

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

HEAD 53 – GOVERNMENT SECRETARIAT : HOME AFFAIRS BUREAU Subhead 000 Operational expenses

Members are invited to recommend to Finance Committee the retention/creation of the following supernumerary posts in the Home Affairs Bureau in succession –

1 Administrative Officer Staff Grade C
(D2) (\$154,950 to \$169,450)
from 6 June 2016 to 31 December 2017

1 Government Architect
(D2) (\$154,950 to \$169,450)
from 1 January 2018 to 31 August 2021

PROBLEM

The existing supernumerary post of Administrative Officer Staff Grade C (AOSGC) (D2) in the Recreation and Sport (R&S) Branch of the Home Affairs Bureau (HAB), designated as Principal Assistant Secretary (Recreation and Sport)² (PAS(RS)²) will lapse on 6 June 2016. We need to continue to provide dedicated staffing support at the directorate level in HAB to take charge of the detailed planning and implementation of the Multi-purpose Sports Complex (MPSC) project in Kai Tak.

PROPOSAL

2. We propose to retain/create the supernumerary posts in succession, as follows –

/(a)

- (a) retain the existing supernumerary AOSGC post (D2) for about 19 months from 6 June 2016 to 31 December 2017 to continue to plan and prepare the MPSC project, to complete the review of the policy on Private Recreational Leases (PRL) and prepare for the implementation of the relevant recommendations, and to support the review on the provision of sports facilities in Hong Kong; and
- (b) upon the lapse of the supernumerary AOSGC post, create a supernumerary Government Architect (GA) post (D2) for 44 months from 1 January 2018 to 31 August 2021 to provide continued supervision of the MPSC project during its construction stage.

JUSTIFICATION

Principal Assistant Secretary (Recreation and Sport)²

(a) *Planning of the MPSC project*

3. The MPSC project is the most important investment of the Government in sports infrastructure in recent decades. Occupying about 28 hectares of land in the north apron of the former airport in Kai Tak, the MPSC will be the biggest sports park in Hong Kong, providing a wide array of high-quality sports venues: a 50 000-seat main stadium, a public sports ground for at least 5 000 spectators, an indoor multi-purpose sports centre with a main arena for at least 4 000 spectators and a secondary arena, a landscaped park, outdoor sports facilities, office accommodation for the sports community, and retail and dining outlets. The indicative master layout plan of the MPSC is at Enclosure 1.

Encl. 1

4. The MPSC project will contribute to the attainment of the Government's sports development policy which is to (a) promote sports in the community, (b) support the development of elite sports, and (c) establish Hong Kong as a sports events capital in Asia. Specifically, the MPSC will enable Hong Kong to attract a broad range of major sports events, increase the provision of quality sports facilities for school and community use, and provide our athletes with more opportunities to compete in the home ground.

5. HAB established the MPSC project team in 2014, currently led by PAS(RS)², to actively pursue the preparation of the project on various fronts. For example, since the commencement of the Environmental Impact Assessment (EIA) in March 2014, we have conducted noise measurements at football games, rugby matches and pop concerts in major sports/entertainment venues to obtain data for input to the EIA. Preliminary findings of the EIA show that, insofar as noise

/impact

impact is concerned, the proposed retractable roof of the main stadium, when closed, will allow events to continue beyond 11 pm. The EIA study also finds that the proposed covered walkway in the open space linking the MPSC with the future Kai Tak MTR station (tentatively called the Kai Tak Station Square project) would partially screen the crowd dispersal noise from most of the planned residential sites.

6. Noting that the current height limit (55 metres) for the MPSC site may pose a constraint on the installation of a retractable roof in the main stadium, the **planning consultant** engaged by HAB recommended that an application should be submitted to the Town Planning Board for increasing the height limit of the main stadium from 55 metres to 75 metres above the Hong Kong Principal Datum so as to allow for greater design flexibility. The consultant also recommended the inclusion of a hotel in the MPSC project to provide accommodation for participants of sports and other events as well as visitors; and amending the disposition of the landscaped deck between the northern and southern parts of the MPSC to enhance connectivity with the surrounding areas. We presented the consultant's findings to the Task Force on Kai Tak Harbourfront Development of the Harbourfront Commission in November 2015 and will take into account members' comments in finalizing our planning submissions.

7. We also engaged an **operations consultant** in July 2015 to assist us in mapping out the user requirements as well as the business plan, financial projections and performance measurements for the future MPSC operations. The consultant will also review the procurement approach for the project, carry out an economic cost-benefit analysis, study suitable turf surface and management options, and engage stakeholders including the sports sector and other potential users. To ensure that stakeholders' views on the design and operation of the MPSC are thoroughly considered at the planning stage, the consultant has organised
Encl. 2 workshops, questionnaire surveys and face-to-face meetings. Enclosure 2 is a summary of stakeholders' views we have collected so far. The stakeholder engagement exercise will continue this year with a greater focus on the detailed design and operations parameters on various components of the MPSC.

8. Our **quantity surveying consultant** has started to review and estimate the cost of individual components of the MPSC and will help us prepare the tender documents for the main works later this year. Our **technical services consultant** has also started to conduct technical studies and will prepare detailed specifications and a preliminary design for the MPSC.

9. PAS(RS)2 has to closely monitor the work of the above mentioned consultants, identify and resolve issues at an early stage and give steer to ensure that Government's policy objectives are met in full. The planning for the MPSC project is multi-faceted and highly complex, and more time has to be allowed for

/completing

completing the preparatory work and securing the necessary statutory approvals. After reviewing the progress to date, we consider it necessary to retain the existing supernumerary AOSGC post to oversee the planning and coordination of the MPSC project until end 2017, taking into account our plan to complete the preparation of operational and technical requirements of the MPSC in late 2016 and tender preparation work in 2017 before moving to the next stage of project implementation.

(b) Review of Policy on PRL

10. PAS(RS)2 is also responsible for overseeing the PRL policy review. In June 2014, HAB set up an inter-departmental working group comprising representatives from the Development Bureau, the Lands Department, and other concerned bureaux and departments to review the PRL policy. Given the scope and complexity of the review, which cuts across policy responsibilities of different bureaux and departments and involves different types of PRL, and having regard to the need to strike a proper balance amongst various considerations including sports development needs, land use, interests of PRL lessees and their members, and the wider public interest, it would be prudent for the working group to deliberate on the full range of issues relating to the PRL policy with a view to formulating a practicable way forward.

11. Based on the current progress, we aim to complete the review in 2016, and report our recommendations to the Panel on Home Affairs of the Legislative Council (LegCo) thereafter. Subject to the outcome of the public/stakeholder consultations, we will refine the recommendations and prepare for their implementation. PAS(RS)2 will undertake the above tasks, all of which require high level policy input and extensive coordination within the Government and with stakeholders.

(c) Review of the Provision of Sports Facilities in Hong Kong

12. To follow up on the Chief Executive's announcement in the 2015 Policy Address, the Working Group on Sports Facilities was set up under the Sports Commission¹ in July 2015 to review the level of demand for various types of sports facilities and to consider whether and how the current Hong Kong Planning Standards and Guidelines should be revised to better meet such demand. To support the work of the Working Group, PAS(RS)2 plays a leading role in analysing existing supply situation, identifying shortcomings in the current planning standard and coordinating views from relevant bureaux/departments, the

/sports

¹ The Sports Commission advises the Government on sports development policy. It has three Committees, which advise on measures to promote sport in the community, support elite sport and develop major sports events in Hong Kong. In addition, a Task Force on MPSC at Kai Tak and a Working Group on Sports Facilities have been set up under the Sports Commission.

sports sector and other stakeholders. The Working Group aims to complete its review and come up with preliminary recommendations by the end of 2017. The membership and terms of reference of the Working Group on Sports Facilities is at

Encl. 3 Enclosure 3.

13. To effectively discharge the duties mentioned above, it is essential to retain the supernumerary AOSGC post until end 2017. With extensive administrative and management experience, versatility, political acumen and leadership capability, PAS(RS)2 will lead the MPSC project team, steer the work of the consultants and coordinate inputs from concerned bureaux and departments. The officer will also continue to oversee the review of PRL policy and the provision of new sports facilities, and support the work of the Working Group on Sports Facilities. The detailed job description of PAS(RS)2 is at Enclosure 4.

Encl. 4

Project Director (MPSC)

14. As outlined in paragraph 9 above, our target is to complete the preparatory work for the MPSC in 2017 for moving the project into the implementation stage. To ensure smooth interface, we need to create a supernumerary GA post (D2) (designated as Project Director (MPSC)) on 1 January 2018 who will take over from PAS(RS)2 to oversee the construction of the MPSC.

15. The Project Director (MPSC) will lead the MPSC project team, manage the contracts for the main works as the Supervising Officer under the building contract, vet the contractors' designs according to contract requirements, monitor the progress and quality of construction works, vet and approve contractors' submissions and shop drawings, oversee effective coordination of works and installations, implement site safety and environmental protection measures, control cash flow and expenditure of works, coordinate with relevant Government departments/bureaux, statutory and licensing authorities, resolve interfacing and technical issues with other projects in the Kai Tak Development Area and ensure that the MPSC is completed in accordance with the contractual requirements and specifications, on time and within budget.

16. Given the scale, complexity and importance of the MPSC project, a sufficiently senior professional officer with extensive experience in delivery of government works projects and construction contract management is essential at this critical stage of project implementation. He/she will lead the in-house team, ensure proper inputs from consultants, manage the contractor and coordinate government departments and non-government entities on implementation issues so as to ensure the successful delivery of the MPSC. Taking into account that the construction period is estimated to be some four years and, subject to timely

/funding

Encl. 5 funding approval of the Finance Committee, that the MPSC is expected to be completed in 2021, the tenure of the Project Director (MPSC) is proposed to be 44 months and we will review the operational need for the directorate post then in the light of the actual progress of the project. The detailed job description of the Project Director (MPSC) is at Enclosure 5. PAS(RS)2 and Project Director (MPSC) will report to the Commissioner for Sports (D3) who oversees sports policy.

Non-directorate support

Encl. 6 17. A total of 16 non-directorate staff members in the MPSC project team² will continue to support PAS(RS)2 and later on the Project Director (MPSC). To oversee the landscape design of the MPSC, a time-limited Senior Landscape Architect post will be created to join the project team around April 2016 for undertaking landscape architectural, greening and tree matters, handling turf related issues, and coordinating all interfacing landscaping matters with the adjoining open spaces. The organisation chart showing the proposed posts is at Enclosure 6.

ALTERNATIVES CONSIDERED

18. We have examined the staffing position in the R&S Branch of HAB and explored the possibility of identifying spare capacity to perform the duties of the proposed supernumerary directorate posts. The Branch is in charge of all policies pertaining to sports development, and is headed by an Administrative Officer Staff Grade B (i.e. the Commissioner for Sports) who is currently supported at directorate level by one permanent AOSGC (PAS(RS)1) and the supernumerary PAS(RS)2. PAS(RS)1 is fully occupied with a wide portfolio of duties which includes developing and implementing initiatives to promote the development of sports in Hong Kong. It is operationally not viable for her to absorb the substantial duties being undertaken by PAS(RS)2 without compromising the effective delivery of her duties.

19. We have also examined whether the other seven AOSGCs (including two supernumerary AOSGC posts for the Community Care Fund (CCF) and the West Kowloon Cultural District (WKCD) Project) under the Civic Affairs Branch and Culture Branch of HAB can absorb the duties of the PAS(RS)2 post. These officers are working on a wide range of policy issues, including civic affairs, legal aid, CCF, WKCD Project, arts and culture matters. It is not feasible for any of them to take up the tasks of PAS(RS)2 without adversely affecting the performance of their duties, nor do they have the professional expertise of the GA to oversee the subsequent construction of the MPSC. A dedicated directorate officer is needed to

/provide

² The MPSC project team comprises 15 civil servants and one non-civil service contract staff.

Encl. 7

provide a focused policy steer and ensure collaboration among different parties for the timely planning and implementation of the MPSC project. The detailed work schedules of the other AOSGCs in HAB are at Enclosure 7.

FINANCIAL IMPLICATIONS

20. The proposed retention/creation of the supernumerary AOSGC/GA post will require an additional notional annual salary cost at mid-point of \$1,973,400. The additional full annual average staff cost, including salaries and staff on-cost of the AOSGC and GA posts, is \$2,780,000 and \$2,814,000 respectively.

21. The total notional annual salary cost at mid-point for the non-directorate posts concerned is \$13,688,100 and the full annual average staff cost, including salaries and staff on-cost, is \$20,239,000.

22. We will include the necessary provision in the draft Estimates of the relevant financial years to meet the cost of this proposal.

PUBLIC CONSULTATION

23. We consulted the Panel on Home Affairs of LegCo on the above staffing proposal on 22 December 2015. Members supported the submission of the proposal to the Establishment Subcommittee.

BACKGROUND

24. The Outline Zoning Plan for the Kai Tak Development (S/K22/4) includes an MPSC that will be suitable for hosting major international events and that will provide facilities for regular public use. On 6 June 2014, the Finance Committee of the LegCo approved, vide FCR(2014-15)1, the creation of a supernumerary AOSGC (D2) post, designated as PAS(RS)2, in the R&S Branch of HAB for a period of two years from 6 June 2014 to 5 June 2016 to take forward the planning of the MPSC project and to oversee the review of the PRL policy. To support and take forward the planning of the MPSC project, a multi-disciplinary team was formed with the creation of 13 non-directorate time-limited posts³ to provide technical and professional input. One Senior Administrative Officer and

/one

³ These non-directorate posts include one Senior Architect, one Senior Engineer, one Personal Secretary I, one Senior Building Services Engineer, one Senior Structural Engineer, one Senior Quantity Surveyor, one Electrical and Mechanical Engineer, three Technical Officers, one Senior Leisure Services Manager, one Executive Officer II and one Assistant Clerical Officer.

one Senior Executive Officer have also been internally redeployed to the team to support PAS(RS)2. On 3 July 2015, the Finance Committee approved, vide FCR(2015-16)22, the funding application for the Government to conduct pre-construction works for the MPSC project. The pre-construction works are being carried out and expected to be completed in 2017.

25. Our current policy on PRLs recognises the contribution that private sports clubs and other organisations operating facilities on land granted under PRLs have made to the promotion of sports in Hong Kong, whilst requiring these organisations to make their sports facilities available for regular use by eligible outside bodies.

ESTABLISHMENT CHANGES

26. The establishment changes in HAB for the past two years are as follows –

Establishment (Note)	Number of posts			
	Existing (as at 1 February 2016)	As at 1 April 2015	As at 1 April 2014	As at 1 April 2013
A	11+(4) [#]	11+(4)	11+(3)	11+(3)
B	71	66	63	62
C	174	168	162	157
Total	256+(4)	245+(4)	236+(3)	230+(3)

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

- as at 1 February 2016, there was no unfilled directorate post in HAB

CIVIL SERVICE BUREAU COMMENTS

27. The Civil Service Bureau supports the proposed retention/creation of the proposed supernumerary directorate posts. The grading and ranking of the posts are considered appropriate having regard to the level and scope of responsibilities.

/ADVICE

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

28. As the posts are proposed on a supernumerary basis, their retention/creation, if approved, will be reported to the Standing Committee on Directorate Salaries and Conditions of Service in accordance with the agreed procedure.

Home Affairs Bureau
February 2016



LEGEND:

- | | | | |
|--|--|---|---|
| <ul style="list-style-type: none"> --- SITE BOUNDARY
園區界線 → VEHICULAR ACCESS
行車通道 → PEDESTRIAN ACCESS
行人通道 GREEN AREA
綠化園區 | <ul style="list-style-type: none"> HARD PAVED AREA AT GROUND LEVEL
地面 (硬地) HARD PAVED AREA AT PODIUM DECK
平台 (硬地) JOGGING TRAILS AND TRACKS
緩跑徑及跑道 EMERGENCY VEHICLE ACCESS
緊急車輛通道 | <ul style="list-style-type: none"> CYCLE TRACK
單車徑 OUTDOOR SPORTS & RECREATION FACILITIES
eg. FITNESS AREA, BASKETBALL,
TENNIS, BEACH VOLLEYBALL
戶外康體設施
如: 健身園區, 籃球, 網球, 沙灘排球 | <ul style="list-style-type: none"> RESIDENTIAL
住宅 COMMERCIAL
商業 GOVERNMENT, INSTITUTION OR COMMUNITY
政府, 機構或社區 COMPREHENSIVE DEVELOPMENT AREA
綜合發展區 OPEN SPACE
休憩用地 OTHER USES
其他用途 |
|--|--|---|---|

INDICATIVE MASTER LAYOUT PLAN OF MPSC AT KAI TAK 啟德體育園區總綱發展示意圖

**Key Observations/Findings of
First phase Stakeholder Engagement
conducted by the Operations Consultant of MPSC Project**

Background

The Home Affairs Bureau appointed an Operations Consultant (OC) in late July 2015 to provide expert advice on the operations of the Kai Tak Multi-purpose Sports Complex (MPSC). One of its tasks is to engage stakeholders such that the Government can take into account their views in the planning of the MPSC project. From August to November 2015, the OC reached out to the sports and entertainment sectors, including the Sports Federation & Olympic Committee of Hong Kong, China (SF&OC^{Note}) and its member associations, all 59 “national sports associations” (NSAs) receiving subvention from the Government, the Hong Kong Sports Institute and some elite athletes, and representatives of local entertainment and performance industry. In addition to updating these stakeholders on the progress of the MPSC project, the OC has collected views on the project through briefings, questionnaires, workshops and one-on-one meetings. The paragraphs below summarise key findings and observations collected in this phase of stakeholder engagement.

Engagement with the Sports Sector

2. The OC met the SF&OC and a large number of individual NSAs to update them on the progress of the MPSC project and collect their views on the project. It is clear that the sports community is eager to see the early implementation of the MPSC project.

3. Many NSAs expressed the aspiration to grow their sports through involvement with the MPSC. They wish to contribute on how to make the MPSC multi-purpose and fulfil the requirements of international sports events. They have suggested ideas as to the range of activities which could be held in various venues of the MPSC. Some NSAs such as the Hong Kong Rugby Union, the Hong Kong Football Association, the Hong Kong Badminton Association and the Hong Kong Equestrian Federation cited specific examples of major events that could be held or attracted to the MPSC in future.

4. The OC sees that the sports sector generally appreciated that competing priorities among different uses (e.g. major events, community use, elite training and venues maintenance) would need to be balanced in order to realise the

/full

^{Note} SF&OC is a member of the International Olympic Committee, the Olympic Council of Asia and East Asian Games Association. SF&OC is responsible for the participation of Hong Kong Delegation to the Olympic Games, Asian Games and East Asian Games. At present, there are altogether 76 member associations under SF&OC. It represents the collective voice of the Hong Kong sports community.

full potential of the MPSC. The sports sector agreed that the MPSC project is aligned with the Government's sports development policy to foster a sporting culture in the community, to support our top athletes and to attract more major international sports events to Hong Kong.

5. Specifically, the OC has gathered views from the sports sector on the individual elements of the MPSC, namely the Main Stadium (MS), the public sports ground, the indoor multi-purpose sports centre and the commercial elements including hotel and offices. The following paragraphs summarise the views collected.

(a) *Main Stadium (MS)*

6. The MS was generally regarded as the catalyst for Hong Kong to maintain and attract more high profile international sports events of all kinds. The NSAs welcomed a retractable roof for the MS which would provide greater comfort for the spectators and protect the playing surface during adverse weather. In terms of playing surface, the Hong Kong Football Association and the Hong Kong Rugby Union indicated that despite the growing popularity of artificial turf, there is still a need to provide natural turf playing field for top level international competitions. On the operation of MS, NSAs are particularly interested to learn how a more commercially operated stadium might enhance utilization and the corresponding impact on their sports.

(b) *Public Sports Ground (PSG)*

7. A number of NSAs have expressed the intention of moving their current events from existing venues, usually constrained with seating capacity, to the new PSG. For instance, major inter-school athletics events with the potential of attracting thousands of students would like to use the PSG. The Hong Kong Football Association and the Hong Kong Rugby Union saw potential for the PSG to become an important venue for local fixtures. The Hong Kong Cricket Association and the Hong Kong Baseball Association also see the potential for their matches to be played in the PSG if space allows and proper configuration can be technically achieved.

(c) *Indoor Sports Centre (ISC)*

8. Given the expected higher quality facilities, larger playing field and greater number of spectator seats than many of the existing ISC venues, many NSAs expressed interests in moving their existing local and international events to the ISC. Some NSAs consider the proposed 4 000 seats sufficient but others indicated that it would be beneficial to suitably increase the spectator capacity of the ISC.

/(d)

(d) Commercial elements of the MPSC

9. Most NSAs were in favour of having a hotel (at a rating of four star) in the MPSC. Other than providing convenient accommodation to the athletes and event participants, the hotel could also be regarded as a favourable factor in bidding the hosting rights of certain international sports events.

10. Many NSAs advised that it was important to ensure adequate car parking space for sports team buses and the design should also facilitate athletes to access the sports venues and the transfer of equipment for events.

11. The MPSC project is envisaged to offer an opportunity to provide office accommodation for sports organizations. Depending on the detailed rental arrangement, some NSAs expressed their intention to relocate their existing offices to the new office building of the MPSC.

Engagement with the Entertainment Industry

12. While priority will be accorded to sport events in the development of the MPSC, non-sporting events including entertainment events are also potential users of the MPSC venues.

13. Representatives of the local entertainment industry opined that with the increasing competition from large scale venues across Asia, Hong Kong has already lost out and been put in a disadvantaged position due to the lack of a suitable venue for holding large-scale entertainment events. They wished to have a venue of at least 35 000 in capacity so as to attract international and regional entertainment events. The MS would be important to meeting the demand of the entertainment industry and keeping pace with regional competition.

Way forward

14. We will further analyse the views collected in the first phase stakeholder engagement. A potential challenge transpired from the stakeholder engagement exercise is how to strike a balance amongst the competing uses for the MPSC venues. While it is not practicable to come up with a project design that allows for the utilisation by all sports nor the hosting of international level events of all sports, we will seek to accommodate the needs of different stakeholders in the next phases of the planning process in a practical and reasonable manner in order to promote sports excellence, community usage and operational efficiency and to reap the full potential of the MPSC. Other technical matters such as the design of the retractable roof for the MS, the capacity of the ISC, the turf system to support top-level sports events while allowing for non-sporting events to be held will also be followed up. Stakeholder engagement will continue in 2016, with greater focus on technical requirements and support required for event operations.

Enclosure 3 to EC(2015-16)17

Working Group on Sports Facilities

Membership

<u>Name</u>	<u>Occupational/Professional Background</u>
<u>Chairperson</u>	
Permanent Secretary for Home Affairs	--
<u>Members</u>	
Mr Henry Chan Chi-chiu, MH, JP	Businessman/Former Tai Po District Council Member
Mr William Ko Wai-lam, BBS, MH	Senior Vice-President, Hong Kong Amateur Athletic Association
Mr Karl Kwok Chi-leung, MH	Vice-President, Sports Federation & Olympic Committee of Hong Kong, China
Ms Peggy Lee Pik-ye	Wan Chai District Council Member
Ms Vivian Lee Ying-shih	Former swimming athlete in the Hong Kong Team
Dr Lobo Louie Hung-tak	Associate Professor, Department of Physical Education, Hong Kong Baptist University
Ms Genevieve Pong Chung-yi	Member, Board of Directors of Hong Kong Sports Institute Limited
Mr Terry Smith	Vice President, Hong Kong Cricket Association
Mr Tsang Hin-hong	Tuen Mun District Council Member
Dr Michael Tse	Assistant Director, Institute of Human Performance, The University of Hong Kong
Dr Simon Yeung Sai-mo	Associate Professor, Department of Rehabilitation Sciences, The Hong Kong Polytechnic University
Mr Tony Yue Kwok-leung, MH, JP	Vice-President, Sports Federation & Olympic Committee of Hong Kong, China
<u>Ex-officio Members</u>	
Representative of the Hong Kong Paralympic Committee & Sports Association for the Physically Disabled	--

/Representative

Representative of the Hong Kong School Sports Federation	--
Commissioner for Sports	--
Deputy Director of Leisure and Cultural Services (Leisure Services)	--
Representative of Planning Department	--

Terms of Reference

- (1) To review the current and planned level of supply of public (Leisure and Cultural Services Department-managed) sports facilities with reference to the standards set out in the current Hong Kong Planning Standards and Guidelines (HKPSG), as well as the extent of facilities provided at quasi-public venues (such as housing estates and educational institutes) and private venues (such as residential and private sports clubs);
- (2) To review the level of demand for different types of sports facility taking into account the utilisation rates of existing facilities, the views of “national sports associations” (NSAs), the priorities set by District Councils and other relevant factors;
- (3) To review the types of sports facility that should be subject to a demand and supply assessment;
- (4) To recommend how any identified shortfall between demand and supply of sports facilities could be met, for example, by prioritising the allocation of public resources to specific facilities or encouraging the development of facilities by NSAs or their affiliated organisations; and
- (5) To consider whether there is a need for a review of the HKPSG as far as they relate to the level of provision of sports facilities in Hong Kong, such as the types of facility that are covered by the relevant guidelines and the extent to which these meet the needs of the Hong Kong’s changing demography and patterns of sports participation.

**Job Description of
Principal Assistant Secretary (Recreation and Sport)2**

Rank : Administrative Officer Staff Grade C (D2)

Responsible to: Commissioner for Sports

Main Duties and Responsibilities –

1. To steer and coordinate with all parties concerned the detailed planning and implementation of the Multi-purpose Sports Complex (MPSC) project at Kai Tak.
2. To provide policy input and strategic analysis in relation to the development of the MPSC project, and to identify potential obstacles and recommend practical and timely solutions to senior officers.
3. To implement a procurement and financing plan that will help ensure the long-term viability and value for money of the MPSC.
4. To monitor the progress of master planning, formulation of business plan, design and pre-construction works to enable timely delivery of the project.
5. To carry out policy review on Private Recreational Leases and supervise the implementation of its recommendations.
6. To oversee the planning of other new public sports facilities in Hong Kong and provide secretariat support for the Working Group on Sports Facilities of the Sports Commission.

**Job Description of
Project Director (Multi-purpose Sports Complex)**

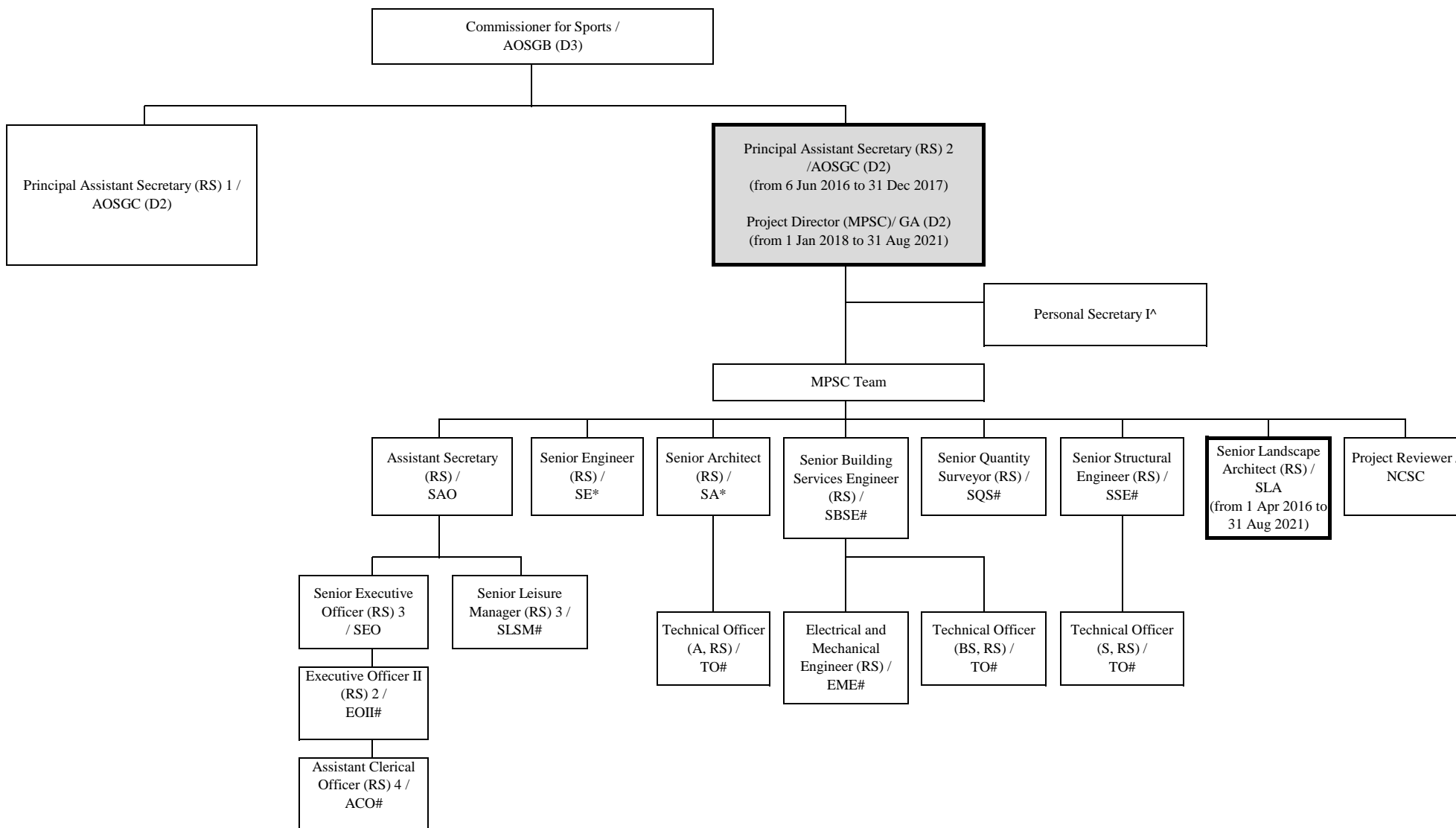
Rank : Government Architect (D2)

Responsible to: Commissioner for Sports


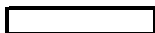
Main Duties and Responsibilities –

1. To oversee the implementation of the Multi-purpose Sports Complex (MPSC) in accordance with contractual provisions, statutory requirements and established government standards.
2. To oversee the construction programme, budget, resources and works quality of the MPSC project at strategic level.
3. To monitor contractors to carry out the construction works and meet the targets for programme, cashflow and quality of works set in the contract.
4. To consider and make recommendations on construction aspects regarding changes to government requirements initiated by the contractor.
5. To coordinate among relevant Government bureaux/departments and entities to resolve any pertinent professional and technical issues related to the implementation of the MPSC project including planning, engineering, buildings and interface matters.

Proposed Organisation Chart of the Recreation & Sport Branch, Home Affairs Bureau



Note:
 * Time-limited posts from 1 April 2014 to 31 March 2019.
 ^ Time-limited post from 9 June 2014 to 31 August 2021.
 # Time-limited posts from mid-2015 to 31 August 2021.

 Proposed retention/creation of supernumerary posts
 Non-directorate post to be created

**Duties and Responsibilities of
the Other Principal Assistant Secretaries in the Home Affairs Bureau**

1. PAS(Civic Affairs)1 is responsible for youth development policy, matters related to subvention for Youth Uniformed Groups, Youth Square, Service Corps, Youth Hostel policy and steering of relevant projects, civic education/national education outside schools, volunteerism policy, youth exchange and internship, life planning activities, Youth Development Fund and Multi-faceted Excellence Scholarship. The officer is also appointed as the secretary to the Commission on Youth and the Committee on the Promotion of Civic Education.
2. PAS(Civic Affairs)2 is responsible for legal aid policy and reviews, policies on free legal advice and assistance, Family Council matters and promotion of family perspectives, maintenance policies relating to enforcement of maintenance orders, wills, intestate, inheritance and probate legislation, postage stamp policy and Neighbourhood Level Community Development Projects. The officer is also responsible for housekeeping matters of the Legal Aid Department and subventions for the Duty Lawyer Service and the Legal Aid Services Council, and is appointed as the secretary to the Family Council.
3. PAS(Civic Affairs)3 is responsible for gambling policy, social enterprises policy, entertainment licensing, housekeeping of the Information Services Department, policy matters relating to advisory and statutory bodies of bureaux and departments, liaison with religious bodies, and matters relating to the Board of Management of the Chinese Permanent Cemeteries and the Chinese Temples Committee. The officer is also responsible for the Trust Fund in Support of Reconstruction in the Sichuan Earthquake Stricken Areas, and the Secretary for Home Affairs Incorporated properties and trust funds, and serves as the secretary to the Betting and Lotteries Commission, the Ping Wo Fund Advisory Committee and the Social Enterprise Advisory Committee, as well as responsible for overseeing the operation of the public affairs forum.
4. PAS(Community Care Fund), filling a supernumerary post, is responsible for leading the Community Care Fund (CCF) Secretariat to serve and support the CCF Task Force (CCFTF) and the Commission on Poverty (CoP) on all matters in relation to the administration of the CCF, including policy formulation, strategic planning and evaluation from time to time of the modus operandi and implementation of the CCF initiative; coordinating efforts with bureaux / departments and stakeholders on supporting the CCFTF and the CoP in assessing the implications on proposed assistance

/programmes

programmes, prioritizing competing demands for assistance under the CCF as well as monitoring and evaluating the assistance programmes; engaging the public and stakeholders in mapping out assistance programmes; assisting the CCFTF and the CoP in overseeing the financial management and overall funding allocation of the CCF and monitoring its operation and use; and implementing some assistance programmes under the CCF.

5. PAS(Recreation and Sport)1 is responsible for sports policy and strategic initiatives, matters relating to the Sports Commission and the Sir David Trench Fund Committee, and administration of the Sir David Trench Fund for Recreation (Main Fund) and the Arts and Sport Development Fund (Sports Portion), and resources management of Hong Kong Sports Institute Ltd, the Sports Federation & Olympic Committee of Hong Kong, China and the Outward Bound Hong Kong. The officer is also responsible for the Football Task Force and redevelopment of the Hong Kong Sports Institute.
6. PAS(Culture)1 is responsible for policy on arts and cultural software, performing arts policy and funding, subvention for the major performing arts groups, cultural exchange between Hong Kong and the Mainland, Macao and Taiwan, housekeeping of the Hong Kong Arts Development Council and the Hong Kong Academy for Performing Arts, matters relating to the Advisory Committee on Arts Development as well as its Sub-committee on Funding for Performing Arts and the Sub-committee on Arts Education under the Committee.
7. PAS(Culture)2 is responsible for policies on public and private museums, visual arts, public libraries, public art with regard to visual arts, intangible cultural heritage, development of Cantonese Opera and related matters, and planning of cultural and performance facilities of the Leisure and Cultural Services Department (LCSD), as well as cultural exchange between Hong Kong and other countries. The officer is also responsible for matters relating to the Hong Kong Jockey Club Music and Dance Fund, the Lord Wilson Heritage Trust and the Hong Kong Arts Centre.
8. PAS(West Kowloon Cultural District), filling a supernumerary post, is responsible for monitoring the performance of the West Kowloon Cultural District Authority (WKCDA) in fulfillment of its objectives and roles as stated in the WKCDA Ordinance and overseeing the interface issues between arts and cultural facilities operated by WKCDA and those operated by LCSD, as well as liaising with WKCDA to oversee the institutional set-up and establishment of the governance mechanism for museum and performing arts venues. The officer is also responsible for monitoring the progress in planning of programmes and services by WKCDA for the opening of arts and cultural facilities in West Kowloon Cultural District and overseeing WKCDA's policy and work in nurturing local arts talents, engaging stakeholders and building up audiences, as well as housekeeping of WKCDA.
