

NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

Update on Overall Directorate Establishment Position

INTRODUCTION

This paper updates Members on the overall directorate establishment position and informs Members of possible proposals for the creation and deletion of directorate posts in the 2016-17 legislative session.

CONTINUOUS EFFORTS TO CONTROL THE SIZE OF THE CIVIL SERVICE

2. The Government has continued its efforts to control the size of the civil service by making more effective use of manpower resources, deleting existing posts where the functional need has ceased, and creating new posts only when fully justified. As at 30 September 2016, the civil service establishment (including judges and judicial officer (J&JO) posts in the Judiciary and all posts in the Independent Commission Against Corruption) stood at 176 302, made up of 1 678 directorate and 174 624 non-directorate posts. The number of directorate posts is maintained at less than 1% of the total establishment of the civil service.

3. In November 2015, we submitted vide ECI(2015-16)12 a forecast on the likely creation and deletion of directorate posts for the 2015-16 legislative session. By the end of the session, the Establishment Subcommittee (ESC)/Finance Committee (FC) endorsed/approved the creation of eight permanent directorate posts and 14 new supernumerary directorate posts, and the re-creation/extension of 16 supernumerary directorate posts. Meanwhile, nine supernumerary directorate posts lapsed without extension during the period. As a result, there was a net creation of eight permanent and five supernumerary directorate posts for the 2015-16 legislative session.

/FORECAST

FORECAST OF DIRECTORATE POST PROPOSALS LIKELY TO BE SUBMITTED IN THE 2016-17 LEGISLATIVE SESSION

4. Based on the current assessment provided by bureaux, we forecast that for the remainder of the 2016-17 legislative session the Government may put forward the following proposals on –

- Encl. 1 (a) net creation of seven permanent directorate posts as set out in Enclosure 1;
- Encl. 2 (b) creation of nine supernumerary directorate posts and extension of eight supernumerary directorate posts as set out in Enclosure 2. Members may wish to note that ten existing supernumerary directorate posts are expected to lapse during the period; and
- Encl. 3 (c) creation of 14 permanent J&JO directorate posts as set out in Enclosure 3.

5. The above forecast is based on our current assessment only. Bureaux/departments may need to adjust their current plans on staffing requirements in the course of the 2016-17 legislative session as proposals are further refined, or as unforeseeable circumstances arise.

6. In addition, there are possible additional requirements at the directorate level which are under review by the bureaux/departments concerned, which may result in submissions to ESC/FC in the 2016-17 legislative session.

7. The Government will continue to exercise prudence in monitoring and controlling the size of the directorate establishment. A rigorous system is in place to scrutinise proposals initiated by bureaux/departments and ensure that these proposals are fully justified before submission to ESC/FC.

/FINANCIAL

FINANCIAL IMPLICATIONS

8. The salary costs arising from the net increase of eight permanent directorate posts and five supernumerary directorate posts for the 2015-16 legislative session amount to \$27.0 million. The detailed financial implications of the possible proposals for the creation of directorate posts in the 2016-17 legislative session will be set out in the respective ESC papers to be submitted in due course.

Civil Service Bureau
Financial Services and the Treasury Bureau
December 2016

Current Forecast of Possible Submissions on Creation/Deletion of Permanent Directorate Posts in the 2016-17 Legislative Session

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Others (e.g. upgrading, downgrading, transfer)
Architectural Services Department	To support policy initiatives related to greening, landscape and tree management.	Chief Landscape Architect (D1)	+1	
Department of Justice	To undertake essential duties in respect of constitutional and electoral matters.	Deputy Principal Government Counsel (DL2)	+1	
Environmental Protection Department	To lead a dedicated division and oversee the implementation of a basket of measures to promote waste reduction and recycling, as well as the sustainable development of the recycling industry.	Assistant Director of Environmental Protection (D2)	+1	
Hong Kong Police Force	To command the Cyber Security and Technology Crime Bureau in the Crime Wing to enhance the Force's capability in addressing the ever-increasing cyber threat and cyber crime challenges.	Chief Superintendent of Police (PPS 55 or D1-equivalent)	+1	
Intellectual Property Department	To follow through patent reform in Hong Kong and to strengthen the promotion of Hong Kong as an intellectual property trading hub.	Assistant Director of Intellectual Property (DL2)	+1	

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Others (e.g. upgrading, downgrading, transfer)
Financial Services and the Treasury Bureau	To cope with the substantial workload of its Treasury Branch arising from the implementation of new international initiatives and obligations for Hong Kong to promote tax transparency and combat tax evasion.	Administrative Officer Staff Grade C (D2)	+1	
Inland Revenue Department	To enhance the capacity of its Stamp Office in the provision of support services for the implementation of various policy initiatives relating to stamp duty.	Chief Assessor (D1)	+1	
Offices of the Chief Secretary for Administration and the Financial Secretary – Protocol Division	To regrade the post of Director of Protocol (D2) to a Senior Principal Executive Officer (D2) post on a long-term basis.	Senior Principal Executive Officer (D2)		+1
		Director of Protocol (D2)		-1
Highways Department (HyD)	To continue to implement the Hong Kong-Zhuhai-Macao Bridge and related local projects. (please also see the extension of one supernumerary D3 post and two supernumerary D1 posts in HyD in Enclosure 2)	Chief Engineer (D1)		+1
		Chief Engineer (D1)		-1

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Others (e.g. upgrading, downgrading, transfer)
Fire Services Department	To upgrade the Departmental Secretary post from Principal Executive Officer to the rank of Senior Principal Executive Officer to cope with the increasing complexity of work and to strengthen the administrative support provided to the senior management.	Senior Principal Executive Officer (D2)		+1
		Principal Executive Officer (D1)		-1
Water Supplies Department	To regrade four Assistant Director of Water Supplies posts to four Government Engineer posts to meet operational needs and enhance staff planning.	Government Engineer (D2)		+4
		Assistant Director of Water Supplies (D2)		-4
Total			+7	

**Current Forecast of Possible Submissions on Creation/Extension of Supernumerary Directorate Posts in
the 2016-17 Legislative Session**

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Extension
Civil Engineering and Development Department (CEDD)	To set up a new dedicated Sustainable Lantau Office in CEDD to take forward and manage the development and conservation initiatives for Lantau and promote sustainable development of Lantau.	Principal Government Engineer (D3)	+1	
		Government Town Planner (D2)	+1	
		Chief Engineer (D1)	+2	
Financial Services and the Treasury Bureau	To provide dedicated professional support at directorate level to lead the Financial Services Development Council Secretariat.	D2-equivalent non-civil service position	+1	
Food and Environmental Hygiene Department	To take forward the recasting and re-engineering of workflow as well as an overhaul of IT systems for effective data management in the Centre for Food Safety.	Senior Principal Executive Officer (D2)	+1	
Food and Health Bureau	To strengthen the directorate support to the Food Branch to cope with the increasing workload on policy matters relating to food safety.	Senior Principal Executive Officer (D2)	+1	

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Extension
Judiciary	To strengthen the support to the Project Planning and Accommodation Section of the Judiciary Administration to cope with the increase in workload arising from the need to address the accommodation needs of the Judiciary in the long term.	Principal Executive Officer (D1)	+1	
Social Welfare Department	To head a new Licensing and Regulation Branch for strengthening the inspection and monitoring of residential care homes for the elderly and residential care homes for persons with disabilities as well as enhancing their service quality.	Assistant Director of Social Welfare (D2)	+1	
Commerce and Economic Development Bureau	To support the development of cruise tourism, monitor the operation of the Kai Tak Cruise Terminal, and oversee the operation and development of Hong Kong Disneyland Resort.	Administrative Officer Staff Grade C (D2)		1
Offices of the Chief Secretary for Administration and the Financial Secretary – Central Policy Unit	To provide adequate directorate support to sustain the effective and efficient operation of the Commission on Strategic Development.	Administrative Officer Staff Grade C (D2)		1

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Extension
Development Bureau	To continue to head the Energizing Kowloon East Office.	Principal Government Town Planner (D3)		1
		Government Architect (D2)		1
Highways Department (HyD)	To continue to implement the Hong Kong-Zhuhai-Macao Bridge and related local projects. (please also see the extension of redeployment of one permanent D1 post in HyD in Enclosure 1)	Principal Government Engineer (D3)		1
		Chief Engineer (D1)		2
Home Affairs Bureau	To provide secretariat support for the Community Care Fund (CCF) Task Force to continue to take forward the CCF initiatives.	Administrative Officer Staff Grade C (D2)		1
Total			+9	8

**Current Forecast of Possible Submissions on Creation of Permanent Directorate Posts for Judges and Judicial Officers
in the 2016-17 Legislative Session**

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation
Judiciary	To strengthen the establishment of the respective courts/tribunal in order to cope with the operational requirements of the respective courts/tribunal upon the commissioning of the West Kowloon Law Courts Building.	Magistrate (JSPS 7-10)	+1
		Adjudicator, Small Claims Tribunal (JSPS 10)	+2
	To cope with the increase in workload in the District Court and the Small Claims Tribunal, arising from the implementation of the new civil jurisdictional limits of the District Court and the Small Claims Tribunal, and to cope with the increase in workload in the District Court Masters' Office.	District Judge (JSPS 13)	+4
		Deputy Registrar, District Court (JSPS 10)	+5
		Adjudicator, Small Claims Tribunal (JSPS 10)	+2
Total			+14
