

For discussion
on 13 December 2016

**Legislative Council Panel on
Food Safety and Environmental Hygiene**

**Proposed creation of supernumerary directorate posts in
the Food and Health Bureau and the Centre for Food Safety**

Purpose

This paper seeks Members' support for the proposed creation of:

- (a) a supernumerary post of Senior Principal Executive Officer ("SPEO") (D2) in the Food Branch of the Food and Health Bureau ("FHB") for a period of 2.5 years with immediate effect upon the approval of the Finance Committee; and
- (b) a supernumerary post of SPEO (D2) in the Centre for Food Safety ("CFS") of the Food and Environmental Hygiene Department ("FEHD") with immediate effect upon the approval of the Finance Committee for about seven years up to 31 March 2024.

Background

2. Ensuring food safety is an important and long-term mission. The Food Branch and the CFS work closely together, with appropriate division of work¹, to build and maintain a robust food safety regime to keep Hong Kong abreast of the challenges on food safety and uphold its

¹ Work relating to policy formulation, putting in place/updating the legislation and monitoring the effectiveness of policies and measures on food safety is primarily carried out by the Food Branch of FHB. Implementation and enforcement work is carried out by the CFS.

international reputation as a safe place for foods and a gourmet paradise.

3. The Food Branch needs an additional Principal Assistant Secretary (“PAS”) to carry out various new initiatives on food safety in the coming 2.5 years while continuing to pursue other on-going initiatives.

4. To substantially strengthen data management and analysis to enhance CFS’ food safety control work and prepare for the migration to the Trade Single Window (“SW”) project of the Government², it is necessary for the CFS to set up a new Division up to end of 2023-24 to be headed by an SPEO to map out the changes required to streamline and re-engineer workflows and drive through an overhaul of the IT systems.

Justifications

(A) The supernumerary post of SPEO in the Food Branch of FHB

Food safety portfolio

5. Food safety policy is a huge portfolio. It covers matters relating to the safety standards of a wide varieties of foods, including aquatic products, food of plant origins, food of animal origins, and processed food; matters relating to the import control of aquatic products, poultry, eggs, food of plant origin, food of animal origins, and processed food for food safety consideration; overseeing the management of food incidents; matters relating to formula products and foods intended for infants and young children (including nutrition labelling, claims, and monitoring the implementation of the supply chain improvement measures by major suppliers and retailers of those

² Following mainstream international development and to uphold Hong Kong’s competitiveness in trade in goods and position as a logistics hub, the Government is setting up a SW in Hong Kong as a single IT platform for the one-stop lodging of all trade documents from the trading community to the Government to facilitate trade declarations and customs clearance. A Single Window Project Management Office has been established within the Commerce and Economic Development Bureau in 2016 to take forward the SW initiative.

products); and matters relating to organic food and genetically modified food, etc.. Also, it covers matters relating to the reduction of salt and sugar contents in food³. It involves heavy workload and a high level of complexity.

6. Ensuring that our food safety regime is backed up by the requisite food safety legislation and the provisions in the food safety legislation are adequate and effective is one of the major functions of the Food Branch. In this regard, the Food Branch reviews the food safety legislation and the food safety regime from time to time. Also, the Food Branch oversees and monitors the implementation of the legislation. Notwithstanding our previous efforts in updating our food safety legislation⁴, there are more to be done.

7. For example, the Food Branch plans to start the process of introducing legislative amendments to regulate and prescribe various safety standards for edible fats and oils⁵, and update the standards for mycotoxins (including aflatoxin⁶) in foods in 2017. Also, it plans to carry out a public consultation exercise in 2017 on proposals to update the maximum permitted concentrations of various metallic contaminants

³ The Government has set up the Committee on the Reduction of Salt and Sugar Contents in Food (CRSS) to make recommendations to the Secretary for Food and Health on the formulation of policy direction and work plans. The Food Branch is working closely with the CRSS, the relevant departments, the trade and stakeholders in coming up with and driving salt and sugar reduction initiatives and measures.

⁴ We introduced the Food Safety Ordinance (Cap. 612) in 2012, which empowers the CFS to monitor food import and distribution activities and handle food incidents effectively through enhanced food tracking. Also, we have in the past few years updated the standards for preservatives and antioxidants in food and regulated the use of melamine in food, updated the list of sweeteners for regulation of their use, introduced a nutrition labelling scheme for pre-packaged food, enacted the Pesticide Residues in Food Regulation, regulated the nutritional composition and labelling of formula products, and extended the import control regime to cover poultry eggs.

⁵ We conducted a public consultation exercise on the legislative proposals for the regulation of edible fats and oils and recycling of waste cooking oil in 2015. We briefed the LegCo Panel on Food Safety and Environmental Hygiene on the outcome of the public consultation exercise and the Government's observations in December 2015.

⁶ Our existing statutory maximum permissible levels of aflatoxins which apply to mooncakes among other foods vis-à-vis that set by Macau recently has raised public concern earlier this year about the need to update our standards to further safeguard food safety and public health.

as set out in the Food Adulteration (Metallic Contamination) Regulations (Cap. 132V) with a view to promoting harmonisation between the local and international standards and enhancing protection to public health. Each of the legislative proposals involves heavy workload at different stages, including making reference to overseas practices and experiences, consolidating the stakeholders' views, drafting the amendment regulations and discussion with the trade to ensure smooth implementation of the legislation. Substantive input at the Principal Assistant Secretary ("PAS") level (D2) is required to bring forward and drive through these proposed initiatives.

8. The Food Branch keeps in view developments on food safety and considers areas which require policy formulation. Matters which the Food Branch wishes to start looking at in 2017 include regulation of veterinary drug residues in foods and food animals, regulation of genetically modified food, and a review of the regulatory arrangements for online trading of foods. Also, at the suggestion of the Panel on Food Safety and Environmental Hygiene ("the Panel"), the Food Branch will consider carrying out a stock-taking exercise on the consistency or otherwise of the maximum levels of penalties of offences of similar nature as stipulated under the various food safety ordinances and regulations. The aforementioned work requires the oversight of directorate officers at D2 level.

9. The Food Branch oversees the management of major food incidents from a policy perspective, including providing strategic steer on the handling of the incidents, coordinating inter-departmental actions and responses, and monitoring the implementation of mitigation and enhancement measures. There have been outbreaks of food incidents of varying scale from time to time⁷. A food incident will very often call for a fresh look at the adequacy and appropriateness of the existing standards and requirements in legislation. Substantive policy input

⁷ Examples of food incidents include the detection of maleic acid in imported food products in May 2013, the incident of imported food ingredients suspected to be contaminated by *Clostridium botulinum* in August 2013, the substandard lard incident in September 2014, pesticide residues detected in imported tea leaves/floral tea in May 2015, the food poisoning cases related to sandwiches in July 2015, and the detection of excessive dioxins and dioxin-like polychlorinated biphenyls in hairy crabs in November 2016.

from directorate officers at D2 level is required in the reviews which follow major food incidents.

Current support at PAS level on policy matters relating to food safety

10. Currently there is only one PAS, which is an AOSGC post designated as PAS(F)1, providing directorate support to the deputy secretary in the Food Branch, designated as DS(F)2, who oversees matters on food safety⁸. The existing job descriptions of PAS(F)1 is at **Annex 1**. The existing organisation chart of the Food Branch is at **Annex 2**.

11. The capacity of PAS(F)1 has been stretched to the limit, given the wide spectrum of policy matters he has to take care of at any one time and the complexity and amount of work involved. It will not be possible at all for PAS(F)1 to take up additional work without significantly compromising the overall efficiency, quality and progress of work.

12. In order that we may start work on the major public consultation/legislative amendment exercises and those initiatives as set out in paragraphs 7 and 8 above, which will generate intensive amount of work, we need an additional PAS to take charge of some of the work under the food safety portfolio. We consider it necessary to create a supernumerary SPEO post, to be designated as Principal Assistant Secretary (Food) Special Duties (“PAS(F)SD”), for a period of 2.5 years. We expect the aforementioned major public consultation/legislative amendment exercises and initiatives will generally be completed in 2.5 years.

Duties of the proposed PAS(F)(SD) and PAS(F)1, and the revised organisation chart of the Food Branch

13. With the creation of the proposed PAS(F)(SD), there will be a total of two PASs (the other one is PAS(F)1) under DS(F)2 in the Food

⁸ Policy matters relating to the food safety, import control and supply of food animals and food of animal origins are handled by PAS(F)3, who reports to Deputy Secretary for Food and Health (Food) 1 (a D4 post).

Branch responsible for matters on food safety for a period of 2.5 years. The job descriptions of the proposed PAS(F)(SD), and the revised job descriptions of the existing post of PAS(F)1 are set out at **Annex 3** and **Annex 4** respectively.

14. The proposed revised organisation chart of the Food Branch is at **Annex 5**.

(B) The supernumerary post of SPEO in the CFS of FEHD

Existing problems

15. The CFS is suffering from the limitations of the existing IT systems which are made up of discrete databases developed on an ad-hockery basis with immense interface problems. This has affected the efficiency of the CFS in data management and data analysis for risk profiling, hindered the rationalization of the CFS' workflows and posed difficulties for the CFS to capitalize the benefits of SW.

16. Since the establishment of the CFS in May 2006, some IT systems have been developed over the years through outsourcing to vendors to support its operation. The IT systems were developed and enhanced with user requirements worked out on ad-hockery basis from time to time. Currently there are 17 IT systems in the CFS. They are by now out-dated and grossly inadequate in coping with present day challenges in food safety control.

17. The limitations of the existing IT systems in CFS lie in the lack of automation to support food import regulatory work and food surveillance work, and also in outdated data structure hindering effective data management. As a result, data retrieval and reconciliation processes are time consuming and difficult, and the data so generated cannot fully facilitate data analysis for risk profiling. Furthermore, the existing IT systems have limited interface with the trade and are not fully ready for online electronic submission for migration to SW.

18. There is also a lack of overview in IT strategy planning and information management, or in any IT-enabled transformation to

improve operational efficiency and effectiveness in the delivery of the functions of the CFS. There is an urgent need to transit to the use of IT in the CFS to smart computerized systems achieving efficiency gains in time, automation, accuracy, cost-effectiveness and data retrieval.

Need for systems overhaul and workflow re-engineering

19. In order to arrive at surveillance and inspection plans through well backed up data analysis, implement regulatory and surveillance work through coordinated and streamlined business processes, and support food tracing work through effective data management, comprehensive system overhaul/revamping to replace the existing outdated IT systems in CFS is necessary. This would entail substantial business process re-engineering through a comprehensive review of operational workflow in different stages of the food import regulatory and surveillance regime.

20. Also, there is imminent need for the CFS to critically re-visit existing workflow and operational arrangements for streamlining and re-casting certain workflow and revamping the IT systems to support migration to SW in a way that makes import regulatory and food tracing work more effective and efficient. Under SW, the sharing of crucial information among departments concerned will be conducive to trade facilitation on the one hand and efficient trade control across departments on the other hand. The data available in the SW database, if carefully designed, will allow more precise data analysis for big data analytics to support more effective risk profiling and more targeted enforcement work, and facilitate the formulation of necessary precautionary measures and policies in administering food safety control. Also, it will make it easier for the CFS to ascertain traders' compliance with legal and procedural requirements.

21. Dedicated efforts with strategic steer and overview from directorate level are required to formulate strategies on the direction of the proposed workflow re-engineering and IT systems overhaul in the CFS. In the light of the existing implementation schedule of the SW project, the SPEO post is required for seven years to provide the necessary input and drive through the full implementation of the project

till 2023-24.

Proposed set up

22. We propose to set up a dedicated team named as the Corporate and System Management (“CSM”) Division in the CFS for taking forward the recasting and re-engineering of workflow as well as an overhaul of IT systems for effective data management in the CFS in order to bring about fundamental changes essential for vigour and vigilance in food safety control work, and to integrate such changes in the migration to SW.

23. The CSM Division will be headed by a supernumerary SPEO post, to be designated as SPEO(CSM), up to end of 2023-24 to tie in with the development schedule of the SW project. SPEO(CSM) will be underpinned by a multi-disciplinary team comprising about 30 non-directorate officers and contract staff (through internal redeployment of manpower resources and the creation of five time-limited posts in the CFS) mainly in the Analyst/ Programmer, Executive Officer and Health Inspector grades. In this way, there will be a balanced composition of technical and non-technical staff in the CSM Division. The technical staff will design the system functions and system/security architecture. The non-technical staff will liaise with end-users in the CFS and IT staff, acting as a bridge between the operational and IT sides of the CFS. They will identify key issues from operational perspectives and advise on the best practices having regard to the experience of other Government departments and the specific user requirements in the CFS.

Alternative Considered

(A) Food Branch

24. There are currently two other PASs under another Deputy Secretary in the Food Branch. One of them, designated as PAS(F)2, is responsible for policy matters relating to columbaria, public cemeteries, green burial, environmental hygiene, regulatory control over food

premises and hawkers, and public markets. The other PAS, designated as PAS(F)3, is responsible for policy matters relating to import control, supply and food safety of food animals and food of animal origins, sustainable development of the agricultural and fisheries industries, safe and proper use of pesticides, animal and livestock health (including the prevention of Avian Influenza), animal welfare and the Veterinary Surgeons Board. As shown in the organisation chart of the existing Food Branch at Annex 2, they provide directorate support to Deputy Secretary (Food) 1, the other deputy secretary in the Food Branch who oversees those policy matters. The job descriptions of the two PASs are at Annex 6 and Annex 7 respectively.

25. We have critically examined whether the duties of the proposed PAS(F)(SD) post could be absorbed by PAS(F)2 and PAS(F)3. There are however equally pressing tasks under their portfolios. Having regard to their portfolios and current workload, we consider it not feasible for them to absorb any such additional work without compromising the delivery of their existing duties.

(B) CFS

26. The two existing divisions in the CFS are each headed by a Consultant and an Assistant Director respectively. They are, namely Consultant (Community Medicine) (Risk Assessment & Communication) (D2/D3/D4 post) who heads the Risk Assessment & Communication Division, and Assistant Director (Food Surveillance and Control) (D2 post) who heads the Food Surveillance and Control Division. The job descriptions of the two posts are at Annex 8 and Annex 9 respectively.

27. We have critically examined whether the duties of the proposed SPEO(CSM) post could be absorbed by the two directorate officers. However, the two directorate officers do not have spare capacity to lead the proposed CSM Division.

28. The job descriptions of the proposed SPEO(CSM) is set out at Annex 10 and the proposed revised organisation chart of the CFS is at Annex 11 respectively.

Financial Implications

29. The creation of the proposed supernumerary post as set out in paragraph 1(a) above will bring about an additional notional annual salary cost at mid-point of \$2,056,200. The full annual average staff cost, including salaries and staff on-cost, is \$2,714,000. FHB will include sufficient provision in the Estimates of the relevant years to meet the requirements of the proposal.

30. The creation of the proposed supernumerary post as set out in paragraph 1(b) above will bring about an additional notional annual salary cost at mid-point of \$2,056,200. The full annual average staff cost, including salaries and staff on-cost, is \$2,714,000. The notional annual salary cost at mid-point for five time-limited non-directorate new civil service posts at the new CSM Division of the CFS is \$3,599,220 and the full annual average staff cost, including salaries and staff on-cost, is \$4,878,000. FEHD will include sufficient provision in the Estimates of the relevant years to meet the requirements of the proposal.

Advice Sought

31. Members are invited to offer views and support our proposals to create a supernumerary post of SPEO in the Food Branch of FHB for a period of 2.5 years, and a supernumerary post of SPEO in the CFS of FEHD up to end of 2023-24, upon the approval of the Finance Committee. Subject to Members' support, we will submit the proposals to the Establishment Subcommittee for recommendation to the Finance Committee for approval.

**Food and Health Bureau
Food and Environmental Hygiene Department
December 2016**

**Existing Job Descriptions of
Principal Assistant Secretary for Food and Health (Food) 1**

Rank : Administrative Officer Staff Grade C (D2)

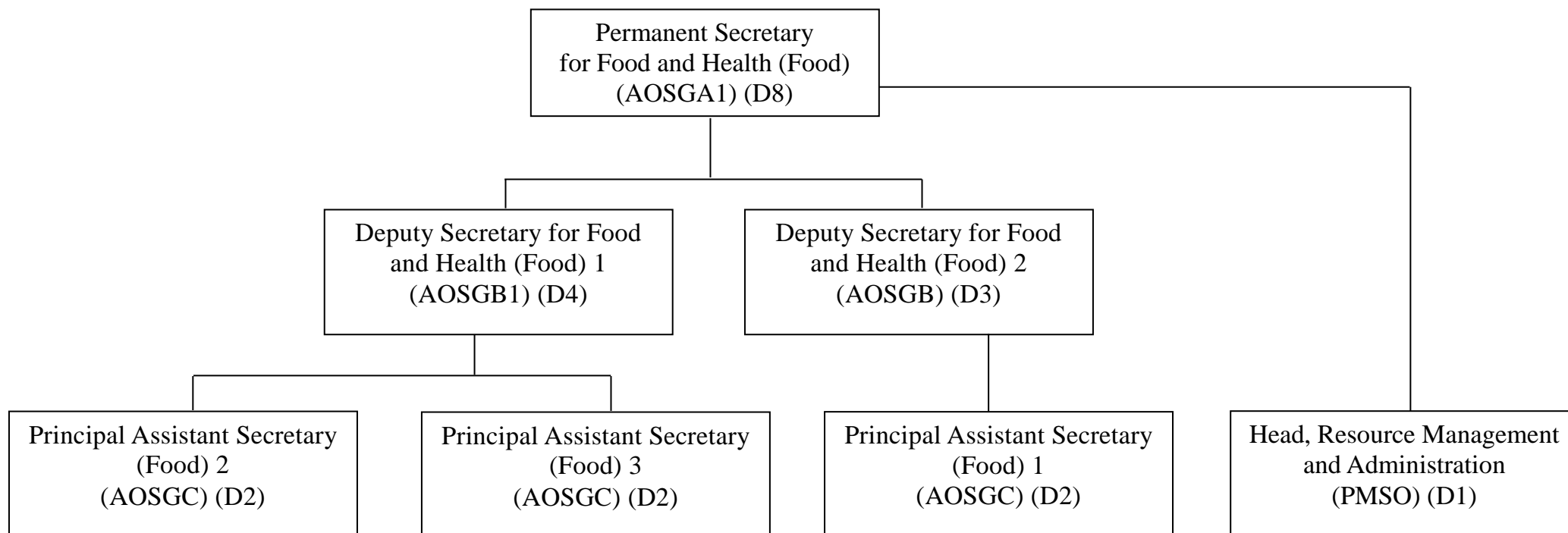
Responsible to : Deputy Secretary for Food and Health (Food) 2

Main Duties and Responsibilities:

1. To oversee food safety of aquatic products, food of plant origin and processed food.
2. To review and formulate policies on import control of aquatic products, poultry eggs, food of plant origin and processed food.
3. To oversee the management of food incidents.
4. To monitor supply of non-staple food.
5. To monitor implementation of supply chain improvement measures by major suppliers and retailers of powdered formula.
6. To monitor the implementation of the nutrition labelling of formula products and foods intended for infants and young children.
7. To formulate policies and subsequent legislative proposals relating to the regulation of claims in formula products and foods intended for infants and young children.
8. To monitor the implementation of the Pesticide Residues in Food Regulation (Cap. 132CM).
9. To review safety standards for and formulate legislative proposals relating to veterinary drug residues in food and food animals and heavy metals in food.

10. To review and formulate policies on organic food and genetically modified food.
11. To oversee research and formulate proposals on updating other food safety standards.
12. To housekeep Government Laboratory.

Existing Organisation Chart of Food Branch of Food and Health 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
 PMSO: Principal Management Services Officer

**Proposed Job Descriptions of
Principal Assistant Secretary (Food) Special Duties**

Rank : Senior Principal Executive Officer

Responsible to : Deputy Secretary for Food and Health (Food) 2

Main Duties and Responsibilities –

1. To formulate policies and subsequent legislative amendments proposals to regulate the safety standards of edible fats and oils.
2. To formulate policies and subsequent legislative amendments proposals to update the standards for mycotoxins (including aflatoxin) in foods.
3. To conduct a comprehensive review on the regulation of veterinary drug residues in food and food animals.
4. To review and formulate policies on organic food and genetically modified food.
5. To review and formulate policies on the regulation of cooked meat.
6. To review and formulate proposals for enhancing regulatory arrangements on food safety, in view of e-commerce trends and activities.
7. To carry out a stock-taking exercise on the consistency or otherwise of the maximum levels of penalties of offences of similar nature as stipulated under the various food safety ordinances and regulations.

**Revised Job Descriptions of
Principal Assistant Secretary for Food and Health (Food) 1**

Rank : Administrative Officer Staff Grade C (D2)

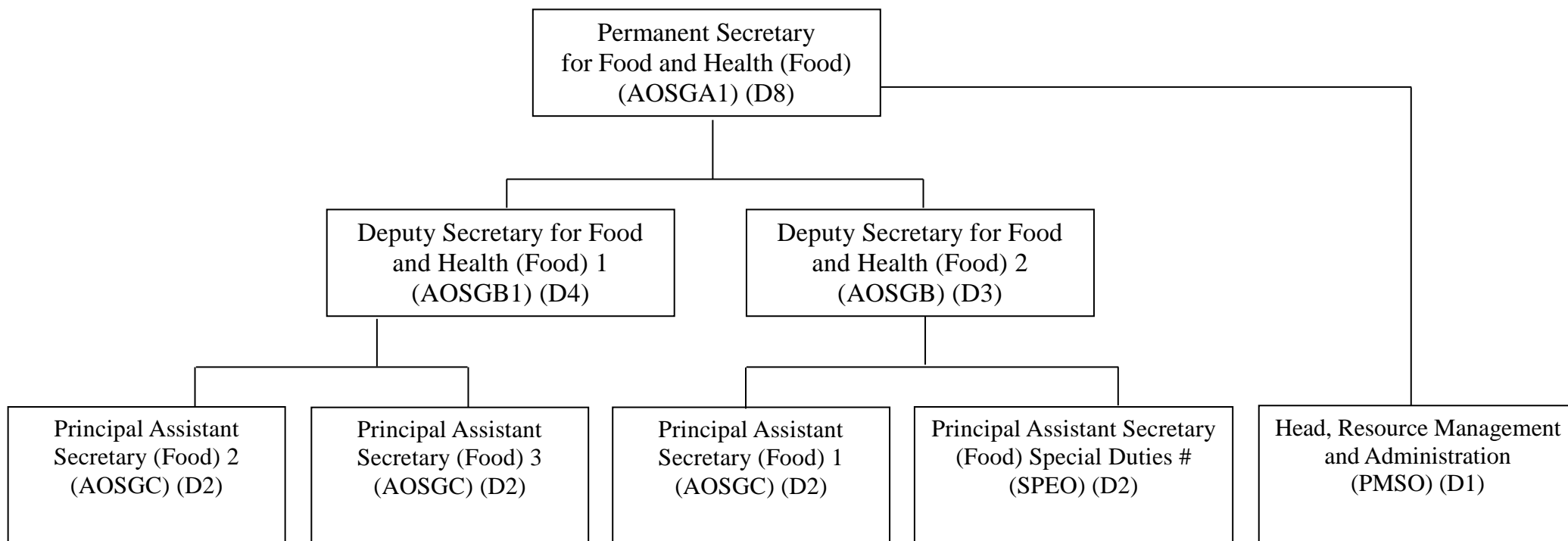
Responsible to : Deputy Secretary for Food and Health (Food) 2

Main Duties and Responsibilities:

1. To oversee food safety of aquatic products, food of plant origin and processed food.
2. To review and formulate policies on import and export control of aquatic products, poultry eggs, food of plant origin and processed food.
3. To oversee the management of food incidents.
4. To monitor supply of non-staple food.
5. To monitor implementation of supply chain improvement measures by major suppliers and retailers of powdered formula.
6. To monitor the implementation of the nutrition labelling of formula products and foods intended for infants and young children.
7. To formulate policies and subsequent legislative proposals relating to the regulation of claims in formula products and foods intended for infants and young children.
8. To monitor the implementation of the Pesticide Residues in Food Regulation (Cap. 132CM).

9. To formulate policies and subsequent legislative amendments proposals relating to the Food Adulteration (Metallic Contamination) Regulations (Cap. 132V).
10. To oversee research and formulate proposals on updating other food safety standards.
11. To oversee policy matters relating to the reduction of salt and sugar in foods.
12. To housekeep Government Laboratory.

Proposed Organisation Chart of Food Branch of Food and Health 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
 SPEO: Senior Principal Executive Officer
 PMSO: Principal Management Services Officer

Proposed new post.

Job Descriptions of

Principal Assistant Secretary for Food and Health (Food) 2

Rank : Administrative Officer Staff Grade C (D2)

Responsible to : Deputy Secretary for Food and Health (Food) 1

Main Duties and Responsibilities:

1. To formulate and review policy matters relating to the regulation of private columbaria.
2. To formulate and review policy matters relating to public cemeteries, columbaria and crematoria facilities.
3. To formulate and review policy matters relating to green burial.
4. To formulate and review policy matters relating to hawkers.
5. To formulate and review policy matters relating to public markets under the Food and Environmental Hygiene Department (“FEHD”).
6. To oversee policy matters relating to wholesale food markets.
7. To provide steering for the FEHD on environmental hygiene matters including street cleansing, waste collection, pest control, abatement of nuisance (e.g. water seepage and dripping) and provision of facilities (e.g. refuse collection points and public toilets).
8. To formulate and review the fee levels and charging policy of the FEHD.
9. To formulate and review policy matters and standards relating to the regulation of food premises.

10. To formulate and review policy matters relating to liquor licensing.
11. To serve as secretary of the Licensing Appeals Board and Appeal Board on Closure Orders (Immediate Health Hazard).
12. To take charge of the housekeeping of the FEHD.

Job Descriptions of

Principal Assistant Secretary for Food and Health (Food) 3

Rank : Administrative Officer Staff Grade C (D2)

Responsible to : Deputy Secretary for Food and Health (Food) 1

Main Duties and Responsibilities:

1. To formulate and review policy matters relating to food safety, import control and supply of food animals and food of animal origin.
2. To formulate policy matters relating to animal and livestock health, including the prevention and control of zoonotic diseases (e.g. policy and measures on prevention of avian influenza).
3. To formulate and review policy matters relating to sustainable development of local agriculture, including monitoring local livestock industry.
4. To formulate and review policy matters relating to sustainable development of local fisheries.
5. To formulate and review policy matters relating to safe and proper use of pesticides.
6. To review the work of the Veterinary Surgeons Board and handle matters relating to veterinary education.
7. To formulate and review policy matters and legislation relating to animal welfare and management.
8. To serve as secretary of the Advisory Council on Food and Environmental Hygiene.

9. To take charge of the housekeeping of the Agriculture, Fisheries and Conservation Department (on agriculture and fisheries).

**Job Descriptions of
Consultant (Community Medicine) (Risk Assessment &
Communication)**

Rank : Consultant (D2/3/4)

Responsible to : Controller, Centre for Food Safety

Main Duties and Responsibilities:

1. To oversee risk assessment studies providing scientific basis for risk management.
2. To supervise the conduct of population-based food consumption surveys and laboratory studies on food hazards and nutrients to support risk assessment work.
3. To advise on food standards based on local risk assessment results and international experience.
4. To devise and oversee risk communication activities on food safety including “Hazard Analysis Critical Control Point” approach aiming to promote tripartite collaboration of the Government, the trade and the public.
5. To conduct stakeholder consultation, scientific researches and regulatory impact assessments in support of new food safety regulation and legislation.
6. To liaise with international bodies, professional fraternities and interest groups to strengthen food safety programmes.
7. To attend meetings of the Legislative Council panels as needed.

**Job Descriptions of
Assistant Director (Food Surveillance and Control)**

Rank : Assistant Director of Health (D2)

Responsible to : Controller, Centre for Food Safety

Main Duties and Responsibilities:

1. To devise and supervise the implementation of a territory-wide food surveillance programme to ensure food is fit for human consumption.
2. To oversee food import control and export certification.
3. To direct the management of all food incidents, including investigation of food borne illness outbreaks at food premises, management of food safety crises and coordination of food recalls; and to liaise with international food authorities, food traders and other parties to ensure effective food safety control.
4. To formulate measures to prevent and control diseases originating in live food animals which have a public health angle, including liaison with Mainland and overseas authorities.
5. To supervise the conducting of chemical tests at Man Kam To Food Control Office on imported food from Mainland.
6. To attend meetings of the Legislative Council panels as needed.

**Proposed Job Descriptions of
Senior Principal Executive Officer
(Corporate & System Management)**

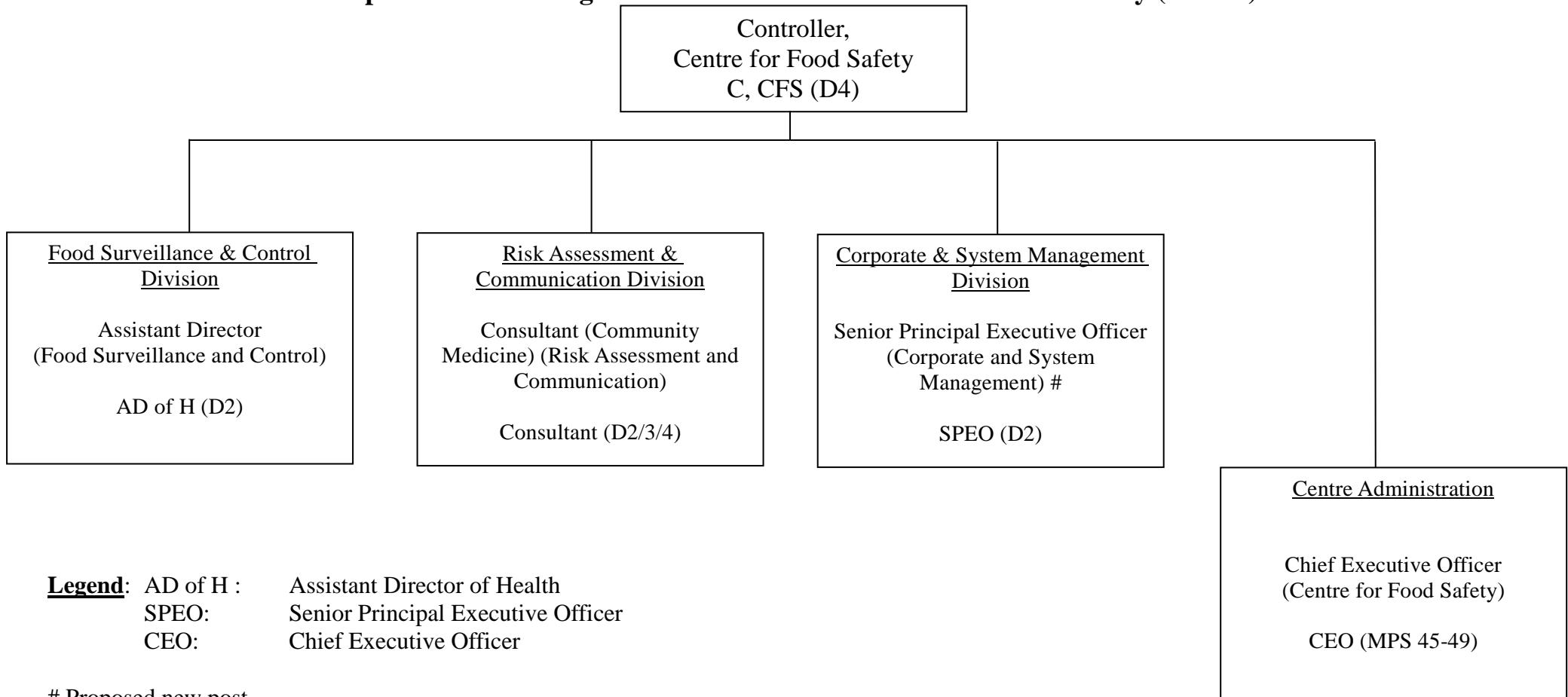
Rank : Senior Principal Executive Officer (D2)

Responsible to : Controller, Centre for Food Safety

Main Duties and Responsibilities:

1. To spearhead the formulation of long term strategies in corporate and system management for IT-enabled business transformation in food import control and food surveillance work in the Centre for Food Safety (“CFS”).
2. To steer and map out strategic proposals on re-engineering business processes, operational procedures and information management in the CFS.
3. To advise on good management practices in streamlining of workflow and re-engineering of business processes with a view to developing computerized systems that can better support data analysis and risk profiling.
4. To oversee the co-ordination work with other bureaux/departments as well as various sections within the CFS for the necessary input to the Trade Single Window (“SW”) project for its timely and effective implementation, and ensuring effective integration of the revamped IT systems in the CFS with the SW project for seamless migration to the phased launching of SW.
5. To oversee the work of the Corporate and System Management Division.

Proposed Revised Organisation Chart of the Centre for Food Safety (“CFS”)



Legend: AD of H : Assistant Director of Health
 SPEO: Senior Principal Executive Officer
 CEO: Chief Executive Officer

Proposed new post.