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Clerk to Panel
Panel on Economic Development
Legislative Council
Legislative Council Complex
1 Legislative Council Road, Central
Hong Kong
(Attn: Mr. Derek LO)
(Fax: 2869 6794)

25 April 2014

Dear Mr. LO,

Panel on Economic Development
Meeting on 24 March 2014
List of Follow-up Actions

In response to two follow-up enquiries from Members raised at the meeting held on 24 March, our responses are follows:

- (a) Details of the systemic reform of the Marine Department, including the findings and recommendations of the Efficiency Unit on the organization review of business processes and operational procedures of the Department

The Secretary for Transport and Housing set up the Steering Committee on Systemic Reform of the Marine Department (“Steering Committee”) on 3 May 2013, which was chaired by

himself, to steer the Marine Department (“MD”) in taking forward the systemic reform.

Since its setting up in May 2013, the Steering Committee has held ten meetings, and discussed various matters. They include the follow-up work on the recommendations made in the Commission on Inquiry report on vessel collision incident (“CoI Report”) in enhancing marine safety, the business processes and operational procedures of MD, manpower shortage of its two major professional grades, i.e. Marine Officer and Surveyor of Ships, etc.

With a view to improving the management and operation of MD, the Steering Committee is overseeing the Director of Marine in undertaking a comprehensive review and thorough reform of the Department, and formulating the reform proposal implementation plan. With reference to the recommendations made in the CoI Report, the Steering Committee will review the existing laws and measures in regulating passenger safety and local vessels, draw up improvement proposals, and oversee its implementation. In addition, the Steering Committee will review and re-engineer the operation and supervision structure of the management levels of the Department for strengthening its internal governance; and will also formulate strategy to address its manpower shortage problem.

In respect of the business processes and operational procedures of the Department, the Efficiency Unit has been engaged to assist MD in carrying out an organization review. The first phase of work covered the licensing and regulatory work for local vessels. Initial review findings suggest that there is room for improvement in terms of operational efficiency, internal communication and collaboration as well as exchange of information. MD is vigorously following up on the recommendations made.

With regard to the recruitment difficulties and manpower shortage of professional staff in MD, the Steering Committee is of the view that MD should tap into the pool of young graduates as early as possible. It recommends MD to relax the entry requirements on working experience, and at the same time enhance the training for new recruits, with a view to allowing the latter to gain the requisite working experience in MD. The possibility of relaxing the entry requirements on post-qualification working experience and correspondingly enhancing in-house training programmes for junior officers of the professional grades is being actively explored.

Overall, the Steering Committee intends to complete the comprehensive review in mid 2015.

- (b) Information on whether the former Director of Marine, Mr Francis LIU Hon-por has received all entitled benefits under his conditions of service

We have consulted the Civil Service Bureau and would like to advise that the terms and conditions of service enjoyed by civil servants, including their entitled benefits, are governed by the Civil Service Regulations and Terms of Appointments. As a general rule, we will not disclose the details of benefits received by any individual civil servant due to personal data privacy.

Yours sincerely,



(Miss Mary TSANG)
for Secretary for Transport and Housing

c.c. Director of Marine (Attn: Ms Shirley LAM)