as increasingly at the district level to listen to public views and engage the public in policy formulation and debates.

43. It is thus envisaged by the current administration that the PAOs collectively will have to devote a higher proportion of their time and effort to political work at all ranks of PAOs. It is expected that the PAs in particular can have their roles modified to be more active and prominent in the public arena.

44. Against this background, the current-term Government has accepted the recommendation of the Independent Commission on Remuneration for Members of the Executive Council and the Legislature and Officials under the Political Appointment System of the HKSAR that the total cash remuneration for PA(s), engaged by each of the SoDs, DSoDs and DoBs (except SJ and SCS who are not underpinned by PAs) should be capped at \$1.2 million per annum (or capped at \$100,000 per month). This will allow flexibility in engaging suitable talents with good potential and different levels of work experience and abilities as their PAs having regard to the diversity of the types of talents available without additional costs.

45. To this end, it is proposed that a lump sum of \$1.2 million should be provided to each of the SoDs, DSoDs and DoBs (except SJ and SCS) per annum for engagement of PA(s) (subject to a monthly cap of \$100,000 per month). With the introduction of the new arrangement, the 13 existing non-civil service PA posts (with remuneration broadly equivalent to that of a senior professional to a D2 civil servant on agreement terms with all allowances and end-of-contract gratuity encashed) will be deleted and non-civil service positions will be created in each private office for the employment of one or more PAs as decided by the respective SoDs, DSoDs and DoBs. The PAs will continue to be members of the PAOs and hence bound by the Code for Officials under the Political Appointment System as well as other applicable laws and regulations.

46. In discussing the proposed new arrangement above, we have received views and comments on the current Political Appointment System which includes PAs. We have addressed these in a note on enhancement of the Political Appointment System submitted to the Subcommittee to Study the Proposed

Legislative Amendments Relating to the Re-organisation of the Government Secretariat on 25 May 2012. As stated in that note, anyone who aspires to join the political team as a PA may submit an application. The salaries and employment terms of PAs will be determined having regard to the qualifications and relevant experience of the candidates. Following the current arrangement, all appointments will be considered by an Appointment Committee chaired by the CE. This will help maintain consistency and relativity.

### **Consequential Changes to the Civil Service Organisation Structure**

47. Pursuant to the re-organisation proposals set out above and the re-distribution of policy responsibilities among the affected bureaux, there is a need to make corresponding changes to the civil service organisation structure in order to provide the necessary support on policy formulation and implementation work to the PAOs concerned.

#### ***Offices of the Chief Secretary for Administration and the Financial Secretary***

48. The creation of DCS and DFS will entail the setting up of their private offices (consisting of the supporting staff described in paragraphs 15 and 16 above) under the Offices of CS and FS. The Administration Wing will be responsible for the housekeeping of these two new private offices, as in the case of the private offices of CS and FS.

#### ***Culture Bureau***

49. As stated in paragraph 20 above, a new PS post (AOSGA1 (D8)) and a new AA post (AOSGC (D2)) are proposed to be created under CB. In addition, the existing five directorate posts of the Culture Branch and the WKCD Project Management Team of HAB, two directorate posts of the Commissioner for Heritage's Office under WB of DEVB, and three directorate posts of CreateHK of CEDB will be placed under the establishment of CB. The duties of these directorate posts to be transferred to CB will remain unchanged except for the AOSGB post of HAB to be retitled as the Deputy Secretary for Culture. After the re-organisation, the latter will oversee policies in respect of his current arts and culture portfolio in HAB as well as heritage conservation and the work of the Commissioner for Heritage's Office. His revised job description is set out in Enclosure 16(a). The existing organisation charts of HAB, WB of DEVB and CTB of CEDB are set out in Enclosures 16(b) to (d) respectively. The proposed organisation chart of the new CB is at Enclosure 16(e).

Encl.16(a)  
Encls.  
16(b)-(d),  
Encl. 16(e)

*/Home .....*

***Home Affairs Bureau***

50. With the Culture Branch and the WKCD Project Management Team transferred to CB, the number of directorate posts in HAB will be reduced from 14 to nine. The duties of the remaining directorate posts will remain unchanged, except for the AOSGA1 post titled as the PS for Home Affairs (PSHA). While the holder of this post will no longer be responsible for cultural policies and oversight of WKCD, he will retain policy responsibilities for district administration; building management; youth development; gambling; religion; social enterprises; civic education outside schools; and most types of accommodation and entertainment related licensing (such as hotels, guesthouses, clubs, and amusement games centres). He will continue to be responsible for the development of recreation and sport; co-ordination of the strategic planning of recreation and sport facilities; and overseeing the work of the Family Council and CCF. It is considered that his revised responsibilities remain commensurate with those of an AOSGA1 post. The revised job description of PSHA and the proposed organisation chart of HAB are set out in Enclosures 17(a) and (b) respectively.

Encls.  
17(a)&(b)

***Technology and Communications Bureau***

51. The new TCB will take over all the policy portfolios of the existing CTB of CEDB other than the film and creative industries portfolio which will be transferred to the new CB (see paragraph 19 above). Apart from the three directorate posts of CreateHK which will be placed under CB, all the remaining 30 directorate posts of CTB (which include ten directorate posts of the Innovation and Technology Commission (ITC) and 16 directorate posts of the Office of the Government Chief Information Officer (OGCIO), both departments having been part of the policy bureau since 2000 and 2004 respectively) will be transferred to the establishment of the new TCB. The proposed organisation chart of TCB is set out in

Encl. 18(a) Enclosure 18(a).

52. The work of promoting the film and creative industries has since 2009 been absorbed by the Deputy Secretary (DS) and one of the two Principal Assistant Secretaries (PASs) in CTB and executed by the dedicated office of CreateHK upon creation in mid 2009. The DS and PAS have continued to be involved in the review and formulation of film and creative industries policy after the establishment of CreateHK because the directorate team in CreateHK had until recently only two officers instead of three as originally envisaged<sup>3</sup>. The transfer of the film and

/creative .....

---

<sup>3</sup> The third directorate post of Senior Principal Executive Officer (D2) was approved by FC on 25 May 2012 and was created on the same date.

Encls.  
18(b)-(d)

creative industries portfolio to the new CB would normalise the overstretched workload of the DS and PAS. After the re-organisation, they will focus on their original duties, namely telecommunications and broadcasting policies for the DS and telecommunications policy for the PAS. Following the transfer of the film and creative industries portfolio to the new CB, the existing duties and titles of three directorate posts, viz. PS for Commerce and Economic Development (Communications and Technology), DS for Commerce and Economic Development (Communications and Technology) and PAS for Commerce and Economic Development (Communications and Technology) (B), will be adjusted under the new TCB establishment. Their revised titles and job descriptions are set out in Enclosures 18(b) to (d). It is considered that their revised responsibilities remain commensurate with those of posts of their respective ranks. The duties of the other 27 directorate posts in CTB, ITC and OGCIO will remain unchanged after the transfer.

### ***Commerce and Industries Bureau***

53. The proposed CIB will take over all the policy portfolios of the existing CITB of CEDB and the policy portfolios of aviation, maritime and logistics services under Divisions 4 and 5 of the existing TB of THB. The new bureau will have two branches: TIB and MALTB.

54. As stated in paragraphs 27 and 28 above, an AOSGA1 post to be titled as PSCI (MALT) – is proposed to be created to head MALTB, while the existing PS overseeing CITB of CEDB will be deployed to serve as PSCI(TI) and head the civil service team in TIB. PSCI(TI) will still have a substantial portfolio after the transfer of policy responsibility for tourism to MALTB. His policy responsibilities will include conduct of the HKSAR's external commercial relations and, in this regard, overseeing the work of 11 overseas Economic and Trade Offices; providing support for the development of trade and industry in Hong Kong; intellectual property protection; inward investment promotion; consumer protection; promotion of competition; trade facilitation; supporting the further development of wine-related business in Hong Kong; and overseeing the services and development of The Hong Kong Observatory and The Hongkong Post. As stated in paragraph 28 above, TIB will coordinate the implementation of CEPA, notably in the areas of trade in services and professional services, with a view to promoting Hong Kong as an international trade and services centre. With the policy responsibility for tourism transferred to MALTB, PSCI(TI) will be able to devote more efforts to this area. It is considered that his revised responsibilities remain commensurate with those

Encl. 19(a) of an AOSGA1 post. The proposed job description of PSCI(TI) is set out in Enclosure 19(a). The existing 19 directorate posts under CITB of CEDB and six directorate posts<sup>4</sup> under Divisions 4 and 5 of TB of THB will be transferred to the establishment of CIB; and their duties will remain unchanged. The existing organisation charts of CITB of CEDB and TB of THB, and the proposed organisation charts of TIB and MALTB under CIB are set out in Enclosures 19(b) to 19(e) respectively.

### ***Housing, Planning and Lands Bureau***

55. The new HPLB will take over the existing HB/HD of THB and PLB of DEVB as explained in paragraph 30 above. The new bureau will have two branches: HB and PLB.

Encl. 20(a) 56. For the new HB/HD under HPLB, the existing 52 directorate posts<sup>5</sup> currently in HD, including the PS for Housing-cum-Director of Housing, will remain under the establishment of HD (Head 62). Their duties will remain unchanged. The organisation chart of HB/HD under the command of the new HPLB is set out in Enclosure 20(a).

Encls. 20(b)&(c) 57. The new PLB will take over all the 12 directorate posts currently under the existing PLB of DEVB. Their duties will remain unchanged. The present organisation chart of PLB of DEVB and the proposed organisation chart of PLB of HPLB are set out in Enclosures 20(b) and (c) respectively.

### ***Transport and Works Bureau***

58. The proposed TWB will take over all land transport matters and projects under Divisions 1, 2 and 3 of the existing THB. It will also take charge of the policy portfolios (except the Commissioner for Heritage's Office which is proposed to be transferred to CB - see paragraph 19 above) under the existing WB of DEVB, covering the delivery of the Public Works Programme, increasing land supply strategies, management of construction manpower, water supply, flood prevention, slope safety, lift safety, greening, landscape and tree management, and the Energising Kowloon East initiative. The new bureau will have two branches: TB and WB.

/59. ....

---

<sup>4</sup> Not including the three directorate posts to steer the work on the Airport Expansion Project which were approved by FC on 25 May 2012 and will be created on 1 July 2012.

<sup>5</sup> Not including the proposed six directorate posts planned for creation to help take forward the new Home Ownership Scheme (vide EC(2012-13)6). The proposal has yet to be considered by ESC and approved by FC.



59. The new TB will take over 14 directorate posts currently under the existing TB of THB. Except for the post of PSTH (Transport) to be retitled as PSTW (Transport), whose duties relating to aviation, maritime and logistics services are to be transferred to the new CIB after the re-organisation, their duties will remain unchanged. After the restructuring, PSTW (Transport) will focus on the formulation, co-ordination and implementation of policies relating to all aspects of land and waterborne transport services, development and delivery, fare and environmental issues and connected social and environmental impact. He will also lead the planning of major land transport infrastructure as well as all major areas of traffic and transport management. It is considered that his revised responsibilities remain commensurate with those of an AOSGA1 post. His revised job description

Encl. 21(a) is set out in Enclosure 21(a).

60. The new WB will take over 22 existing directorate posts<sup>6</sup> under the existing WB of DEVB. There will be some changes or redistribution of duties for the existing PS for Development (Works) (PS(W)) (AOSGA1) (D8), DS (Works)1 (DS(W)1) (AOSGB1) (D4) and DS (Works)2 (DS(W)2) (Principal Government Engineer) (D3) following the re-organisation. With the implementation of various major infrastructural projects and the substantial capital works programme projected to increase to over \$70 billion per year in the next few years, PS(W) will closely oversee the effective planning, management and implementation of the infrastructure development programme to ensure that it will proceed in a safe, timely and cost-effective manner. He will also be heavily engaged in steering other major initiatives, such as the Energising Kowloon East initiative and the formulation and implementation of strategies to expand land resources by reclamation outside Victoria Harbour and development of caverns. With the transfer to CB of the Commissioner for Heritage's Office currently under the purview of DS(W)1, DS(W)1 will take over from DS(W)2 the responsibilities for the training and development of manpower in the construction industry as well as the implementation of the construction workers registration system so that DS(W)2 can reinforce his support to PS(W) on the planning and implementation of infrastructure projects and the formulation and implementation of strategies to enhance land supply. It is considered that the revised responsibilities of PS(W), DS(W)1 and DS(W)2 remain commensurate with those of posts of their respective ranks. The revised titles and job descriptions of PS(W), DS(W)1 and DS(W)2 are set out in Enclosures 21(b) to (d). The duties of the other 19 directorate posts will remain unchanged. The proposed organisation chart of TWB is at Enclosure 21(e).

Encls.

21(b)-(d)

Encl 21(e)

*/Civil .....*

---

<sup>6</sup> Not including two directorate posts for the Kowloon East Development Office which were approved by FC on 20 April 2012 and will be created on 1 July 2012.

*Civil Service Bureau*  
*Constitutional and Mainland Affairs Bureau*  
*Education Bureau*  
*Environment Bureau*  
*Financial Services and the Treasury Bureau*  
*Food and Health Bureau*  
*Labour and Welfare Bureau*  
*Security Bureau*

61. The proposed re-organisation will not affect the set-up and responsibilities of the above eight bureaux.

### **New Structure of the Government Secretariat**

62. After the re-organisation, there will be three SoDs, two DSoDs and 14 DoBs in the fourth-term HKSAR Government. Their post titles will be as follows –

Chief Secretary for Administration  
 Financial Secretary  
 Secretary for Justice  
 Deputy Chief Secretary for Administration  
 Deputy Financial Secretary  
 Secretary for the Civil Service  
 Secretary for Commerce and Industries  
 Secretary for Constitutional and Mainland Affairs  
 Secretary for Culture  
 Secretary for Education  
 Secretary for the Environment  
 Secretary for Financial Services and the Treasury  
 Secretary for Food and Health  
 Secretary for Home Affairs  
 Secretary for Housing, Planning and Lands  
 Secretary for Labour and Welfare  
 Secretary for Security  
 Secretary for Technology and Communications  
 Secretary for Transport and Works

63. The 14 DoBs will be underpinned by 19 Permanent Secretaries.

### Net effect on civil service establishment

64. The changes to the civil service organisation structure as outlined in paragraphs 48 to 60 above are intended to tie in with the changes in policy portfolios among the various bureaux concerned. The proposed re-organisation will result in some departments coming under a different policy bureau, re-deployment of posts between bureaux as well as some changes to the distribution of duties of civil service posts. It will result in a net increase of six directorate civil service posts, comprising two D8 posts and four D2 posts.

65. As a result of the transfer of posts under the re-organisation, some adjustments will need to be made to the ceilings currently placed on the total notional annual mid-point salary of all non-directorate posts in the permanent establishment of the bureaux/departments concerned. We will seek the approval of the FC separately for changes to the 2012-13 approved estimates as a result of the re-organisation, including changes to the establishment ceilings of the bureaux/departments concerned.

### FINANCIAL IMPLICATIONS

66. The additional staff cost arising from the proposed re-organisation of the Government Secretariat is estimated to range from around \$62,466,000 to \$63,182,000 each year as follows –

	<u>Full annual average staff cost</u>
Creation of six PAO positions:	\$19,235,000 to \$19,951,000 <sup>7</sup>
Creation of six directorate civil service posts:	\$16,970,000 (The additional notional annual salary cost at mid-point amounts to \$11,594,400 per annum)

/Creation .....

---

<sup>7</sup> The amount includes the provisions for cash remuneration as proposed in this paper and the fringe benefits (including \$15,000 per annum for Mandatory Provident Fund (MPF) contribution by the Government plus an amount of \$10,020 per annum deemed to be the cost of medical and dental services) for two DSoDs, two DoBs and two DDoBs.

	<b><u>Full annual average staff cost</u></b>
Creation of 45 non-directorate civil service posts:	\$31,339,000 (The additional notional annual salary cost at mid-point amounts to \$22,257,180 per annum)
Provision for PAs for DCS, DFS, S for C and STC:	\$4,900,000 <sup>8</sup>
<b>Total staff cost:</b>	\$72,444,000 to \$73,160,000
Less: Saving arising from the reduction in cash remuneration of PAs under the proposed new arrangement	- \$9,978,000
<b>Net additional staff cost:</b>	<b>\$62,466,000 to \$63,182,000</b>

67. We will seek the approval of FC in due course for the necessary changes to the 2012-13 Estimates for the relevant Heads of Expenditure.

## CONSULTATION WITH LEGISLATIVE COUNCIL PANEL

68. We consulted the Legislative Council Panel on Constitutional Affairs on the proposals contained in this paper on 21 May 2012. Some Members supported the proposals as they would expand the capacity of the political team in reaching out to the public and stakeholders and in developing longer term plans; strengthen the coordination of policy formulation and implementation of measures that cut across policy programmes; and enable Hong Kong to step up efforts in expanding our economic base and addressing key livelihood issues, including housing and poverty alleviation. Some Members questioned the justifications for the proposals and why we could not rely on the existing structure of the Government Secretariat to deliver the policy objectives and priorities of the CE-elect. They also expressed concern over the hierarchy and responsibilities of the PAOs under the proposed structure, including the line of command and working relationship amongst them. We have considered these views and addressed them in this paper as appropriate.

/69. ....

---

<sup>8</sup> The amount includes the provisions for a cap of \$1.2 million per annum for employment of PAs for each of the four new private offices and the fringe benefits (including \$15,000 per annum for MPF contribution by the Government plus an amount of \$10,020 per annum deemed to be the cost of medical and dental services) for four PAs.

69. Several other Legislative Council Panels also held meetings to discuss various aspects of the re-organisation proposals, including the Panel on Home Affairs (22 May 2012), Panel on Commerce and Industry and Panel on Economic Development (jointly on 28 May 2012), Panel on Information Technology and Broadcasting (28 May 2012) and Panel on Transport (29 May 2012). We attended all these meetings to explain the proposals and responded to Members' questions. When this Sub-committee meets to consider this paper, we will update Members on the discussion of the Panel on Housing, which will meet on 4 June 2012 to consider the proposed re-organisation of DEVB and THB.

## BACKGROUND

70. The fourth-term CE of the HKSAR Government was elected on 25 March 2012. In response to community aspirations, the CE-elect pledged in his Manifesto a series of initiatives for the betterment of Hong Kong. To facilitate implementation of the initiatives, he proposed to re-organise the Government Secretariat. Details of the re-organisation proposals were announced on 4 May 2012.

## ESTABLISHMENT CHANGES

71. The establishment changes of the Offices of CS and FS and the four existing bureaux<sup>9</sup> affected by the re-organisation of the Government Secretariat for the past two years are as follows –

Establishment (Note)	Number of posts		
	Existing (as at 1 April 2012)	as at 1 April 2011	as at 1 April 2010
A	191 <sup>@</sup> + (9)	191 + (6)	188 + (8)
B	1 754	1 743	1 726
C	9 196	9 155	9 143
<b>Total</b>	<b>11 141 + (9)</b>	<b>11 089 + (6)</b>	<b>11 057 + (8)</b>

Note:

- A – ranks on the directorate pay scale or equivalent
- B – non-directorate ranks, the maximum pay point of which is above MPS Point 33 or equivalent
- C – non-directorate ranks, the maximum pay point of which is at or below MPS Point 33 or equivalent
- ( ) – number of supernumerary directorate posts
- @ – as at 1 April 2012, there were no unfilled permanent directorate posts.

/CIVIL .....

<sup>9</sup> These include CEDB (excluding overseas Economic and Trade Offices), DEVB, HAB and THB.

**CIVIL SERVICE BUREAU COMMENTS**

72. CSB is satisfied that the staffing proposals in this paper are functionally justified. The grading and ranking of the proposed posts are appropriate, having regard to the level and scope of responsibilities and the professional input required.

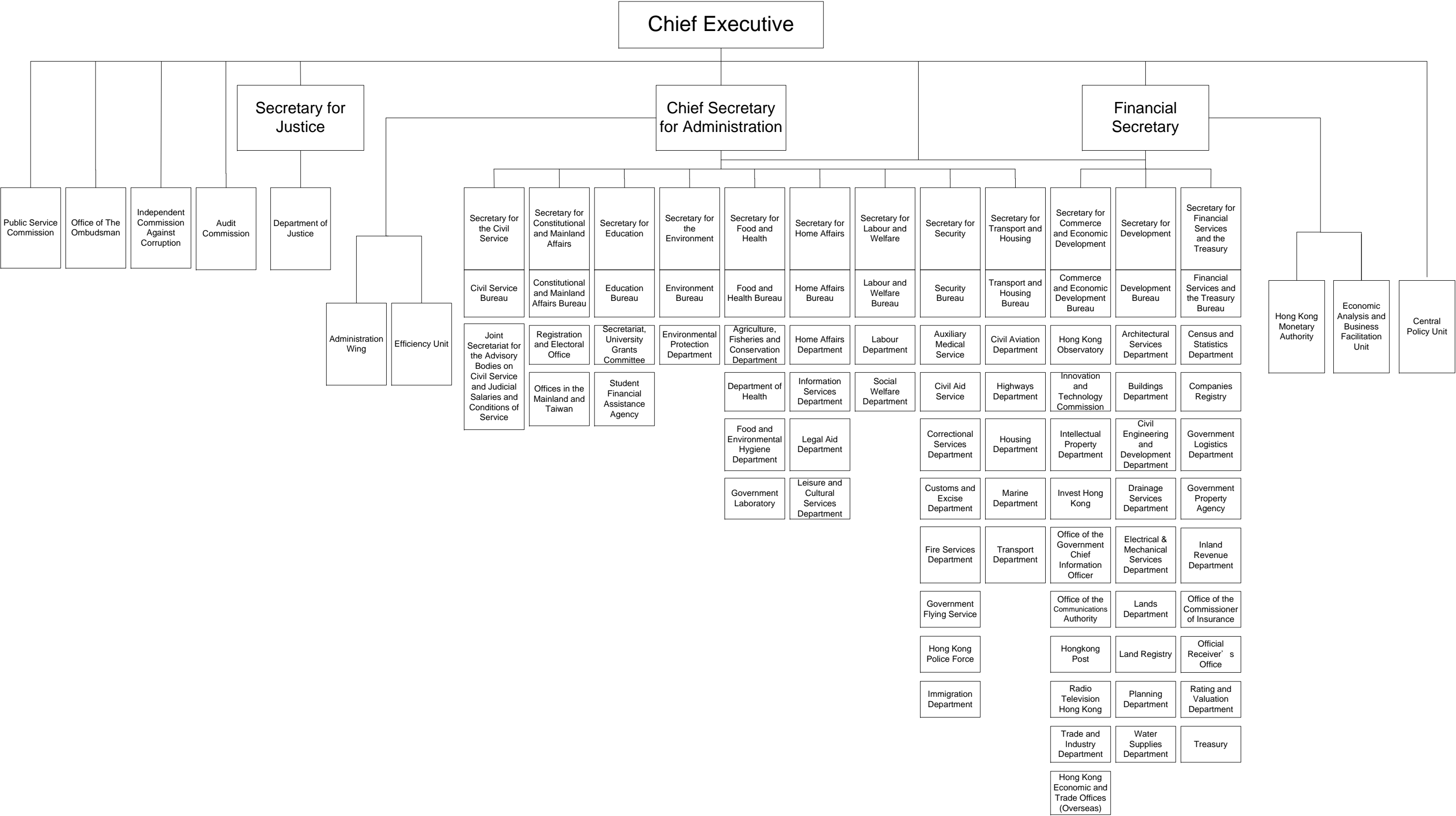
**ADVICE OF THE STANDING COMMITTEE ON DIRECTORATE SALARIES AND CONDITIONS OF SERVICE**

73. The Standing Committee on Directorate Salaries and Conditions of Service has advised that the grading proposed for the civil service permanent directorate posts under its purview as set out in the re-organisation proposals is appropriate.

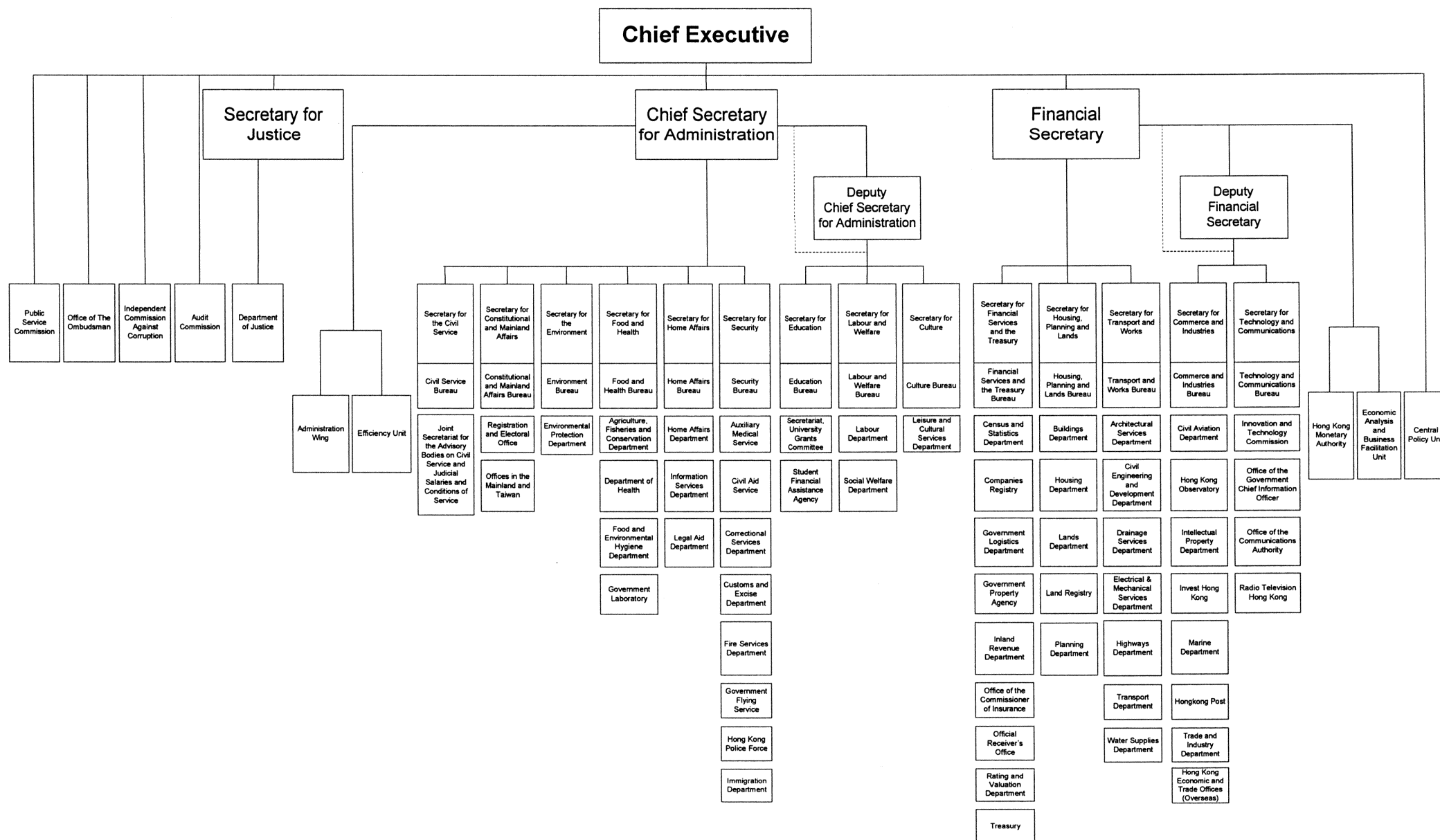
-----

Constitutional and Mainland Affairs Bureau  
Civil Service Bureau  
May 2012

ORGANISATION CHART OF THE GOVERNMENT OF THE HONG KONG SPECIAL ADMINISTRATIVE REGION  
(1 April 2012)



# PROPOSED ORGANISATION CHART OF THE GOVERNMENT OF THE HONG KONG SPECIAL ADMINISTRATIVE REGION





**Creation of Deputy Chief Secretary for Administration and  
Deputy Financial Secretary**

**Introduction**

This note explains the rationale of the Chief Executive-elect's proposal to create the two Deputy Secretary of Department (DSoD) posts, and to respond to Members' enquiries on the creation of these new posts.

**Background of creating DSoD**

2. Since the establishment of the Hong Kong Special Administrative Region (HKSAR), there are growing exchanges and integration between the HKSAR and the Mainland. To co-ordinate the cooperation between the HKSAR and the Mainland in social and economic developments, the workload of the Chief Secretary for Administration (CS) and the Financial Secretary (FS) has been increasing. In addition, with changes in the political environment of the HKSAR and the thriving media, senior officials often need to devote a lot of time and effort to handling pressing political matters, resulting in insufficient time being given to medium and long term planning on structural social and economic policies, such as the ageing population and poverty problems that are important issues concerning people's livelihood. This has generated social conflicts and grievances in the community.

3. To enhance Hong Kong's economic development and competitiveness, we need to promote diversification of industries. The rapid development of our nation brings along unlimited opportunities. We must proactively prepare ourselves to get connected with the national development plans and the development plans of Guangdong province as well as the Shenzhen city, to promote the further development of our pillar industries, and support our new and emerging industries. CEPA provides a win-win platform for economic and trade cooperation between Hong Kong and the Mainland. We must ensure that all the preferential measures are fully implemented, and further deepen and widen the coverage of CEPA in trade in goods, trade in services and trade and investment facilitation on an on-going basis, so that Hong Kong enterprises and professionals can make full use of the CEPA measures, to promote economic and trade development.

**/Policy .....**

## **Policy responsibilities of DSoD**

4. The creation of two DSoD posts seeks to realise one of the key policy objectives of the Chief Executive-elect, on “promoting economic development, improving people’s livelihood”, and to enhance the communication between the executive and the legislature, with a view to ensuring smooth implementation of policies.

5. The Deputy Chief Secretary for Administration (DCS) is tasked to assist CS in co-ordinating the development of human resources to meet the demands for human resources from various economic and social sectors of Hong Kong, and to maintain Hong Kong’s competitiveness in the era of quest for talents in the 21st century. The specific responsibilities of DCS include overseeing manpower planning and addressing manpower mismatch; improving education and cultural literacy; addressing the needs for an ageing population through planning for healthcare, elderly services and retirement protection; formulating policy for the youth and children; and developing welfare planning. CS could focus more on other cross-cutting policies requiring longer term planning, e.g. population policy, poverty alleviation and sustainable development. He will enhance the exchanges with the Mainland, continue to oversee Hong Kong-Guangdong cooperation, and the operation of the Community Care Fund. In addition, CS will provide leadership on further constitutional development, strengthening district administration and promoting social harmony.

6. The Deputy Financial Secretary (DFS) is tasked to assist FS in economic development, formulating policies on industries, creating wealth for Hong Kong and providing more employment opportunities for Hong Kong people. The specific responsibilities of DFS include enhancing communication with the ministries, provinces and municipalities of the Mainland; implementing economic cooperation agreements signed with Mainland authorities; coordinating the formulation and implementation of policies to promote Hong Kong’s development set out in the National Five-year Plans; and supporting development of trade and industries, development of maritime, air, logistics and tourism industries; as well as promoting technology and communications development. FS could focus more on the further development of Hong Kong as a leading international financial centre and the premiere offshore Renminbi business centre. He will make proper use of the fiscal reserves to make financial, social and economic investments for the long term development of Hong Kong and set aside funding to meet future expenditures arising from the ageing population. He will also oversee the formulation of longer term policies on housing, planning and lands, and transport infrastructure.

7. In sum, the two DSoDs are responsible for co-ordinating development of human resources and industries respectively to enhance the overall competitiveness of Hong Kong.

**/Relationship .....**

## **Relationship with Secretaries of Departments (SoDs) and Directors of Bureaux (DoBs)**

8. Under the leadership of the Chief Executive, CS is still the head of the politically appointed officials and will continue to chair the Policy Committee every week to discuss and co-ordinate formulation of important policies with all DoBs. CS will work with FS on the priority of resource allocation in preparation for the annual Budget. Creation of the two DSoD posts will not affect the contact and communication of the DoBs with the two SoDs, nor will it attenuate CS's role in maintaining oversight of the scene at large.

9. As mentioned above, the two DSoDs will have specific responsibilities and directly supervise the operation of two or three closely related bureaux. The DSoDs report to their respective SoDs who will assign tasks to them as necessary. The performance of DSoDs will be measured by whether they can accomplish the tasks assigned to them in good time, appropriately and fully.

10. Take the example of population policy, CS is the Chairman of the Steering Committee of Population Policy. The scope of the population policy is very wide, covering manpower planning, quality of population, policies for youth and children, ageing population, babies born locally but whose parents are non-permanent residents of Hong Kong, admission scheme for talents, new immigrants, ethnic minorities, and Hong Kong people living in the Mainland. Each task requires in-depth study and straddles across various bureaux. Similarly, a thorough study of the poverty problem (which involves various policies such as education, welfare, housing, industries, employment and retraining) requires harmonisation and co-ordination. DCS can share the work on those issues which are directly related to the Education Bureau, the Labour and Welfare Bureau and the Culture Bureau in examining and formulating policies on manpower planning, population quality, issues on youth and children, and ageing population. The co-ordination role of DCS is not only confined to the bureaux under his/her purview. For example, the study on retirement protection involves the mandatory provident fund scheme under the Financial Services and the Treasury Bureau. Planning for elderly services involves medical and housing policies, and the study of complementary measures for the elderly to return to their home towns after retirement. Regarding specific policy issues, DCS needs to take a co-ordinating role, such as planning and lands, and space for cultural activities.

11. As regards the division of labour, DoBs are responsible for shaping specific policies under their purview and steer the departments concerned to implement such policies. DoBs should be at the forefront to explain policies to the Legislative Council, the media and the community, and to solicit their support. DSoDs should focus on the long term planning and co-ordination of policies that cut across Bureaux. The DSoDs and DoBs should decide the specific division of labour between them and the mode of operation according to needs and actual situation. The overriding principles are to expand capacity and enhance efficiency to achieve more results.

**/Conclusion .....**

## **Conclusion**

12. The creation of two DSoD posts aims to enhance executive leadership, improve the relationship between the executive and the legislature, enhance co-ordination among departments, implement long term planning, better develop our economy and improve people's livelihood.

Office of the Chief Executive-elect  
May 2012

-----

**Job Description**  
**Deputy Chief Secretary for Administration (DCS)**

**Rank** : Deputy Secretary of Department

**Responsible to** : Chief Secretary for Administration (CS)

**Main Duties and Responsibilities –**

1. To assist the Chief Executive (CE) and the CS in ensuring coordination in policy formulation and implementation especially pertaining to human resources (including education; manpower planning and development; social welfare planning and retirement protection), and culture. More specifically, to oversee manpower planning and address manpower mismatch; to improve education and cultural literacy; to address the needs for an aging population through planning for healthcare, elderly services and retirement protection; to formulate policy for the youth and children; and to develop welfare planning. In this connection, to supervise relevant policy bureaux, namely, the Education Bureau, the Labour and Welfare Bureau, and the Culture Bureau.
2. To oversee specific priority areas of the CE's policy agenda as directed by him/her and/or the CS including those relating to population policy and poverty alleviation.
3. To assist the CE in policy making as a member of the Executive Council.
4. To engage stakeholders and consider their views in formulating Government policies; and to explain policies to and answer questions from the Legislative Council, members of the public and the media.
5. To deputise for the CS during his/her absence.
6. To exercise relevant statutory functions delegated by the CE and/or the CS, or vested in him/her by law.
7. To perform other duties that are incidental and/or conducive to performing the duties set out in the preceding paragraphs.

-----

**Job Description**  
**Deputy Financial Secretary (DFS)**

**Rank** : Deputy Secretary of Department

**Responsible to** : Financial Secretary (FS)

**Main Duties and Responsibilities –**

1. To assist the Chief Executive (CE) and the FS in ensuring coordination in the formulation and implementation of policy pertaining to economic development and development of the industries in order to create wealth and provide more employment opportunities. More specifically, to promote trade and industry; to support development of the maritime, air, logistics and tourism industries, as well as technology and communications; and to promote further development of professional services. In this connection, to supervise relevant policy bureaux, namely, the Commerce and Industries Bureau, and the Technology and Communications Bureau.
2. To oversee specific priority areas of the CE's policy agenda as directed by him/her and/or the FS, including those relating to the positioning of Hong Kong in the national development plans, and the effective implementation of various agreements signed with the Mainland by fostering a closer cooperation with the relevant Mainland authorities.
3. To assist the CE in policy making as a member of the Executive Council.
4. To engage stakeholders and consider their views in formulating Government policies; and to explain policies to and answer questions from the Legislative Council, members of the public and the media.
5. To deputise for the FS during his/her absence.
6. To exercise relevant statutory functions delegated to him by the CE and/or the FS, or vested in him/her by law.
7. To perform other duties that are incidental and/or conducive to performing the duties set out in the preceding paragraphs.

-----

**Job Description**  
**Administrative Assistant to the**  
**Deputy Chief Secretary for Administration (AA/DCS)**

**Rank** : Administrative Officer Staff Grade C (D2)

**Responsible to** : Deputy Chief Secretary for Administration (DCS)

**Main Duties and Responsibilities –**

1. To provide general administrative support to DCS.
2. To co-ordinate submissions to DCS.
3. To co-ordinate and handle replies to correspondence, including complaints, addressed to DCS.
4. To prepare speeches and statements to be delivered by DCS, in co-ordination with the Press Secretary to DCS.
5. To plan DCS's programme of official visits and duty trips, both locally and overseas, and co-ordinate the preparation of briefs for such visits and follow-up action as required.
6. To plan meetings on various subjects, prepare briefs, and service meetings chaired by DCS.
7. To undertake special policy assignments including special policy review and other administrative duties as DCS may from time to time direct.

-----

**Job Description**  
**Administrative Assistant to the**  
**Deputy Financial Secretary (AA/DFS)**

**Rank** : Administrative Officer Staff Grade C (D2)

**Responsible to** : Deputy Financial Secretary (DFS)

**Main Duties and Responsibilities –**

1. To provide general administrative support to DFS.
2. To co-ordinate submissions to DFS.
3. To co-ordinate and handle replies to correspondence, including complaints, addressed to DFS.
4. To prepare speeches and statements to be delivered by DFS, in co-ordination with the Press Secretary to DFS.
5. To plan DFS's programme of official visits and duty trips, both locally and overseas, and co-ordinate the preparation of briefs for such visits and follow-up action as required.
6. To plan meetings on various subjects, prepare briefs, and service meetings chaired by DFS.
7. To undertake special policy assignments including special policy review and other administrative duties as DFS may from time to time direct.

-----



## **Setting Up the Culture Bureau**

The Chief Executive-elect has noted in his manifesto that a livable city needs to be economically affluent with an environment that promotes a sense of spiritual well-being. Hong Kong has a unique history and sits on the East-West cultural interchange. At the same time, it has a special mission to inherit and pass on the Chinese culture and Hong Kong's unique historical past.

2. According to overseas experience, the formulation, coordination and implementation of cultural policy should be the responsibility of an independent authority set at a high-level. At present, policy-making of cultural affairs in Hong Kong is divided among several authorities. The Home Affairs Bureau is responsible for arts funding as well as matters of performing arts, libraries and museums. The Development Bureau is responsible for the conservation of built heritage, while the Commerce and Economic Development Bureau is responsible for promoting development of creative industries. At the same time, the three bureaux also oversee other policy matters under their respective purview. Such an arrangement has been holding back the full-fledged development of cultural sector and the cultural creative industries. Integrating the aforementioned work into the proposed Culture Bureau (CB) will enhance policy coherence and facilitate long-term planning.

3. The objective of setting up CB is to further enhance and enrich our spiritual well-being and cultural life, highlighting our city's charm and cohesion in society. CB will actively promote the development of the cultural creative industries, and the Government will cooperate with the community to ensure that policies and the market coexist in a mutually supportive mode. The Government and the community will complement each other in advocating diversities in cultural development. Policy-wise, CB will accord due respect to the freedom of expression in culture and arts, uphold diversity in cultural development, and protect intellectual property. It will strengthen education in cultural and arts, popularise cultural and arts activities, facilitate cultural exchanges and develop the cultural creative industries and create job opportunities.

4. In the light of the above objective, CB plans to perform the following tasks:

- (a) Leveraging on the existing policy framework, CB will strengthen support to local artists and arts groups, in particular young artists and new arts groups, to provide more room for development and make available additional resources, and prepare for the forthcoming new operating environment at the West Kowloon Cultural District.

- (b) By delegating authority to the 18 districts, CB will encourage the district councils to play a more prominent and proactive role in promoting culture and arts, develop more and better utilize district cultural performance venues, provide better cultural and arts services to the residents and promote cultural activities with a local flair. At the same time, CB will also encourage prominent arts groups with the appropriate scale and performance standard to give touring performances in different districts;
- (c) Complementing arts curriculum at schools, CB will work with the Education Bureau and other collaborators to increase our support to schools to expand the content of cultural and arts curriculum at schools, strengthen the qualifications of teachers in culture and arts, and combine the curriculum with extra-curricular activities to provide diversified development.
- (d) CB will increase cultural experience activities and consider adopting effective new initiatives to give young people from various strata of society the opportunity to receive a diversity of arts training. Subsidy will be provided to students to give them the opportunity to attend more cultural performances, raise their appreciation capacity and calibre and cultivate local audience, which in turn will also increase the demand for local arts activities.
- (e) CB will make the most of social resources and encourage the business sector to participate in various cultural and arts activities, including:
  - Introducing the matching fund model format to the cultural and arts field;
  - Opening up more public space to give local artists and arts groups more opportunities to perform and exhibit their works;
  - Considering giving priority to cultural and arts groups to use revitalised old buildings;
  - Considering providing incentives and incorporating cultural consideration in land leases to require developers to set aside space in commercial complexes for cultural and arts activities, mega bookstores, exhibitions and performances;
  - Actively planning to open a cultural and arts media channel and promoting cultural and arts activities and programmes through the multi-media;
  - Expediting the construction of venues in the West Kowloon Cultural District, and confirming as soon as possible the mode of sustainable operation that can meet the demands of the industry, and incorporating the software installation at an early stage, and considering hosting regional and international festivals. As a special feature of the West Kowloon Cultural District, CB will invite established cultural and arts performance troupes such as

Cantonese operatic companies to be resident in the West Kowloon cultural facilities.

- (f) CB will promote cultural exchange and cooperation between Hong Kong and other localities. Initiatives are set out below.
- CB will foster cultural cooperation at the regional and international levels, in particular with the Mainland which has a wealth of cultural resource;
  - CB will preserve and leverage Hong Kong's advantage in freedom of expression to foster the development of cultural creative industries, such as developing a book-publishing business and turning Hong Kong into a publishing and distribution centre for Chinese language publication;
  - Other than the Hong Kong Arts Festival, CB will organise local arts festivals to mobilise and tap the initiatives of people at the district level and also amongst the ethnic minorities, facilitate the local arts groups to fully play their role and deepen the community's awareness of local culture in a way that will further strengthen cohesion and a sense of belonging in the community;
  - CB will provide encouragement to Hong Kong arts groups and museums to promote their cultural activities through more proactive operational models, emphasising both content and publicity;
  - CB will make further efforts to promote Hong Kong both locally and internationally as a city of culture.
- (g) CB will strengthen support for the cultural creative industries, broaden the scope and coverage of the "Creative Hong Kong" programme, assist local arts and performing groups to arrange performances on the Mainland, and help the industries tap the Mainland and overseas markets.
- (h) CB will provide policy support and resources for the development of local independent film making, post-filming and digital animation production etc. Leveraging on the Film Development Fund, CB will promote the training of talents, optimise the film making environment and assist local producers to access the overseas markets.
- (i) CB will coordinate and support local universities and community groups in their work on documenting Hong Kong's historical cultural archive.
- (j) CB will give due consideration to conservation in undertaking town planning. Historical buildings, streets and alleys, and neighbourhoods with special features will be designated as a specified category in the Outline Zoning Plans. They will be accorded

statutory protection when the relevant area or district is being re-vitalised or re-developed.

5. Setting up CB will help incorporate culture into the development agenda of Hong Kong, promote local culture and the arts, heighten the awareness of culture among all bureaux, and raise the status of culture and the arts of Hong Kong internationally. CB, once established, will forge partnership with the culture sector, the creative industries sector and the community in Hong Kong, maintain and promote a free and heterogeneous cultural environment and atmosphere as well as promote and speed up the development of creative industries.

Office of the Chief Executive-elect  
May 2012

**Job Description  
Director of Bureau**

1. To gauge public opinion and respond to the needs of the community.
2. To set policy objective and goals, and develop, formulate and shape policies.
3. To assist the Chief Executive in policy making as Members of the Executive Council.
4. To secure the support of the community and the Legislative Council (LegCo) for his/her policy and legislative initiatives as well as proposals relating to fees and charges and public expenditure.
5. To attend full sessions of LegCo to initiate bills or motions, respond to motions and answer questions from LegCo Members.
6. To attend LegCo committee, subcommittee and panel meetings where major policy issues are involved.
7. To exercise the statutory functions vested in him/her by law.
8. To oversee the delivery of services by the executive departments under his/her purview and ensure the effective implementation and successful outcome of policies.

-----

**Job Description  
Deputy Director of Bureau**

**Title of Positions** : Under Secretary

**Rank** : Deputy Director of Bureau (non-civil service rank)

**Responsible to** : The relevant Director of Bureau

**Main Duties and Responsibilities**

Assisting Director of Bureau in –

*Leadership and Strategies*

1. setting policy objectives and priorities, formulating policy and legislative initiatives to achieve agreed objective and priorities, scheduling the roll-out of these policies and legislation, and mapping out overall strategies to secure public support for these initiatives.
2. coordinating with other bureaux/departments on cross-bureau issues requiring political input to ensure that the objective and priorities of the Government are achieved.

*Legislative Council (LegCo) Business and Political Liaison*

3. handling LegCo business and strengthening the working relationship with LegCo by –
  - (a) deputising for Director of Bureau in his/her absence;
  - (b) attending the main meetings of LegCo as assigned by Director of Bureau to respond to motion debates and LegCo questions, and handling legislative work;
  - (c) attending committee, subcommittee and panel meetings of LegCo as assigned by Director of Bureau to explain and defend the Government's policy decisions and exchange views with Members;
  - (d) maintaining regular liaison with LegCo Members to ensure that the process of policy formulation and implementation benefits from Members' ideas and input, and that Members acquire a fuller understanding of the position taken by the Government; and

- (e) scheduling and securing the passage of bills, motions and subsidiary legislation as well as public expenditure proposals through LegCo, and delivering the Government's legislative and budgetary programme.
  - 4. attending public forums and other functions to explain and defend proposals and decisions made by the political team and to answer questions from LegCo Members, stakeholders and the public.
  - 5. maintaining close contact with the media for the purpose of enabling the media to be aware of the policy thinking of the Government.
  - 6. maintaining close contact with other stakeholders, such as District Councils, political parties/groups, community organisations as well as business, professional and other bodies, and gauging public sentiment and establishing community-wide rapport on government policies and decisions.
-

**Job description**  
**Political Assistant to Director of Bureau**

**Title of positions** : Political Assistant to Director of Bureau

**Rank** : Political Assistant to Director of Bureau  
(non-civil service rank)

**Responsible to** : The relevant Director of Bureau and Deputy  
Director of Bureau

**Main Duties and Responsibilities**

Rendering support to Director of Bureau and Deputy Director of Bureau by –

*Strategies and Political Advice*

1. providing advice from the political perspective for consideration by Director of Bureau and Deputy Director of Bureau.
2. contributing to formulation of policy and legislative initiatives, as well as assisting in mapping out overall strategies by giving inputs with a political viewpoint.
3. advising on submissions to the Legislative Council (LegCo) and other publications, highlighting any aspect which he/she considers has political implications, and handling sensitive political points according to the direction of Director of Bureau and Deputy Director of Bureau.
4. drafting speeches, media statements and other articles, as directed by the Director of Bureau or the Deputy Director of Bureau.

*Political Liaison*

5. providing advice on the handling of invitations and correspondence from political parties/groups to Director of Bureau and Deputy Director of Bureau.
6. assessing from time to time the need for lobbying political parties/groups in dealing with LegCo business and providing advice to Director of Bureau and Deputy Director of Bureau accordingly.
7. liaising with members of political parties/groups, District Councils, community organisations as well as business, professional and other bodies at the



instruction of Director of Bureau and Deputy Director of Bureau to brief them on issues under the purview of the Director of Bureau, listen to their views on issues of concern, and solicit their support for the Government policies concerned.

8. liaising with the media according to the direction of the Director of Bureau and Deputy Director of Bureau to convey the Government's position on issues and policies concerned.
9. monitoring views from interest groups and the general public on policy issues concerned and assessing the political implications.

-----

**Job Description**  
**Administrative Assistant to the**  
**Secretary for Culture**

**Rank** : Administrative Officer Staff Grade C (D2)

**Responsible to** : Secretary for Culture (S for C)

**Main Duties and Responsibilities –**

1. To provide general administrative support to S for C.
2. To co-ordinate submissions to S for C.
3. To co-ordinate and handle replies to correspondence, including complaints, addressed to S for C.
4. To prepare speeches and statements to be delivered by S for C, in co-ordination with the Press Secretary to S for C.
5. To plan S for C's programme of official visits and duty trips, both locally and overseas, and co-ordinate the preparation of briefs of such visits and follow-up action as required.
6. To plan meetings on various subjects, prepare briefs, and service meetings chaired by S for C.
7. To undertake special policy assignments including special policy review and other administrative duties as S for C may from time to time direct.

-----

**Job Description  
Permanent Secretary for Culture**

**Rank** : Administrative Officer Staff Grade A1 (D8)

**Responsible to** : Secretary for Culture (S for C)

**Main Duties and Responsibilities –**

1. To lead the formulation of policies under the purview of the Culture Bureau (CB) and make recommendations to S for C, including policies on fostering the development of the arts and culture (including overseeing the development of the West Kowloon Cultural District), film and creative industries and heritage conservation.
2. To assist S for C in explaining policies to the community and in securing the support of the public and the Legislative Council.
3. To assist S for C in securing and deploying the financial and staffing resources needed to implement agreed policies and programmes.
4. To steer and strategise the work of the Leisure and Cultural Services Department (LCSD) in relation to the arts and culture and heritage conservation, the Create Hong Kong and the Commissioner for Heritage's Office.
5. To assume the housekeeping role in respect of LCSD.
6. To serve as the Controlling Officer for the expenditure head of CB and to ensure the proper use of financial resources within the bureau.
7. To manage staff resources in CB.

-----

## **Setting Up the Technology and Communications Bureau**

The Chief Executive-elect (CE-elect) points out in his platform that industrial production is about the application of technologies and innovations, and advancement in technology helps to upgrade our industries. Industries that lack technology and innovations are not sustainable in the long run, nor can technology innovations take place in isolation from industrial production.

2. Given rapid advancement in technology, the global economy faces new challenges. An Internet-based economy is now an inevitable trend, with technology being the new focus of development strategies in many countries. While continuing with the development of traditional industries, Hong Kong must rethink and set afresh its strategy for sustainable economic development. We need to develop new industries including technology industry to enhance our competitiveness.

3. At present, information technology, innovation and technology, broadcasting and telecommunications come under the purview of the Commerce and Economic Development Bureau (CEDB), which also oversees policies concerning our trade relations with the Mainland and the rest of world, intellectual property, support for industries and tourism. It has a wide span of portfolio. The business community has long wished for a technology bureau to be set up to better respond to their needs and lead their further development. To actively respond to this call, the CE-elect proposes that the CEDB be reorganised into two policy bureaux, with one being the Technology and Communications Bureau (TCB). This fully recognises the importance of advancement in technology to our economic development.

4. The proposal is also in line with a suggestion from the current term Legislative Council (LegCo). The LegCo meeting held on 6 July 2011 passed a motion moved by the Hon. Samson Tam and amended by the Hon. Pan Pey-chyou and the Hon. Emily Lau, urging the Administration to study the establishment of a TCB. Members supporting the motion took the view that an Internet-based economy would help enhance our competitiveness vis-à-vis countries and cities in our vicinity and even constitute an important driving force for the economy of Hong Kong to further forge ahead. Government participation and policy support are indispensable for the rapid and sustainable development of an Internet-based economy.

5. The new TCB will be responsible for mapping out a comprehensive and systematic policy for information and technology to support the development of technology infrastructure (including mobile Internet platforms and large-scale data processing centre). It will also strengthen co-ordination between government departments and public bodies providing support services to Hong Kong brands, designs, and product research and development, improve the vetting mechanism for

funding support to enterprises to carry out research and development in technology, and promote the establishment of technology industry clusters both locally and in the Pearl River Delta (PRD).

6. The CE-elect has not put forward new initiatives in his platform in respect of broadcasting and telecommunications policies. Concerning technology policy, TCB plans to:

- (a) increase investment in technology infrastructure, especially in relation to mobile Internet platforms, data processing centres as well as testing and certification organisations in order to lay a solid foundation for the development of innovative technology industry and to promote the development of an Internet-based economy.
- (b) integrate the development of key emerging industries in the Mainland with Hong Kong's development strategy for innovation and technology, focusing in particular on key pursuits in the PRD, such as information technology, communication equipment, electronics for automobiles and LED technology, and attracting industries and talents to come to Hong Kong to join forces with the Mainland in these pursuits.
- (c) make an effort to increase within five years the amount of expenditure on investment in research and development to 0.8% of GDP.
- (d) devise a procurement policy that actively supports the use of applied technologies and environmental protection since the Government, as a major buyer of applied technology, should play a role in creating a market.

7. The setting up of a TCB dedicated to co-ordinating and formulating an overall development strategy for innovation and technology in Hong Kong reflects the determination and commitment of the incoming Government to promote advancement in technology. It serves to drive local economic development and enhance Hong Kong's competitiveness to meet new challenges faced by the global economy.

Office of the Chief Executive-elect  
May 2012

**Job Description**  
**Administrative Assistant to the**  
**Secretary for Technology and Communications**

**Rank** : Administrative Officer Staff Grade C (D2)

**Responsible to** : Secretary for Technology and Communications (STC)

**Main Duties and Responsibilities –**

1. To provide general administrative support to STC.
2. To co-ordinate submissions to STC.
3. To co-ordinate and handle replies to correspondence, including complaints, addressed to STC.
4. To prepare speeches and statements to be delivered by STC, in co-ordination with the Press Secretary to STC.
5. To plan STC's programme of official visits and duty trips, both locally and overseas, and co-ordinate the preparation of briefs for such visits and follow-up action as required.
6. To plan meetings on various subjects, prepare briefs, and service meetings chaired by STC.
7. To undertake special policy assignments including special policy review and other administrative duties as STC may from time to time direct.

-----

**Job Description**  
**Permanent Secretary for Commerce and Industries**  
**(Maritime, Aviation, Logistics and Tourism)**

**Rank** : Administrative Officer Staff Grade A1 (D8)

**Responsible to** : Secretary for Commerce and Industries (SCI)

**Main Duties and Responsibilities –**

1. To assist SCI in strategic planning, formulation and implementation of policies related to tourism development, civil aviation and airport development, air services agreements, maritime transport, port and logistic development.
2. To support SCI in explaining and defending policies in Legislative Council (LegCo) Panels and Committees, in securing support of the public and LegCo, and in dealing with LegCo business.
3. To steer and co-ordinate with executive departments and agencies, including the Marine Department, the Civil Aviation Department, the Airport Authority and the Hong Kong Tourism Board, to achieve smooth, timely and effective implementation of the concerned policies and programmes.
4. To serve as the Controlling Officer for the expenditure head of the Maritime, Aviation, Logistics and Tourism Branch (MALTB) and to ensure the proper use of financial resources within the branch.
5. To assume the housekeeping role in respect of the Civil Aviation Department and the Marine Department.
6. To manage staff resources in MALTB.

-----

## **Re-organisation of the Development Bureau and Transport and Housing Bureau**

### **Background**

Housing is the top concern of the public and high on the agenda of the next term Government. The significant increase in the price and rent of private properties as well as the number of applications for public housing over the past five years have shown that there is a discrepancy between property prices and people's affordability, and that public demands for housing are not met in full. The imbalance of demand and supply in housing can be attributed to many reasons, including -

- (a) The long-term housing strategy has not been updated since 1997 and is unable to prepare for the future. The Government also repositioned its housing policy in 2002, withdrawing from the private residential market and focusing on providing public rental housing (PRH) flats.
- (b) There was a period during which land was mainly sold under the Application List triggering system, and the supply of private housing was determined by the market. The developers had a tendency to reduce supply to safeguard their interests. The situation has improved somewhat in the last two years since the Government has adopted the two-pronged approach of the Application List triggering system and Government-initiated sale.
- (c) Ceasing the Home Ownership Scheme has reduced the mobility of PRH tenants, which may have in turn reduced the number of PRH units returned. Faced with the rise in PRH applications, the Housing Authority has found it difficult to secure sites to increase PRH supply.
- (d) The Capital Investment Entrant Scheme has attracted Mainland investors to come to Hong Kong and buy properties, creating the side effects of increased housing demand and escalating property prices.
- (e) Since the Transport and Housing Bureau (THB) and the Development Bureau (DEVB) are under the Chief Secretary and the Financial Secretary (FS) respectively, land supply and housing supply policies are put under two separate lines of command within the government structure. In 2010, the Government had to set up the Steering Committee on Housing Land Supply chaired by FS to coordinate efforts of bureaux and departments to increase housing land supply.



## **The Re-organisation Proposal**

2. The Chief Executive-elect proposes to re-establish the Housing, Planning and Lands Bureau (HPLB) to bring the assessment of housing demand and supply and the planning of land use under the same bureau. This will render the coordination of land development and housing construction more effective. Placing HPLB under the supervision of FS will enable a more comprehensive planning of public and private housing supply, monitoring of changes in the property market and making of timely and effective adjustments. The objectives are to ensure steady and orderly land supply, stabilise the property market, and build PRH to meet the housing needs of low-income people.

3. Under this proposal, the Planning and Lands Branch of DEVB will be combined with the Housing Branch/Housing Department of THB to form HPLB, whereas DEVB's Works Branch (except for the policy responsibility for heritage conservation) will be merged with the Transport Branch of THB (except for the policy responsibilities for aviation, maritime and logistics services) to form the Transport and Works Bureau. Transport and works are closely related as evident from the fact that six of the ten major infrastructure projects are transport infrastructure projects.

## **Platform on Housing**

4. Mr. C.Y. Leung's housing platform is to "assist low-income families to move into public rental housing, assist middle-income families to buy their own homes and promote the healthy and steady development of the property market". The main focuses are to -

- (a) formulate a long-term housing strategy and review it every five years;
- (b) increase the transparency of Government's land supply and enhance implementation sustainability;
- (c) for middle-income families, extend the entitlement period for the tax deduction for home loan interest to 20 years, and raise the annual deduction ceiling from \$100,000 to \$150,000;
- (d) subject to the market situation, study the introduction of a "Hong Kong property for Hong Kong residents" policy, or consider introducing low interest or interest-free loans;
- (e) allocate more land for building homes designated for retiring middle-class elderly persons to meet the demand of an ageing population;
- (f) conduct a comprehensive survey of sub-divided living units, caged homes,

cubicle apartments, etc;

- (g) expedite the pace and enlarge the scale of urban renewal;
- (h) support and encourage non-profit-making organisations to provide hostel accommodation for young people;
- (i) bring forward by one year the completion of around 35 000 PRH flats originally scheduled for completion in later years of the next five years;
- (j) shorten the average waiting period for non-elderly single applicants who are over the age of 35 to three years;
- (k) review the PRH allocation policy to encourage young and elderly people to live with their families; and
- (l) provide integrated elderly services at public housing estates with a large elderly population to encourage elderly persons to retire at home.

Office of the Chief Executive-elect  
May 2012

**Job Description**  
**Deputy Secretary for Culture**

**Rank** : Administrative Officer Staff Grade B (D3)

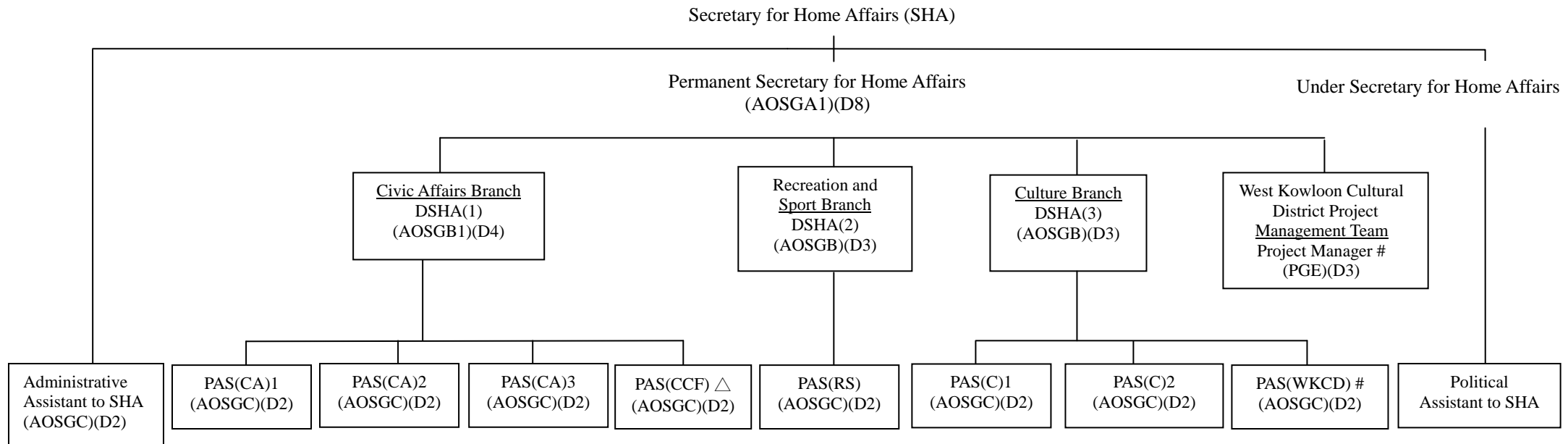
**Responsible to** : Permanent Secretary for Culture

**Main Duties and Responsibilities –**

1. To formulate and oversee the implementation of a comprehensive strategy for fostering the development of the arts and culture in Hong Kong, including support for arts groups, cultural infrastructure, grooming of artistic talents, arts education, audience building in collaboration with other relevant bodies and stakeholders.
2. To formulate and oversee the implementation of strategies to enhance the funding and assessment system for major performing arts groups and related matters, in consultation with the Advisory Committee on Arts Development.
3. To formulate policies on the Hong Kong Academy for Performing Arts and the Hong Kong Arts Development Council and oversee the work of these two organisations in the implementation of these policies.
4. To oversee policies on the protection of intangible cultural heritage, including, in particular, supporting the development of Cantonese opera in consultation with relevant advisory committees and stakeholders.
5. To oversee policies on public cultural and arts facilities managed by the Leisure and Cultural Services Department (LCSD) and providing policy support and subvention to some privately run arts and cultural facilities such as the Hong Kong Maritime Museum, the Hong Kong Jockey Club Creative Arts Centre, the Fringe Club and the Hong Kong Arts Centre.
6. To oversee policy matters relating to Hong Kong's cultural cooperation and exchange with other places, including the Mainland China as well as overseas countries, including the planning and organisation of the Asia Cultural Cooperation Forum.
7. To oversee policy matters relating to the Advisory Committee on Arts Development and the operation and allocation of funds from the Arts and Sport Development fund (Arts Portion), the Arts Development Fund, the Hong Kong Jockey Club Music and Dance Fund and the Lord Wilson Heritage Trust.
8. To oversee the formulation of policies on heritage conservation, and the work of the Commissioner for Heritage's Office as well as provide policy support and guidance to the Antiquities and Monuments Office of LCSD.

-----

## Existing Organisation Chart of the Home Affairs Bureau



### Legend

AOSGA1	Administrative Officer Staff Grade A1
AOSGB1	Administrative Officer Staff Grade B1
AOSGB	Administrative Officer Staff Grade B
AOSGC	Administrative Officer Staff Grade C
C	Culture
CA	Civic Affairs
CCF	Community Care Fund

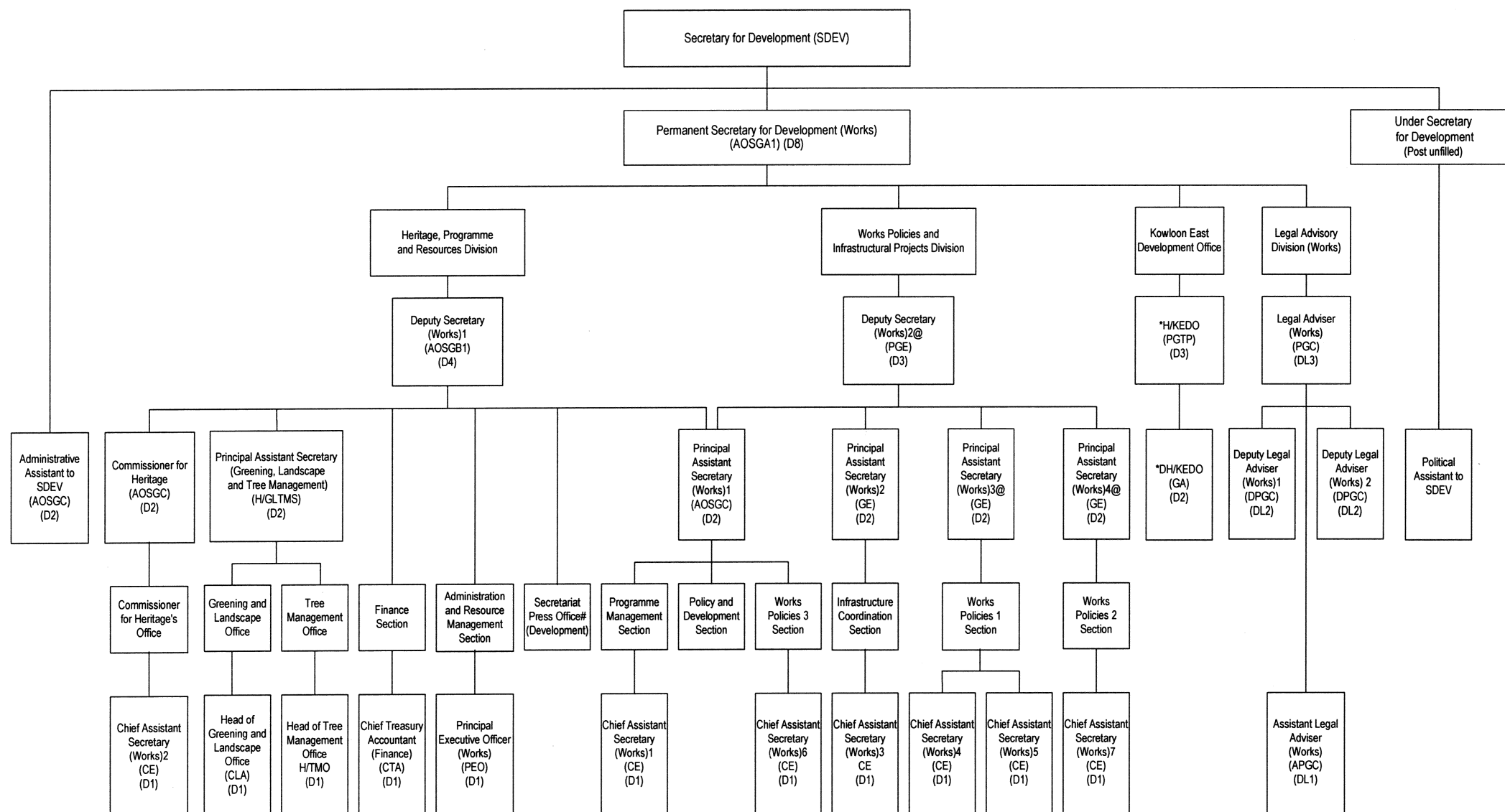
DSHA	Deputy Secretary for Home Affairs
PAS	Principal Assistant Secretary
PGE	Principal Government Engineer
RS	Recreation and Sport
SHA	Secretary for Home Affairs
WKCD	West Kowloon Cultural District

# Supernumerary posts created with LegCo's approval up to 31.3.2015

△ Supernumerary post created with LegCo's approval up to 5.5.2014

Note: For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo's approval/to be created in the 2011-12 legislative session subject to LegCo's approval, and supernumerary posts created under delegated authority for more than 6 months are featured.

## Existing Organisation Chart of the Development Bureau (Works Branch)



## Legend

AOSGA1 Administrative Officer Staff Grade A1  
 AOSGB1 Administrative Officer Staff Grade B1  
 AOSGC Administrative Officer Staff Grade C  
 PGTP Principal Government Town Planner  
 GA Government Architect

PGE  
 GE  
 CE  
 PGC  
 DPGC  
 APGC

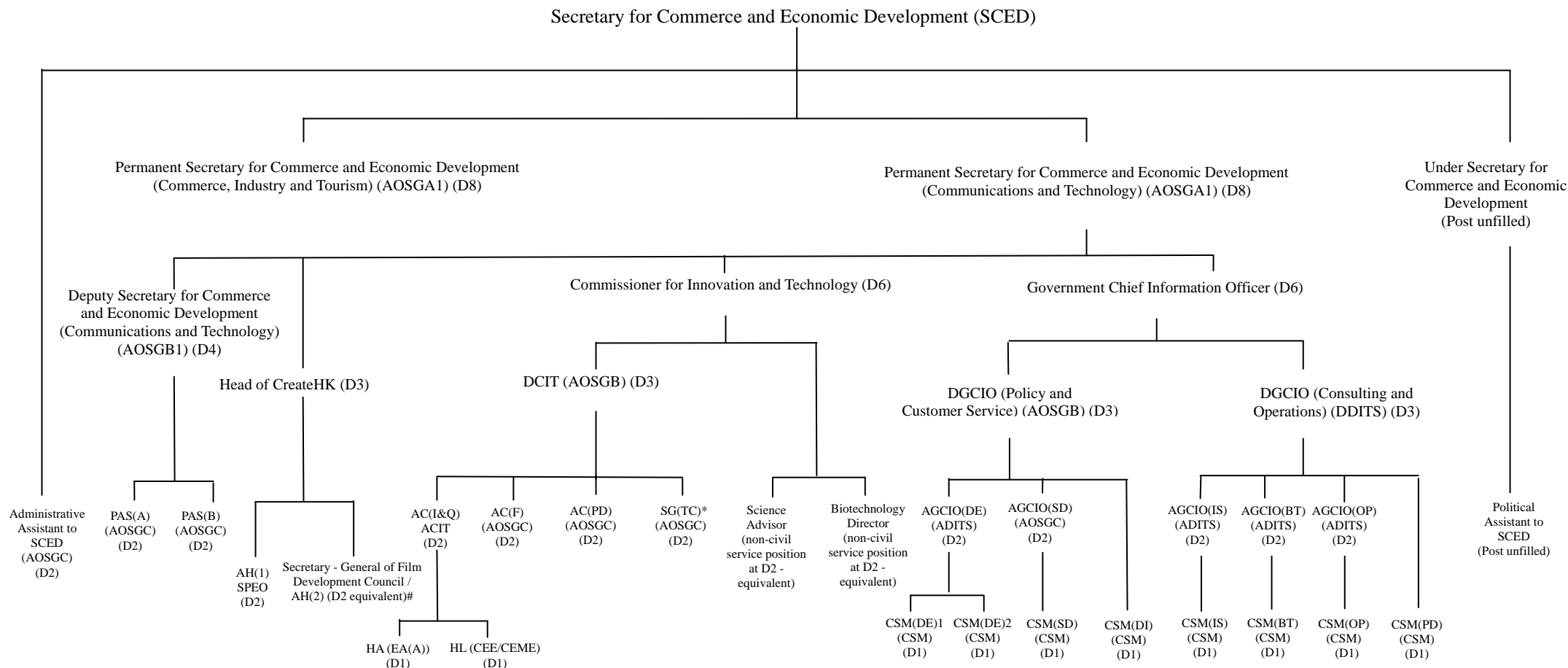
Principal Government Engineer  
 Government Engineer  
 Chief Engineer  
 Principal Government Counsel  
 Deputy Principal Government Counsel  
 Assistant Principal Government Counsel

H/KEDO Head of Kowloon East Development Office  
 DH/KEDO Deputy Head of Kowloon East Development Office  
 H/GLTMS Head of Greening, Landscape and Tree Management Section  
 H/TMO Head of Tree Management Office  
 CLA Chief Landscape Architect

\*  
 #  
 @

Supernumerary posts to be created on 1.7.2012 with LegCo's approval  
 Secretariat Press Office (Development) serves both PLB and WB  
 Multi-disciplinary post

## Existing Organisation Chart of the Commerce and Economic Development Bureau (Communications and Technology Branch)

**Legend**

PAS : Principal Assistant Secretary

AOSGA1 : Administrative Officer Staff Grade A1

AOSGB1 : Administrative Officer Staff Grade B1

AOSGB : Administrative Officer Staff Grade B

AOSGC : Administrative Officer Staff Grade C

DGCIO : Deputy Government Chief Information Officer

AGCIO : Assistant Government Chief Information Officer

DDITS : Deputy Director of Information Technology Services

ADITS : Assistant Director of Information Technology Services

CSM : Chief Systems Manager

CEME : Chief Electrical and Mechanical Engineer

DCIT : Deputy Commissioner for Innovation and Technology

ACIT : Assistant Commissioner for Innovation and Technology

AC(F) : Assistant Commissioner (Funding Schemes)

AC(I&amp;Q) : Assistant Commissioner (Infrastructure &amp; Quality Services)

AC(PD) : Assistant Commissioner (Policy and Development)

SG(TC) : Secretary-General (Testing and Certification)

HA : Head, Accreditation Service

HL : Head, Standards and Calibration Laboratory

EA(A) : Executive Administrator (Accreditation)

CEE : Chief Electronics Engineer

# Non-civil service position until 15.11.2013

\* Supernumerary post with LegCo's approval up to 31.3.2014

AGCIO(DE) : AGCIO (Digital Economy Facilitation)

AGCIO(SD) : AGCIO (E-government Service Delivery)

AGCIO(IS) : AGCIO (IT Strategy)

AGCIO(BT) : AGCIO (Business Transformation)

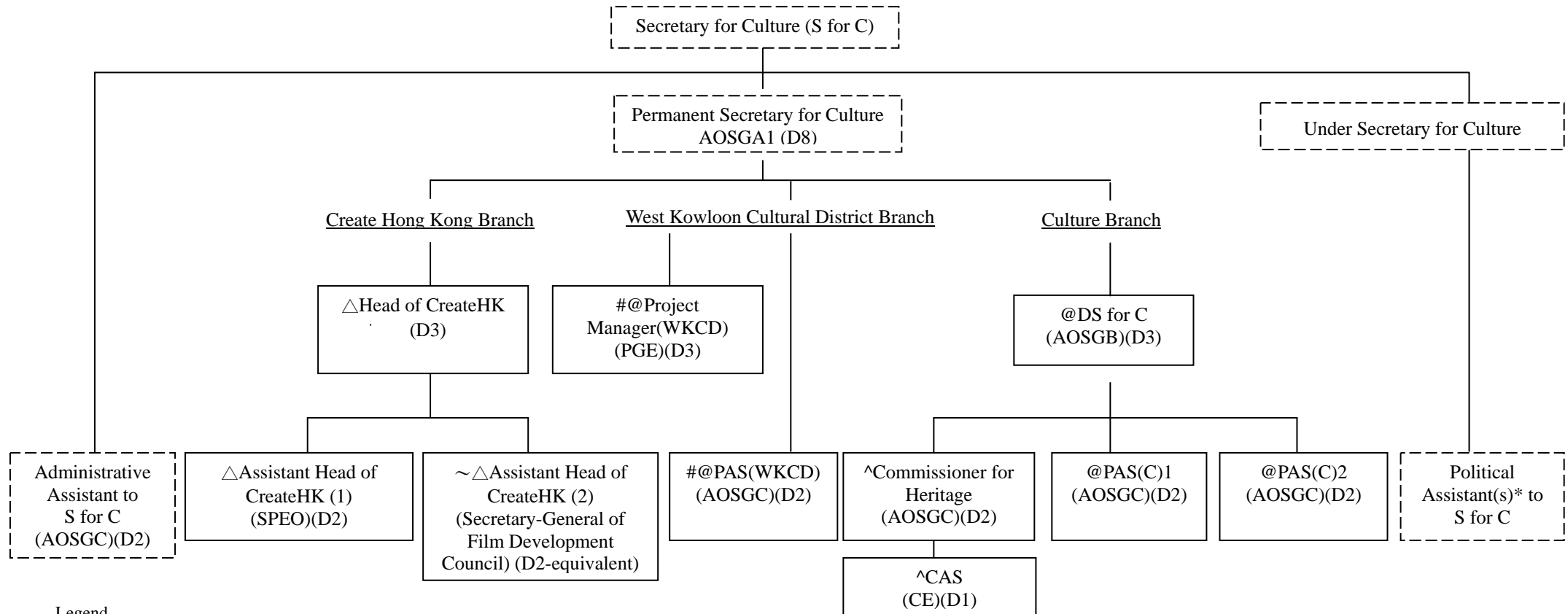
AGCIO(OP) : AGCIO (IT Operations)

CSM(DI) : CSM (Digital Inclusion)

CSM(PD) : CSM (IT Professional Development)

Note: For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo's approval/to be created in the 2011-12 legislative session subject to LegCo's approval, and supernumerary posts created under delegated authority for more than 6 months are featured.

## Proposed Organisation Chart of the Culture Bureau



### Legend

AOSGA1 Administrative Officer Staff Grade A1  
 AOSGB Administrative Officer Staff Grade B  
 AOSGC Administrative Officer Staff Grade C  
 C Culture  
 CAS Chief Assistant Secretary  
 CE Chief Engineer

DS for C Deputy Secretary for Culture  
 PAS Principal Assistant Secretary  
 PGE Principal Government Engineer  
 SPEO Senior Principal Executive Officer  
 WKCD West Kowloon Cultural District

\* Under the proposed new arrangement, a Director of Bureau will be given the discretion to employ one or more Political Assistants (PAs) subject to a cap on the total monthly salaries payable to the PA(s) employed in his private office.

# Supernumerary posts created with LegCo's approval up to 31.3.2015

~ Non-civil service position until 15.11.2013

△ Posts to be transferred from Commerce and Economic Development Bureau

@ Posts to be transferred from Home Affairs Bureau

^ Posts to be transferred from Development Bureau

- - - - - New posts to be created

Note: For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo's approval/to be created in the 2011-12 legislative session subject to LegCo's approval, and supernumerary posts created under delegated authority for more than 6 months are featured.

**Job Description**  
**Permanent Secretary for Home Affairs**

**Rank** : Administrative Officer Staff Grade A1 (D8)

**Responsible to** : Secretary for Home Affairs (SHA)

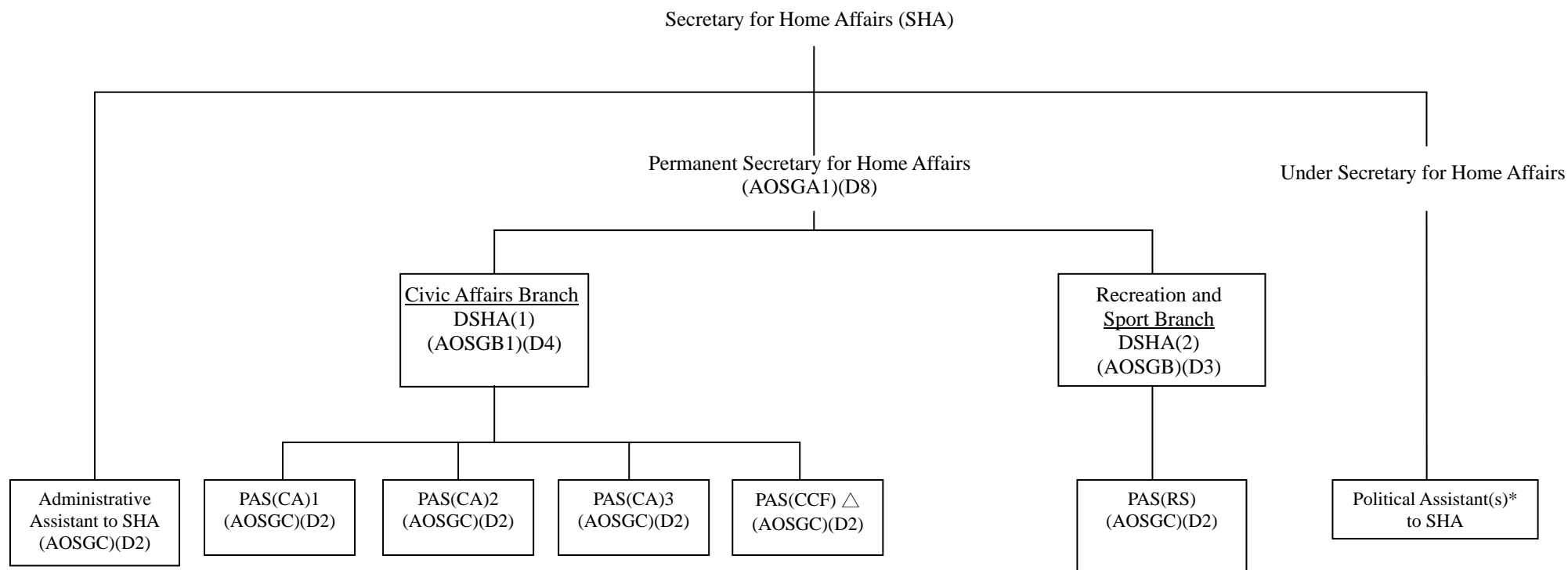
**Main Duties and Responsibilities –**

1. To assist SHA in strategic planning and in formulating, co-ordinating and implementing policies relating to youth development, gambling, civic education promotion, religion, recreation and sport, legal aid, social enterprise, community building, District Administration development, building management, hotels and entertainment licensing.
2. To assist SHA in explaining policies to the community, and in securing the support of the public and the Legislative Council.
3. To assist SHA in securing and deploying the financial and staffing resources needed to implement agreed policies and programmes.
4. To steer and strategise work of the Home Affairs Department (HAD) and the Leisure and Cultural Services Department in relation to leisure and sport services.
5. To assume the housekeeping role in respect of HAD, the Information Services Department and the Legal Aid Department.
6. To serve as the Controlling Officer for the expenditure head of the Home Affairs Bureau (HAB) and to ensure the proper use of financial resources within the bureau.
7. To manage staff resources in HAB.

-----



## Proposed Organisation Chart of the Home Affairs Bureau



### Legend

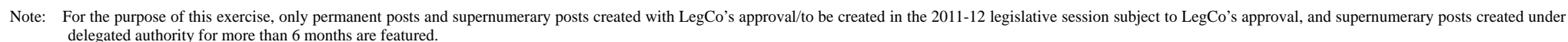
AOSGA1 Administrative Officer Staff Grade A1  
 AOSGB1 Administrative Officer Staff Grade B1  
 AOSGB Administrative Officer Staff Grade B  
 AOSGC Administrative Officer Staff Grade C

CA Civic Affairs  
 CCF Community Care Fund  
 DSHA Deputy Secretary for Home Affairs  
 PAS Principal Assistant Secretary  
 RS Recreation and Sport  
 SHA Secretary for Home Affairs

\* Under the proposed new arrangement, a Director of Bureau will be given the discretion to employ one or more Political Assistants (PAs) subject to a cap on the total monthly salaries payable to the PA(s) employed in his private office.

△ Supernumerary post created with LegCo's approval up to 5.5.2014

Note: For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo's approval/to be created in the 2011-12 legislative session subject to LegCo's approval, and supernumerary posts created under delegated authority for more than 6 months are featured.



**Job Description**  
**Permanent Secretary for Technology and Communications**

**Rank** : Administrative Officer Staff Grade A1 (D8)

**Responsible to** : Secretary for Technology and Communications (STC)

**Main Duties and Responsibilities –**

1. To assist STC in reviewing and formulating government policies, legislative proposals and implementation programmes in areas of broadcasting, telecommunications, information technology, innovation and technology.
2. To assist STC in acquiring resources and deploying measures to support the implementation of policies and delivery of services.
3. To assist STC in explaining and defending policies in Legislative Council (LegCo) Panels and Committees, in securing support of the public and LegCo, and in dealing with LegCo business.
4. To steer and coordinate with the executive departments to achieve smooth, timely and effective implementation of policies and programmes.
5. To uphold the reliability and professional standards in the delivery of services by executive departments.
6. To serve as the Controlling Officer for the expenditure head of the Technology and Communications Bureau (TCB) and to ensure the proper use of financial resources within the bureau.
7. To assume the housekeeping role in respect of the Innovation and Technology Commission, the Office of the Government Chief Information Officer, the Office of the Communications Authority and the Radio Television Hong Kong.
8. To manage staff resources in TCB.

-----

**Job Description**  
**Deputy Secretary for Technology and Communications**

**Rank** : Administrative Officer Staff Grade B1 (D4)  
**Responsible to** : Permanent Secretary for Technology and  
Communications (PSTC)

**Main Duties and Responsibilities –**

1. To assist PSTC in reviewing, formulating, evaluating and monitoring government policies, legislative proposals and implementation programmes in areas of broadcasting and telecommunications.
2. To devise strategic plans for the promotion of the development of the broadcasting and telecommunications in Hong Kong.
3. To assist PSTC in steering and coordinating with the executive departments (including the Radio Television Hong Kong and the Office of the Communications Authority) to achieve smooth, timely and effective implementation of policies and programmes.
4. To represent PSTC on such committees and boards as may be required.
5. To assist PSTC in managing staffing resources in the Technology and Communications Branch, and in ensuring proper use of financial resources.

-----

**Job Description**  
**Principal Assistant Secretary for**  
**Technology and Communications (B)**

**Rank** : Administrative Officer Staff Grade C (D2)

**Responsible to** : Deputy Secretary for Technology and Communications

**Main Duties and Responsibilities –**

1. To formulate and review policies on the development of telecommunications, including in particular policy options to promote competition, and to respond to technological changes and convergence.
2. To monitor the regulatory regime in telecommunications to develop it further in keeping with an open and competitive telecommunications market.
3. To formulate policies to tackle the problem of unsolicited electronic messages.
4. To house-keep the telecommunications aspects of the Office of the Communications Authority (OFCA) and to coordinate the overall housekeeping of OFCA.

-----

**Job Description**  
**Permanent Secretary for Commerce and Industries**  
**(Trade and Industry)**

**Rank** : Administrative Officer Staff Grade A1 (D8)

**Responsible to:** Secretary for Commerce and Industries (SCI)

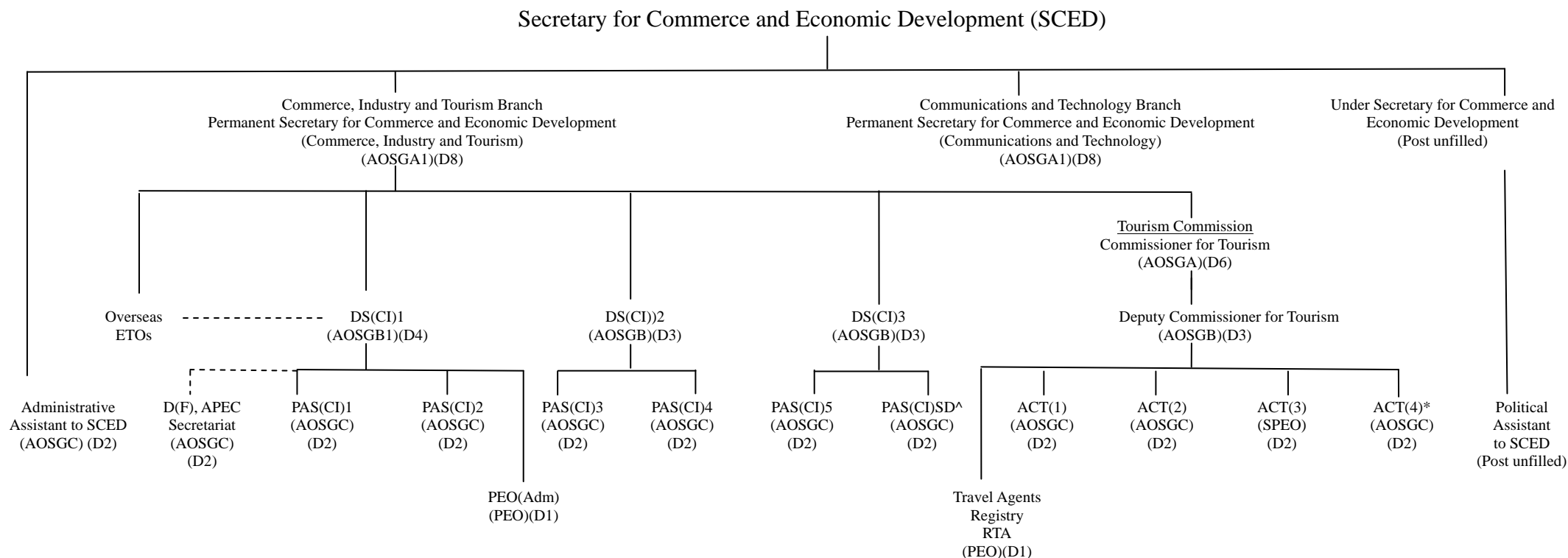
**Main Duties and Responsibilities –**

1. To assist SCI in strategic planning, formulation and implementation of policies related to Hong Kong's external commercial relations, Mainland and Hong Kong Closer Economic Partnership Arrangement, investment promotion, intellectual property protection, industry support, trade facilitation, competition policy, consumer protection, wine-related business, postal services and meteorological services.
2. To support SCI in explaining and defending policies in the Legislative Council (LegCo) Panels and Committees, in securing support of the public and LegCo, and in dealing with LegCo business.
3. To steer and co-ordinate with the executive departments and agencies including the Trade and Industry Department, the overseas Economic and Trade Offices, the Invest Hong Kong, the Intellectual Property Department, the Post Office, the Hong Kong Observatory, the Hong Kong Trade Development Council, the Consumer Council, the Hong Kong Export Credit Insurance Corporation and the Customs and Excise Department to achieve smooth, timely and effective implementation of the concerned policies and programmes.
4. To serve as the Controlling Officer for the expenditure heads of the Trade and Industry Branch (TIB) and the overseas Economic and Trade Offices and to ensure the proper use of financial resources within the branch and the overseas offices.
5. To assume the housekeeping role in respect of the Trade and Industry Department, the overseas Economic and Trade Offices, the Invest Hong Kong, the Intellectual Property Department, the Post Office and the Hong Kong Observatory.
6. To manage the staff resources in TIB.

7. To be the Head of the Trade Officer Grade.

-----

## Existing Organisation Chart of the Commerce and Economic Development Bureau (Commerce, Industry and Tourism Branch)

Legend

DS(CI)	Deputy Secretary for Commerce and Economic Development (Commerce and Industry)
PAS(CI)	Principal Assistant Secretary (Commerce and Industry)
AOSGA1	Administrative Officer Staff Grade A1
AOSGA	Administrative Officer Staff Grade A
AOSGB1	Administrative Officer Staff Grade B1
AOSGB	Administrative Officer Staff Grade B
AOSGC	Administrative Officer Staff Grade C
SPEO	Senior Principal Executive Officer
PEO	Principal Executive Officer

ACT	Assistant Commissioner for Tourism
RTA	Registrar of Travel Agents
D(F)	Director (Finance)
APEC	Asia-Pacific Economic Cooperation
ETOs	Economic and Trade Offices
Adm	Administration

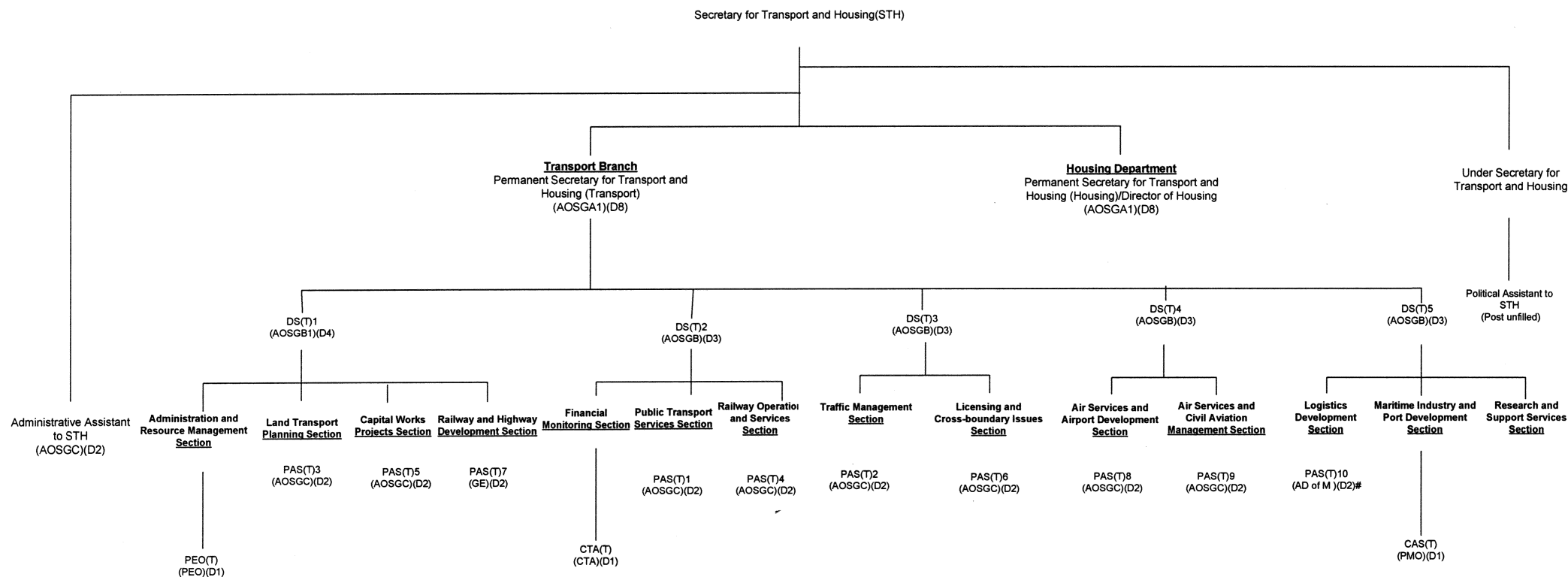
\*Supernumerary post created with LegCo's approval up to 31.12.2014

^ Post on-loan from the Trade and Industry Department

Note: For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo's approval/to be created in the 2011-12 legislative session subject to LegCo's approval, and supernumerary posts created under delegated authority for more than 6 months are featured.



## Existing Organisation Chart of the Transport and Housing Bureau (Transport Branch)



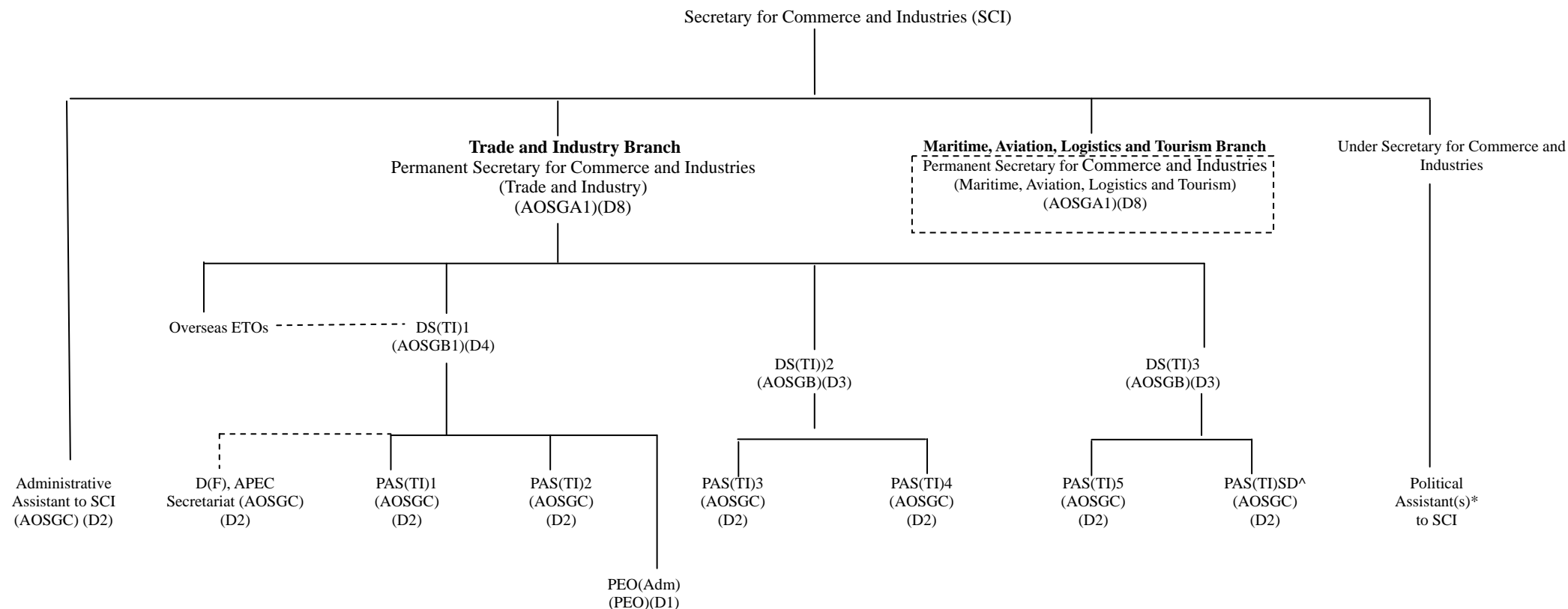
### Legend

STH	Secretary for Transport and Housing
USTH	- Under Secretary for Transport and Housing
DS	- Deputy Secretary for Transport and Housing
PAS	- Principal Assistant Secretary for Transport and Housing
CAS	- Chief Assistant Secretary for Transport and Housing
AOSGA1	- Administrative Officer Staff Grade A1
AOSGB1	- Administrative Officer Staff Grade B1
AOSGB	- Administrative Officer Staff Grade B
AOSGC	- Administrative Officer Staff Grade C
AD of M	- Assistant Director of Marine
GE	- Government Engineer
PEO	- Principal Executive Officer
CTA	- Chief Treasury Accountant
PMO	- Principal Marine Officer
T	- Transport

# The post of AD of M is being held against by a supernumerary AOSGC post from 14.3.2012 to 13.12.2012.

Note : For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo's approval to be created in the 2011-12 legislative session subject to LegCo's approval, and supernumerary posts created under delegated authority for more than 6 months are featured.

## Proposed Organisation Chart of the Commerce and Industries Bureau (Trade and Industry Branch)



### Legend

SCI Secretary for Commerce and Industries  
 DS(TI) Deputy Secretary for Commerce and Industries (Trade and Industry)  
 PAS(TI) Principal Assistant Secretary (Trade and Industry)  
 AOSGA1 Administrative Officer Staff Grade A1  
 AOSGB1 Administrative Officer Staff Grade B1  
 AOSGB Administrative Officer Staff Grade B  
 AOSGC Administrative Officer Staff Grade C  
 PEO Principal Executive Officer

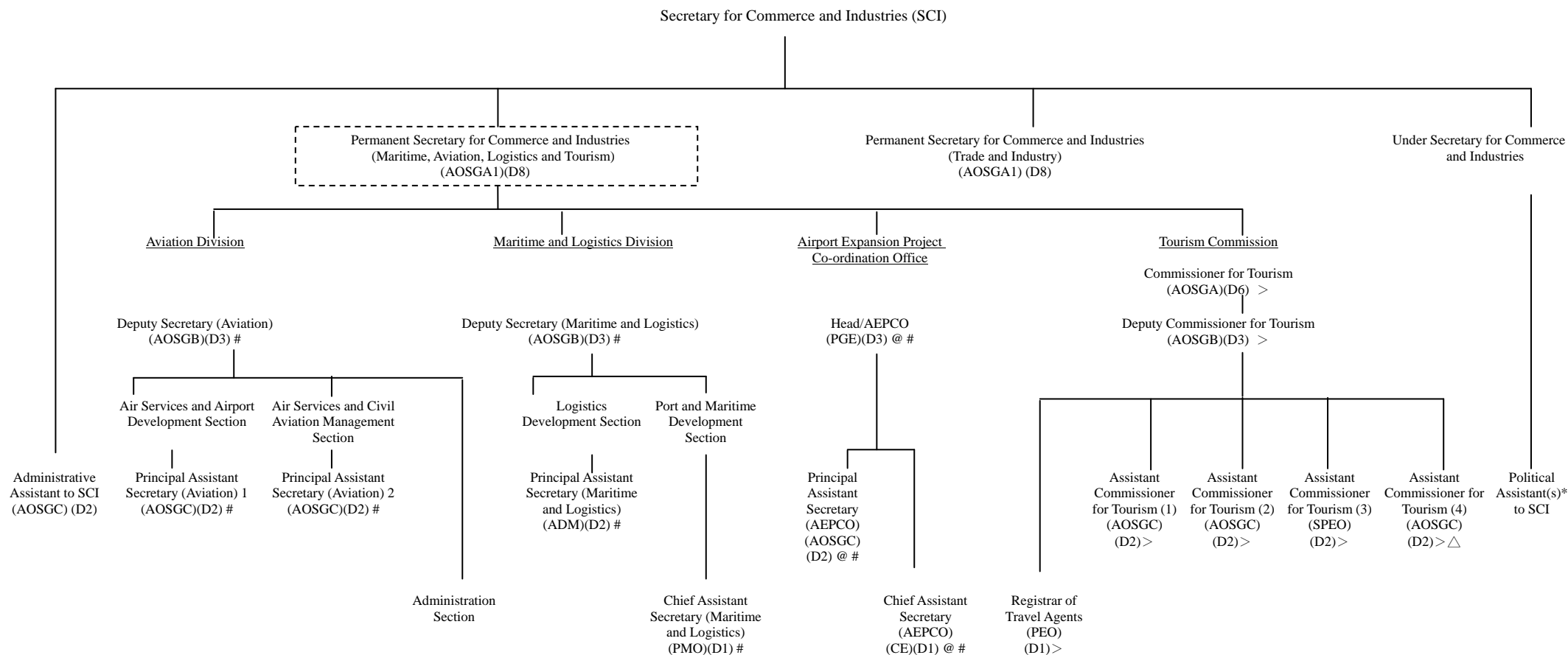
D(F) Director(Finance)  
 APEC Asia-Pacific Economic Cooperation  
 ETOs Economic and Trade Offices  
 Adm Administration

^ Post on-loan from the Trade and Industry Department  
 [ ] New post to be created

\* Under the proposed new arrangement, a Director of Bureau will be given the discretion to employ one or more Political Assistants (PAs) subject to a cap on the total monthly salaries payable to the PA(s) employed in his private office.

Note: For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo's approval/to be created in the 2011-12 legislative session subject to LegCo's approval, and supernumerary posts created under delegated authority for more than 6 months are featured.

## Proposed Organisation Chart of the Commerce and Industries Bureau (Maritime Aviation, Logistics and Tourism Branch)



### Legend

AOSGA1	Administrative Officer Staff Grade A1	ADM	Assistant Director of Marine
AOSGA	Administrative Officer Staff Grade A	SPEO	Senior Principal Executive Officer
AOSGB1	Administrative Officer Staff Grade B1	PEO	Principal Executive Officer
AOSGB	Administrative Officer Staff Grade B	PMO	Principal Marine Officer
AOSGC	Administrative Officer Staff Grade C	CE	Chief Engineer
Deputy Secretary	Deputy Secretary for Commerce and Industries	AEPCO	Airport Expansion Project Co-ordination Office
PGE	Principal Government Engineer		

\* Under the proposed new arrangement, a Director of Bureau will be given the discretion to employ one or more Political Assistants (PAs) subject to a cap on the total monthly salaries payable to the PA(s) employed in his private office.

# Posts to be transferred from Transport and Housing Bureau. The post of ADM is being held against by a supernumerary AOSGC post from 14.3.2012 to 13.12.2012.

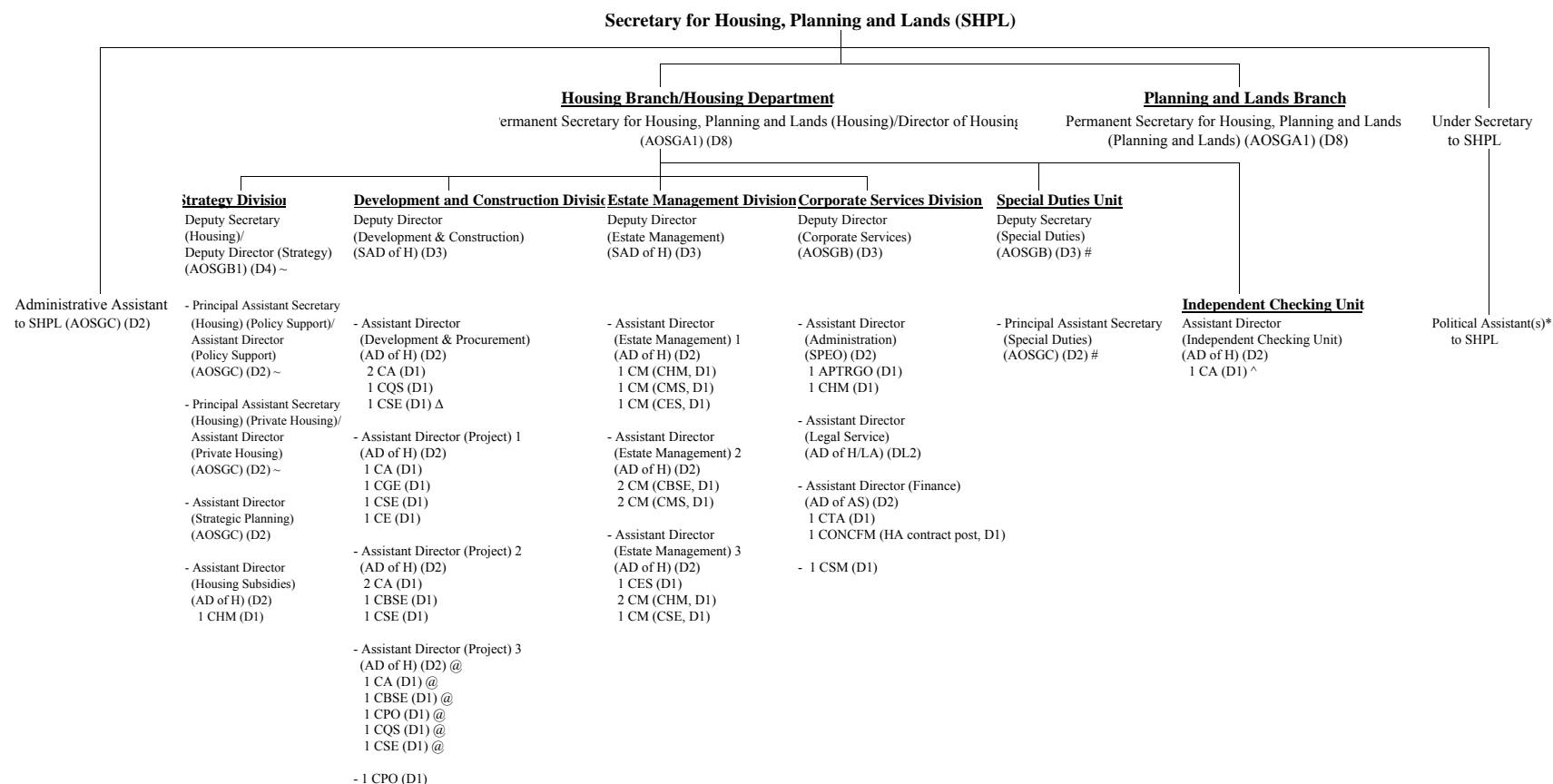
> Posts to be transferred from Commerce and Economic Development Bureau

△ Supernumerary post created with LegCo's approval up to 31.12.2014

@ Supernumerary posts to be created on 1.7.2012 with LegCo's approval

Note : For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo's approval/to be created in the 2011-12 legislative session subject to LegCo's approval, and supernumerary posts created under delegated authority for more than 6 months are featured.

### Proposed Organisation Chart of the Housing Department under Housing, Planning and Lands Bureau



#### Legends:

AD of AS - Assistant Director of Accounting Services  
AD of H - Assistant Director of Housing  
AOSGA1 - Administrative Officer Staff Grade A1  
AOSGB1 - Administrative Officer Staff Grade B1  
AOSGB - Administrative Officer Staff Grade B  
AOSGC - Administrative Officer Staff Grade C  
APTRGO - Assistant Principal Training Officer  
CA - Chief Architect  
CBSE - Chief Building Services Engineer  
CE - Chief Engineer  
CES - Chief Estate Surveyor  
CGE - Chief Geotechnical Engineer  
CHM - Chief Housing Manager

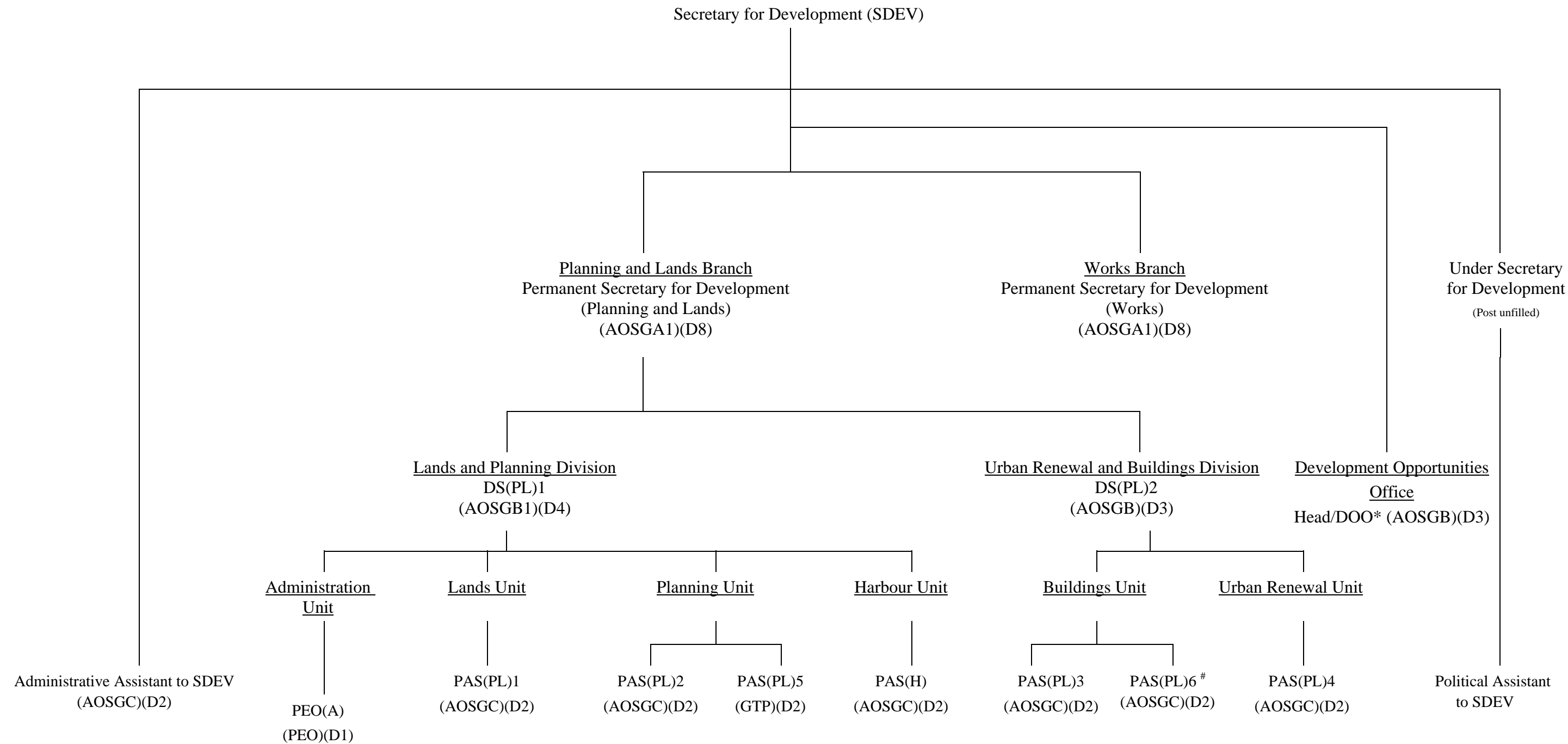
CM - Chief Manager  
CMS - Chief Maintenance Surveyor  
CONCFM - Contract Chief Finance Manager  
CPO - Chief Planning Officer  
CQS - Chief Quantity Surveyor  
CSE - Chief Structural Engineer  
CSM - Chief Systems Manager  
CTA - Chief Treasury Accountant  
HA - Housing Authority  
LA - Legal Advice  
SAD of H - Senior Assistant Director of Housing  
SPEO - Senior Principal Executive Officer

~ - These posts are given bureau designations in addition to normal departmental designations.  
to better reflect the nature of their duties which are largely policy-related.  
# - Supernumerary posts created with LegCo's approval up to 30.6.2013  
Δ - Post deployed to Independent Checking Unit on a part-time basis.  
^ - Post temporarily deployed to Independent Checking Unit.  
@ - Permanent posts to be created in the 2011-12 legislative session subject to LegCo's approval.

\* Under the proposed new arrangement, a Director of Bureau will be given the discretion to employ one or more Political Assistants (PAs) subject to a cap on the total monthly salaries payable to the PA(s) employed in his private office.

Note : For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo's approval/to be created in the 2011-12 legislative session subject to LegCo's approval, and supernumerary posts created under delegated authority for more than 6 months are featured.

Existing Organisation Chart of the Development Bureau (Planning and Lands Branch)



Legend

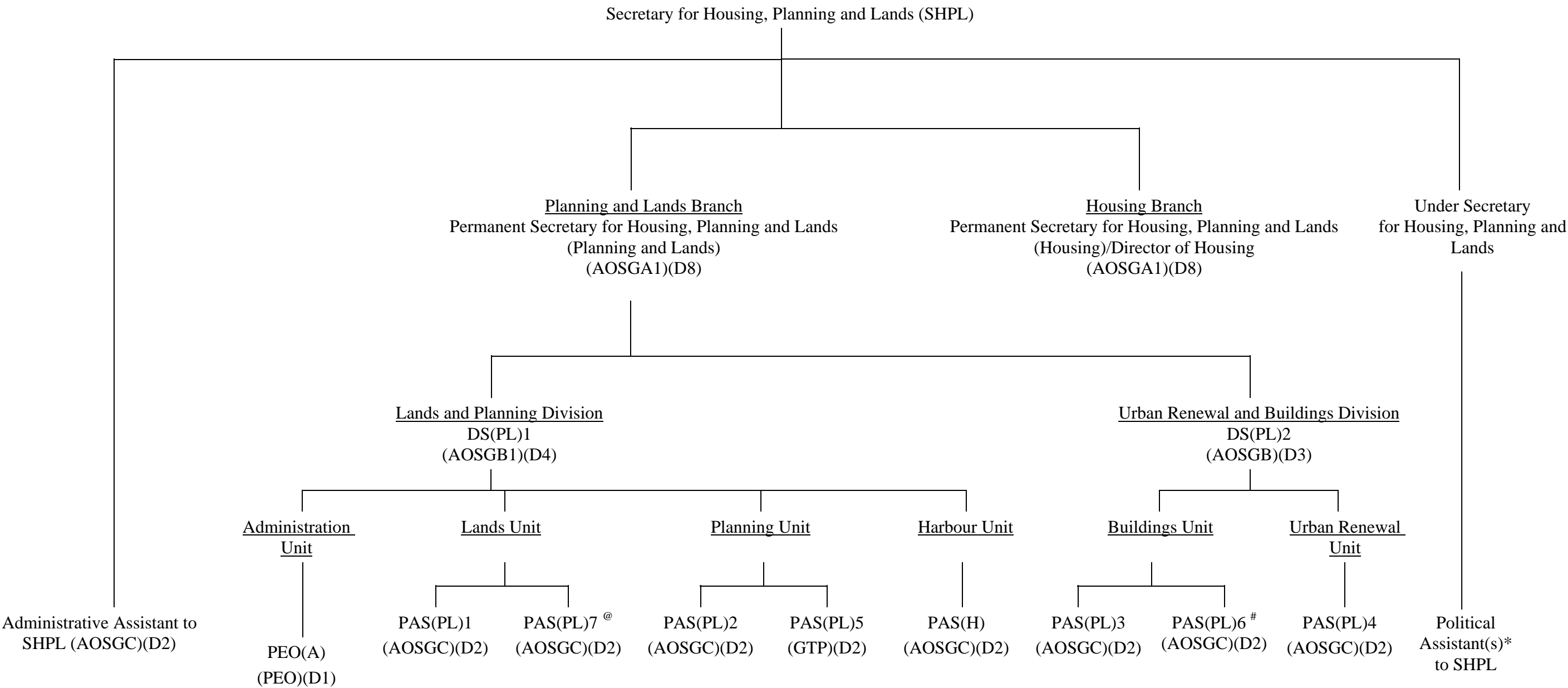
SDEV	Secretary for Development
DS(PL)	Deputy Secretary for Development (Planning and Lands)
PAS	Principal Assistant Secretary
AOSGA1	Administrative Officer Staff Grade A1
AOSGB1	Administrative Officer Staff Grade B1
AOSGB	Administrative Officer Staff Grade B
AOSGC	Administrative Officer Staff Grade C
GTP	Government Town Planner
PEO	Principal Executive Officer

PL	Planning and Lands
A	Administration
H	Harbour
DOO	Development Opportunities Office

\* Supernumerary post which will lapse after 30.6.2012  
# Post on loan from Civil Service Bureau

Note : For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo’s approval/to be created in the 2011-12 legislative session subject to LegCo’s approval, and supernumerary posts created under delegated authority for more than 6 months are featured.

Proposed Organisation Chart of the Housing, Planning and Lands Bureau (Planning and Lands Branch)



Legend

SHPL	Secretary for Housing, Planning and Lands	PL	Planning and Lands	#	Post on loan from Civil Service Bureau
DS(PL)	Deputy Secretary for Housing, Planning and Lands (Planning and Lands)	A	Administration	@	Permanent post to be created on 1.7.2012 with LegCo's approval
PAS	Principal Assistant Secretary	H	Harbour		
AOSGA1	Administrative Officer Staff Grade A1				
AOSGB1	Administrative Officer Staff Grade B1				
AOSGB	Administrative Officer Staff Grade B				
AOSGC	Administrative Officer Staff Grade C				
GTP	Government Town Planner				
PEO	Principal Executive Officer				
*	Under the proposed new arrangement, a Director of Bureau will be given the discretion to employ one or more Political Assistants (PAs) subject to a cap on the total monthly salaries payable to the PA(s) employed in his private office.				
Note :	For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo's approval/to be created in the 2011-12 legislative session subject to LegCo's approval, and supernumerary posts created under delegated authority for more than 6 months are featured.				

**Job Description**  
**Permanent Secretary for Transport and Works (Transport)**

**Rank** : Administrative Officer Staff Grade A1 (D8)

**Responsible to** : Secretary for Transport and Works (STW)

**Main Duties and Responsibilities –**

1. To assist STW in formulating, coordinating and implementing policies relating to all aspects of land and waterborne transport services, including service planning, development and delivery, fare and environmental issues and connected social and environmental impact.
2. To lead the planning of major land transport infrastructure, including railway development strategies, and steer the implementation and progress of major projects to further enhance the social and economic development of Hong Kong and the connectivity and integration with the Mainland.
3. To lead and co-ordinate in all major areas of traffic and transport management, notably in respect of major road safety measures and legislation, road and vehicular safety standards, incidents management, information systems, to enhance passenger and pedestrian safety in Hong Kong.
4. To steer and co-ordinate with executive departments, viz. the Highways Department (HyD) and the Transport Department (TD), and concerned organisations, notably the MTR Corporation Limited and the Kowloon-Canton Railway Corporation, for timely and effective implementation of agreed policies and programmes.
5. To support STW in explaining policies, securing support of the public and the Legislative Council (LegCo), and dealing with LegCo business.
6. To assume the housekeeping role in respect of HyD and TD.
7. To serve as the Controlling Officer for the expenditure head of the Transport Branch (TB) and to ensure the proper use of financial resources within the branch.
8. To manage staffing resources in TB.

-----

**Job Description**  
**Permanent Secretary for Transport and Works (Works)**

**Rank** : Administrative Officer Staff Grade A1 (D8)

**Responsible to** : Secretary for Transport and Works (STW)

**Main Duties and Responsibilities -**

1. To assist STW in steering the transformation of Kowloon East into an attractive, alternative Central Business District.
2. To assist STW in formulating policies in regard to increasing land supply initiative, procurement strategy, slope safety, lift safety, flood prevention, water supply, greening, landscape, tree management and the delivery of the Public Works Programme; and to ensure the efficient implementation of such policies.
3. To assist STW in securing support of the public and the Legislative Council (LegCo); and in dealing with LegCo businesses.
4. To assume the housekeeping role in respect of the Architectural Services Department, the Civil Engineering and Development Department, the Drainage Services Department, the Electrical and the Mechanical Services Department and the Water Supplies Department.
5. To provide strategic input to directorate succession planning and leadership development in respect of the Works Group of Departments and to steer and implement re-organisation plans where necessary.
6. To serve as the Controlling Officer for the expenditure head of the Works Branch (WB) and to ensure the proper use of financial resources within the branch.



7. To oversee liaison with the construction industry, in particular in regard to co-operation with the Construction Industry Council and the Construction Workers Registration Authority.
8. To explore opportunities for co-operation between stakeholders of the local construction industry and their Mainland counterparts and to promote local professional services outside Hong Kong.
9. To manage staff resources in WB.

-----

**Job Description**  
**Deputy Secretary for Transport and Works (Works)1**

**Rank** : Administrative Officer Staff Grade B1 (D4)

**Responsible to** : Permanent Secretary for Transport and Works (Works)  
(PS(W))

**Main Duties and Responsibilities –**

1. To assist PS(W) in overseeing the implementation of the Public Works Programme by reviewing and updating procedures and practices; as well as monitoring the overall spending on public works projects.
2. To oversee the provision of support to and liaison with the statutory Construction Industry Council.
3. To formulate and implement strategies in regard to the supply of construction manpower including the training and development of professionals in the construction industry; and oversee the implementation of the construction workers registration system in conjunction with the Construction Workers Registration Authority.
4. To oversee the formulation of policy and strategy on greening, landscape and tree management.
5. To oversee branch administration, resource planning, media relations and publicity matters as well as financial management of bureau resources.
6. To monitor the overall financial management, manpower and public relations matters of the Works Group of Departments; and share housekeeping responsibilities of individual works departments.

-----

**Job Description**  
**Deputy Secretary for Transport and Works (Works)2**

**Rank** : Principal Government Engineer (D3),  
Multi-disciplinary

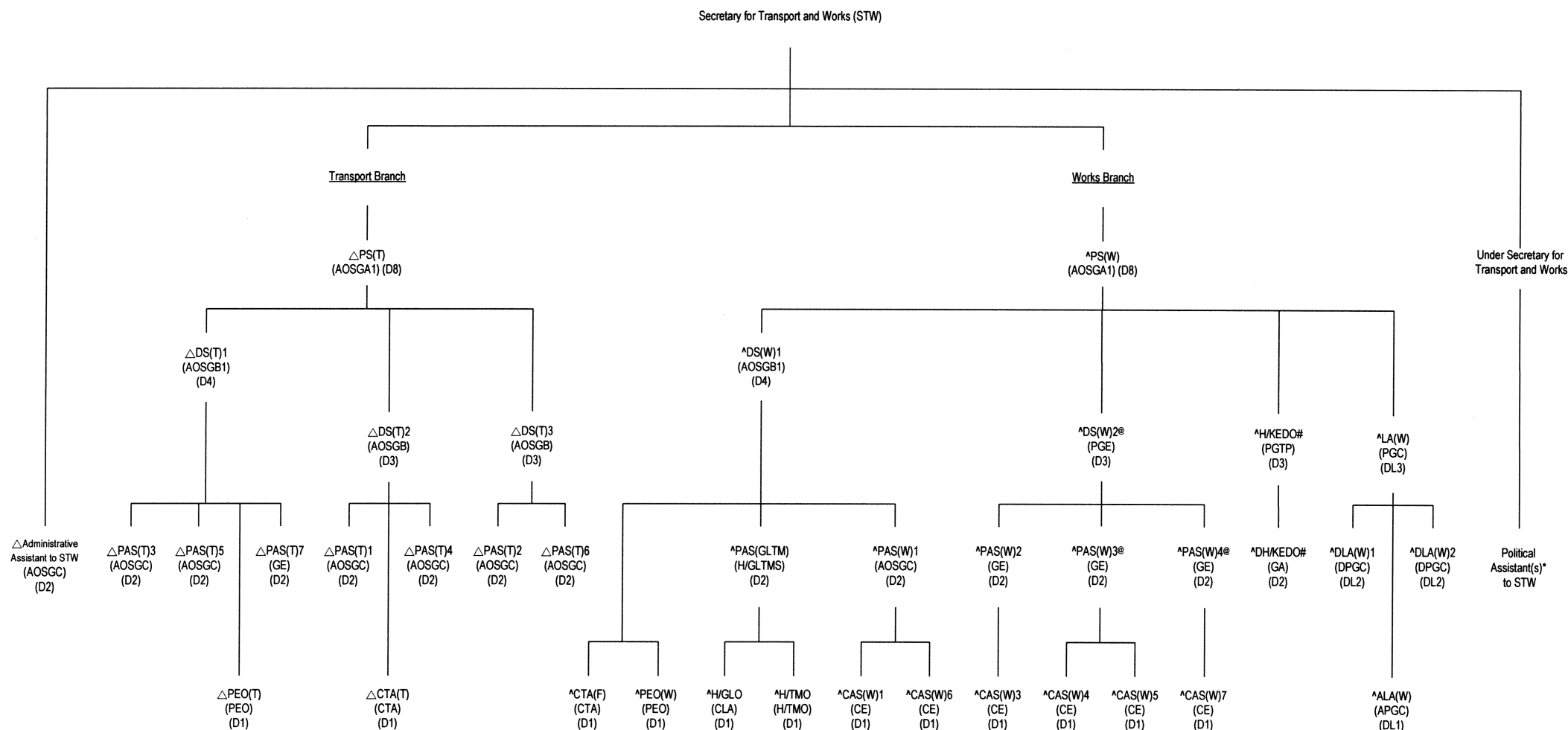
**Responsible to** : Permanent Secretary for Transport and Works (Works)  
(PS(W))

**Main Duties and Responsibilities –**

1. To assist in devising and implementing policies in regard to procurement, management of consultants and contractors, contract administration and construction materials and standards.
2. To assist in formulating and implementing strategies and measures in regard to construction safety and sustainable construction including disposal of contaminated mud.
3. To assist in devising and implementing policies on slope safety, lift safety, flood prevention and total water management.
4. To assist in formulating and implementing strategies to enhance land supply and oversee the implementation of major infrastructural projects, including the Kai Tak Development and Liantang Border Control Point.
5. To devise policies in regard to the promotion of local professional services outside Hong Kong and facilitation of mutual recognition of Mainland/Hong Kong professional qualifications, registration and market liberation.
6. To assist in Engineer Grade management and housekeeping responsibilities of individual works departments.

-----

## Proposed Organisation Chart of Transport and Works Bureau



## Legend

PS	Permanent Secretary for Transport and Works	CAS	Chief Assistant Secretary	F	Finance	AOSGA1	Administrative Officer Staff Grade A1	PGTP	Principal Government Town Planner
DS	Deputy Secretary	CTA	Chief Treasury Accountant	GLTM	Greening, Landscape and Tree Management	AOSGB1	Administrative Officer Staff Grade B1	GA	Government Architect
H/KEDO	Head of Kowloon East Development Office	PEO	Principal Executive Officer	T	Transport	AOSGB	Administrative Officer Staff Grade B	PGC	Principal Government Counsel
LA	Legal Adviser	H/GLO	Head of Greening and Landscape Office	W	Works	AOSGC	Administrative Officer Staff Grade C	DPGC	Deputy Principal Government Counsel
PAS	Principal Assistant Secretary	H/TMO	Head of Tree Management Office			PGE	Principal Government Engineer	APGC	Assistant Principal Government Counsel
DH/KEDO	Deputy Head of Kowloon East Development Office	ALA	Assistant Legal Adviser			GE	Government Engineer	H/GLTMS	Head of Greening, Landscape and Tree Management Section
DLA	Deputy Legal Adviser					CE	Chief Engineer	CLA	Chief Landscape Architect

\* Under the proposed new arrangement, a Director of Bureau will be given the discretion to employ one or more Political Assistants (PAs) subject to a cap on the total monthly salaries payable to the PA(s) employed in his private office.

△ Posts to be transferred from Transport and Housing Bureau

^ Posts to be transferred from Development Bureau

# Supernumerary posts to be created on 1.7.2012 with LegCo's approval

@ Multi-disciplinary post

Note: For the purpose of this exercise, only permanent posts and supernumerary posts created with LegCo's approval to be created in the 2011-12 legislative session subject to LegCo's approval, and supernumerary posts created under delegated authority for more than 6 months are featured.