

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

### **HEAD 33 – CIVIL ENGINEERING AND DEVELOPMENT DEPARTMENT**

#### **Subhead 000 Operational expenses**

Members are invited to recommend to Finance Committee the creation of the following supernumerary post in the Civil Engineering and Development Department with effect from the date of approval by Finance Committee up to 31 March 2019 –

1 Chief Engineer  
(D1) (\$115,050 - \$125,800)

### **PROBLEM**

The Civil Engineering and Development Department (CEDD) needs dedicated staffing support at the directorate level to take forward the mega integrated basement and government infrastructure projects in West Kowloon Cultural District (WKCD) which are now entering the critical design and construction stages.

### **PROPOSAL**

2. We propose to create a supernumerary Chief Engineer (CE) (D1) post, designated as Chief Engineer/Kowloon 5 (CE/K5), in the Kowloon Development Office (KDO) of CEDD from the date of approval by the Finance Committee up to 31 March 2019, to strengthen its capability in driving the implementation of the mega integrated basement and government infrastructure projects for WKCD.

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## JUSTIFICATION

### **Mega integrated basement and government infrastructure projects for WKCD**

3. Following a three-stage public engagement exercise conducted by the West Kowloon Cultural District Authority (WKCDA) from 2009 to 2011, WKCDA selected the "City Park" conceptual plan designed by Foster+Partners ("F+P") as the preferred Conceptual Plan Option for the development of WKCD in March 2011. According to F+P's concept, WKCD will feature an integrated basement where all vehicular traffic, ancillary parking and loading/unloading facilities will be put underground, so as to free up space for arts and cultural use and create a pedestrian-friendly environment at the ground level. The Development Plan (DP) for WKCD, which was prepared on the basis of F+P's concept, was approved by the Chief Executive in Council in January 2013.

4. The integrated basement of WKCD is of massive size occupying a footprint area of about 17 hectares. It has considerable interface with a number of major projects to be constructed within the relatively congested 40 hectare area of the DP boundary. These projects include the Guangzhou-Shenzhen-Hong Kong Express Rail Link (XRL), the WKCDA's facilities, the hotel-office-residential (HOR) developments and the government infrastructure works. For the XRL, its West Kowloon Terminus (WKT) and a number of substantial road improvement works in the vicinity are under construction. The WKT is partly constructed underneath the integrated basement for WKCD. There will be vehicular connections at the basement level between the WKT structure and the integrated basement to facilitate movement of vehicles between carparks of the two basement structures. Other than the XRL, the Austin Station of the West Rail Line and the Airport Express Line located within the WKCD will have to be protected during construction of the integrated basement and the government infrastructure works. Vehicular traffic to and from WKCD will be mainly via an underground road located within and forming part and parcel of the integrated basement. Apart from the Xiqu Centre and the M+ museum, there are many WKCDA's facilities and topside developments which will need to be taken into consideration in firming up the design of the integrated basement. At the meeting of the Joint Subcommittee to Monitor the Implementation of the West Kowloon Cultural District Project (Joint Subcommittee) held on 3 July 2013, Members were advised that CEDD would take up the implementation of the integrated basement project in WKCD and that additional staffing resources would have to be sought as necessary.

5. With the WKCD development now entering the critical design and construction stages, we see a need for much more focused attention and intensive input of CEDD on the integrated basement and government infrastructure projects. Since April 2014, we have been building up a dedicated team in CEDD to take forward the planning, design and construction of both the integrated basement and government infrastructure projects for WKCD through consultancies, works contracts and/or entrustment agreements, on top of the need to complete statutory procedures and public consultation and to exercise rigorous value engineering and cost control under a fast-track programme. The dedicated team now comprises two senior professional, eight professional and one technical posts with multi-disciplinary expertise spanning across civil engineering, structural engineering, geotechnical engineering, architectural, building services engineering, building surveying and quantity surveying. It currently reports to Chief Engineer/Kowloon 2 (CE/K2) who is taking care of the integrated basement and government infrastructure projects on a part-time basis.

#### **Need for a supernumerary post of CE (D1)**

6. The dedicated team is assuming the project management role for implementation of the mega integrated basement and government infrastructure projects which is exceptionally heavy given the scale of the projects. The integrated basement is a highly complex and challenging project, as there are complicated interfacing issues to be resolved in the design and construction as well as management, operation and maintenance of different types of facilities, viz. government infrastructure works, WKCDA facilities, and facilities for the HOR developments.

7. It is planned to part-upgrade the integrated basement project to Category A in phases starting from mid-2014 for the associated design, site investigation and construction works, of which the first works package is planned to commence construction in the third quarter of 2014. It is also our plan to conduct public consultation and carry out statutory gazettal procedures for the government infrastructure works for construction in phases starting from 2015. These design, site investigation and construction works will have to be carried out under urgent and tight timeframe to facilitate the WKCDA to complete the early batches of core arts and cultural facilities including the Xiqu Centre by 2016-17, the M+ Museum by end 2017 and the Lyric Theatre by around 2020.

8. Given the complexity and tight implementation programme of the integrated basement project as well as the significant interfacing issues with the WKCDA facilities, the HOR developments and the government infrastructure

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works, a designated directorate post will need to be created to lead the dedicated team. The officer will be responsible for the formulation of implementation framework; steering the management of resources, consultancies, works contracts and entrustment agreements; as well as close liaison with the WKCD, MTR Corporation Limited and a host of bureaux/departments to resolve complicated interfacing problems and ensure timely project delivery. Having regard to the level and scope of responsibilities and the professional input required, the proposed directorate post to be created should be pitched at CE level.

9. CE/K2, who is overseeing the project on a part-time basis, is also responsible for the implementation covering planning, design and construction of many other infrastructure projects including the mega Trunk Road T2, pedestrian linkages for Kwun Tong Town Centre redevelopment, demolition of buildings and structures and ground decontamination works for the proposed public housing development in North West Kowloon Reclamation Site 1, three footbridges at Sham Mong Road, as well as district administration matters for Sham Shui Po and Yau Tsim Mong Districts. With the workload generated from the above projects escalating sharply in the coming years, CE/K2 will not have spare capacity to continue leading the dedicated team in implementing the massive integrated basement and government infrastructure projects for WKCD. To ensure smooth project implementation, the dedicated team will need to exercise stringent cost control, procure and manage consultancies and works contracts, arranging and managing entrustment agreements, overseeing the design, tendering and construction processes, including close liaison with relevant stakeholders to resolve a huge amount of interface issues, all to be completed within a tight timeframe. These tasks require the leadership and full-time attention of a dedicated D1 officer.

10. Considering that the integrated basement and government infrastructure projects will entail peak design and construction activities up to 2020 and possibly beyond, we propose that the CE post be created initially for a period of not more than five years up to 31 March 2019. The continued need for this CE post will be reviewed towards the end of 2018-19 taking into account the progress of the integrated basement and government infrastructure projects for WKCD and the workload of CEDD at that time. The proposed job description of the CE post and the organisation chart are at Enclosures 1 and 2.

Encls. 1 & 2

## **ALTERNATIVES CONSIDERED**

11. The other CEs in CEDD are currently more than fully committed to their own responsibilities, rendering it operationally impossible for them to effectively take up the new duties and responsibilities concerned. There is a genuine and pressing need for creating the proposed supernumerary CE post in

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Encl. 3

CEDD to drive and closely supervise the implementation of the mega integrated basement and government infrastructure works for WKCD. The key portfolios of other CE posts in CEDD are detailed at Enclosure 3.

## FINANCIAL IMPLICATIONS

12. The proposed creation of one supernumerary CE post will bring about an additional notional annual salary cost at mid-point of \$1,465,200. The additional full annual average staff cost, including salaries and staff on-cost, is \$2,176,000. In addition to the CE post, the team will also consist of 11 non-directorate staff. The additional notional annual salary cost at mid-point for these non-directorate posts is \$7,624,500 and the full annual average staff cost, including salaries and staff on-cost, is about \$13,177,000. We will include the necessary provision in the draft Estimates of the relevant years to meet the cost of the proposal.

## PUBLIC CONSULTATION

13. We consulted the Joint Subcommittee on 28 May 2014 on the implementation of WKCD integrated basement including the above staffing proposal. Members raised no objection to the proposal.

## ESTABLISHMENT CHANGES

14. The establishment changes in CEDD for the last two years are as follows –

Establishment (Note)	Existing (as at 1 April 2014)	As at 1 April 2013	As at 1 April 2012
<b>A</b>	51 + (3)	51 + (3)	51 + (3)
<b>B</b>	579	538	528
<b>C</b>	1 159	1 154	1 149
<b>Total</b>	<b>1 789 + (3) #</b>	<b>1 743 + (3)</b>	<b>1 728 + (3)</b>

Note:

- A - ranks in 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 created with the approval of the Establishment Subcommittee/Finance Committee
- # - as at 1 April 2014, there was no unfilled directorate post in CEDD.

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**CIVIL SERVICE BUREAU COMMENTS**

15. The Civil Service Bureau supports the proposed creation of a supernumerary CE post in CEDD to lead a dedicated team for the implementation of the integrated basement and government infrastructure projects for WKCD. The grading and ranking of the proposed directorate post are considered 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**

16. As the CE post is proposed on a supernumerary basis, its creation, if approved, will be reported to the Standing Committee on Directorate Salaries and Conditions of Service in accordance with the agreed procedure.

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Home Affairs Bureau  
June 2014

**Proposed Job Description of  
Chief Engineer/Kowloon 5**

**Rank** : Chief Engineer (D1)

**Responsible to** : Deputy Project Manager (Kowloon)

**Overall Role and Objectives –**

Chief Engineer/Kowloon 5 heads a Division of the Kowloon Development Office and is responsible for the overall administration, planning, design and construction supervision of works packages of the integrated basement and government infrastructure works for the West Kowloon Cultural District.

**Main Duties and Responsibilities –**

- (1) To oversee the overall administration, planning, design and construction supervision of works packages.
- (2) To undertake budgetary control of projects.
- (3) To drive for timely achievement of milestone targets, coordinate and oversee timely resolution of interfacing matters with other projects and developments.
- (4) To plan and conduct public consultation with a view to soliciting public support to project implementation.
- (5) To liaise with the West Kowloon Cultural District Authority, MTR Corporation Limited and associated bureaux/departments.
- (6) To supervise and ensure the projects are implemented to the quality requirements and within budget.
- (7) To select and manage consultants and contractors.
- (8) To oversee the work of Senior Engineer/Senior Architect under his/her purview.

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**Key portfolios of the other Chief Engineer posts  
in the Civil Engineering and Development Department**

All the other Chief Engineer posts in the Civil Engineering and Development Department (CEDD) are fully engaged in their respective duties, including the two new CE posts which were endorsed by the Establishment Subcommittee on 30 April 2014 for creation [Ref.: EC(2014-15)4] and are pending approval by the Finance Committee. It is operationally not possible for them to take up the additional tasks without adversely affecting the discharge of their own duties.

**Kowloon Development Office**

2. **Chief Engineer/Kowloon 1** is responsible for the overall administration, planning, design and construction supervision of works packages at Kai Tak Development (KTD), with major focus on the planning and design of infrastructure at ex-runway and adjoining apron areas, design ideas competitions, as well as studies on public creatives and on reviewing of development parameters at KTD, in addition to co-ordination of major interfacing projects covering Central Kowloon Route, Multi-purpose Sports Complex, schools, government buildings and open space in KTD. He is also responsible for the district administration matters of the Wong Tai Sin and Kwun Tong Districts.

3. **Chief Engineer/Kowloon 2** is responsible for the overall administration, planning, design and construction supervision of works packages, with major focus on the design of Trunk Road T2 at KTD, the implementation of government infrastructure and facilities for West Kowloon Cultural District development<sup>1</sup>, pedestrian linkages for Kwun Tong Town Centre redevelopment and demolition of buildings and structures and ground decontamination works for the proposed public housing development in North West Kowloon Reclamation Site 1, in addition to the planning and design of three footbridges at Sham Mong Road. He is also responsible for the district administration matters of the Sham Shui Po and Yau Tsim Mong Districts.

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<sup>1</sup> The implementation of government infrastructure and facilities for West Kowloon Cultural District development is to be taken up by the supernumerary Chief Engineer (D1) post being proposed for creation.

4. **Chief Engineer/Kowloon 3** is responsible for the overall administration, planning, design and construction supervision of works packages at KTD, with major focus on the planning and design of infrastructure at north apron area, improvement works for Kai Tak Approach Channel, structural deck at the ex-runway and cycle track network, in addition to the reconstruction and upgrading of Kai Tak Nullah, studies on Environmentally Friendly Linkage System, interfaces with Shatin to Central Link, and co-ordination of land use and drainage works. He is also responsible for the district administration matters of the Kowloon City District.

5. **Chief Engineer/Kowloon 4** is responsible for the overall administration, planning, design and construction supervision of works packages, with major focus on the construction of infrastructure at the former north apron and runway areas at KTD as well as for two housing sites at Tai Wo Ping, ex-Cha Kwo Ling Kaolin Mine Site development, bioremediation works at Kai Tak Approach Channel and Kwun Tong Typhoon Shelter, site formation and dredging works for cruise terminal development, and co-ordination of works for District Cooling System.

#### **Civil Engineering Office**

6. **Chief Engineer/Special Duties (Works)** is responsible for the planning, design and construction of the Aberdeen Tourism Project, Anderson Road Development and Dredging Works at Kwai Chung Container Basin and its Approaching Channel; administration of the feasibility study of Container Terminal 10 at southwest Tsing Yi, Decontamination Works at Kennedy Town Comprehensive Development Area, “Universal Accessibility” Programme and site formation and infrastructure works for housing sites; provision of technical support to Steering Committee on Implementation of Hong Kong Disneyland and Ocean Park Redevelopment Committee on further expansion of the theme parks; and co-ordination of maintenance issues in Penny’s Bay Development Area.

7. **Chief Engineer/Port Works** is responsible for overseeing the study on increasing land supply by reclamations outside Victoria Harbour and rock cavern development; the cumulative environmental impact assessment study for the three potential near-shore reclamation sites in the western waters of Hong Kong; the strategic studies for artificial islands in the central waters, and planning and engineering studies for the near-shore reclamations in Sunny Bay and the seafront of Sai Kung Sewage Treatment Works; the implementation of marine infrastructure projects including improvement of Sai Kung public pier, public landing steps at Lei Yue Mun Waterfront, cycle parking area at Yung Shue Wan, Yung Shue Wan Development Phase 2, public landing steps at Trio Beach, bathing beach at Lung Mei; sediment removal at five Fish Culture Zones; and maintenance of public marine facilities including piers, ferry terminals, Kai Tak Cruise Terminal, seawalls, breakwaters, typhoon shelters and fairways.

8. **Chief Engineer/Land Works** is responsible for the planning, design and construction of site formation and infrastructure works for public housing developments in Tuen Mun Area 54 and the surrounding sites, Yuen Long and Fanling, the development and implementation of the Food and Health Bureau's columbarium and crematorium facilities in Sandy Ridge and Wo Hop Shek as well as the footbridge widening and bus layby extension in the vicinity of MTR Fanling Station, and the planning, design and construction of New Territories (NT) Greening Master Plans covering nine NT Districts and the Islands District. He also oversees the administration and management of CEDD Landscape Term Contract.

9. **Chief Engineer/Fill Management** is responsible for the strategic planning and management of construction and demolition materials, marine disposal for contaminated and uncontaminated sediments; design and operation of public fill reception facilities including two barging points and two fill banks, mud pits for contaminated sediments and construction waste sorting facilities; and liaison with State Oceanic Administration for the cross-boundary disposal of inert construction and demolition materials and dredged sediments. He is also responsible for controlling the issuance of sand permits to meet the requirements of Ministry of Commerce and the Development Bureau and providing secretarial support to the Public Fill and Marine Fill Committees.

### **Hong Kong Island and Islands Development Office**

10. **Chief Engineer/Hong Kong 1** is responsible for the overall administration, planning, design and construction supervision of works packages, with major focus on the Central Reclamation Phase III, Wan Chai Development Phase II (WDII) Contract C3, construction of additional floors at Central Piers 4-6, reassembly of Queen's Pier, housing sites at Braemar Hill, boardwalk under the Island Eastern Corridor and the district administration matters for Central & Western and Eastern Districts. He will also take up the new initiatives of the topside development at the Hong Kong-Zhuhai-Macao Bridge Hong Kong boundary crossing facilities island and matters related to the East Lantau Metropolis.

11. **Chief Engineer/Hong Kong 2** is responsible for the overall administration, planning, design and construction supervision of works packages, with major focus on WDII Contracts C1, C2 & C4 and the site formation at Ka Wai Man Road Phase 2. He is also responsible for overseeing interfacing issues among WDII, Central-Wan Chai Bypass and the Shatin to Central Link and the district administration matters for the Wan Chai and Southern Districts.

12. **Chief Engineer/Islands** is responsible for the overall administration, planning, design and construction supervision of works packages, with major focus on improvement works at Tai O, Tung Chung New Town Extension, site formation works at Tung Chung Areas 53/54, infrastructure works at Tung Chung Area 56, future land use at the ex-Lamma quarry site, Mui Wo facelift project, village sewerage at Cheung Chau and the district administration matters for the Islands District. He is also responsible for the co-ordination role in respect of the Lantau Development Advisory Committee.

### **New Territories West Development Office**

13. **Chief Engineer/New Territories West 1** is responsible for the overall administration, planning and supervision of the planning and engineering study for the potential development/housing sites at Yuen Long South, as well as the overall administration, planning, design and construction supervision of the site formation and infrastructure projects at Yuen Long and the Lok Ma Chau Loop development. He is also responsible for the district administration matters of the Yuen Long District.

14. **Chief Engineer/New Territories West 2** is responsible for the overall administration, planning and supervision of the planning and engineering studies for the potential development/housing sites at Tuen Mun Areas 40 and 46, and the Adjoining Areas, and Lam Tei Quarry Site and the Adjoining Areas, as well as the overall administration, planning, design and construction supervision of the Widening of Tsuen Wan Road between Tsuen Tsing Interchange and Kwai Tsing Interchange Project, and the Investigation Study for the Flyover from Kwai Tsing Interchange Upramp to Kwai Chung Road. He is also responsible for the district administration matters of the Tuen Mun, Tsuen Wan and Kwai Tsing Districts.

15. **Chief Engineer/New Territories West 3** is responsible for the overall administration, planning and supervision of the Planning and Engineering Study for the Hung Shui Kiu New Development Area, as well as the overall administration, planning, design and construction supervision of the Widening of Tin Ha Road and Tan Kwai Tsuen Road Project and the New Territories Cycle Track Network Project. He is also responsible for the district administration matters of the Hung Shui Kiu area.

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16. **Chief Engineer/New Territories West 4<sup>2</sup>** is responsible for the overall administration, planning, design and construction supervision of the Advance Site Formation and Engineering Infrastructure Projects of Hung Shui Kiu New Development Area and the Site Formation and Infrastructure Projects of Initial Housing Sites at Kam Tin South, as well as the overall administration, planning and supervision of the Engineering Feasibility Study for the Remaining Housing Sites at Kam Tin South and studies for Housing sites in New Territories West identified through the land use reviews.

### **New Territories East Development Office**

17. **Chief Engineer/New Territories East 1** is responsible for the overall administration, planning, design and construction supervision of works packages, with major focus on the infrastructure works for the Sai Kung area and Tseung Kwan O (TKO) New Town, including the TKO-Lam Tin Tunnel, Cross Bay Link, infrastructure works in TKO Town Centre South and Sai Kung Town improvement works. He is also responsible for the district administration matters of the Sai Kung District.

18. **Chief Engineer/New Territories East 2** is responsible for the overall administration, planning, design and construction supervision of works packages, with major focus on the infrastructure works for the Sha Tin and Ma On Shan, and development of the Anderson Road Quarry. He is also responsible for the district administration matters of the Sha Tin District.

19. **Chief Engineer/New Territories East 3<sup>2</sup>** is responsible for the overall administration of the feasibility and engineering studies for developing New Territories North, as well as the planning of the provision of strategic infrastructure works. In addition, he is responsible for the overall administration, planning, design and construction supervision of the site formation and infrastructure projects for the development at Kwu Tung South and Kong Nga Po. He is also responsible for the district administration matters for the North District.

20. **Chief Engineer/New Territories East 4<sup>3</sup>** is responsible for the overall administration, feasibility and engineering studies, planning, design and construction supervision of works packages serving the proposed New Development Areas at Kwu Tung North and Fanling North in North East New Territories, as well as the development projects in Tai Po District. He is also responsible for the district administration matters for the Tai Po District.

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<sup>2</sup> The proposed creation of this supernumerary post is subject to the Finance Committee's approval.

<sup>3</sup> The proposed redeployment of this post to New Territories East Development Office is subject to the Finance Committee's approval.

21. **Chief Engineer/Boundary Control Point**<sup>3</sup> is responsible for the overall administration, planning, design and construction supervision of the Liantang/Heung Yuen Wai Boundary Control Point and associated works projects, including the connecting roads, road tunnels, site formation for the boundary control point and other associated works.

### **CEDD Headquarters**

22. **Chief Engineer/Headquarters** is responsible for the overall administration and management of the Planning Unit, Town Planning Unit, and Engineering and Associated Consultants Selection Board Unit. He oversees the Department's commitment to land formation, land supply and road development; assists in formulating departmental strategies and co-ordinating inputs over planning related issues; oversees the Department's project delivery and expenditure under the Public Works Programme and Capital Works Reserve Fund (CWRF); and vets applications for funding under CWRF Block Votes, undertaking of projects, employment of consultants, entrustment of works and increase in consultancy fees.

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