ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

HEAD 138 – GOVERNMENT SECRETARIAT:

DEVELOPMENT BUREAU

(PLANNING AND LANDS BRANCH)

HEAD 118 – PLANNING DEPARTMENT

Subhead 000 Operational expenses

Members are invited to recommend to the Finance Committee the following proposals with immediate effect upon approval of the Finance Committee –

Government Secretariat: Development Bureau (Planning and Lands Branch)

(a) creation of the following supernumerary post up to 31 March 2022 –

1 Administrative Officer Staff Grade C (D2) (\$164,500 - \$179,850)

Planning Department

- (b) creation of the following permanent post
 - 1 Chief Town Planner (D1) (\$138,500 \$151,550)
- (c) redeployment of a permanent Chief Town Planner post within Planning Department to oversee the district planning work for the Fanling, Sheung Shui and Yuen Long East areas.

PROBLEM

We need additional support at the directorate level in the Development Bureau (Planning and Lands Branch) (DEVB(PLB)) and the Planning Department (PlanD) to take forward policy initiatives to increase and expedite land supply including the formulation of a policy framework for tackling brownfield sites, and to oversee the district planning work for the Fanling, Sheung Shui and Yuen Long East (FS&YLE) areas.

PROPOSAL

- 2. We propose to create one supernumerary and one permanent directorate posts; and redeploy an existing permanent directorate post, to strengthen manpower support for DEVB(PLB) and PlanD on land use initiatives and district planning work, as follows
 - (a) creation of one supernumerary Administrative Officer Staff Grade C (AOSGC) (D2) post, to be designated as Principal Assistant Secretary (Planning and Lands)7 (PAS(PL)7), up to 31 March 2022 to lead a new team under the Planning Unit of Planning Division in DEVB(PLB);
 - (b) creation of one permanent Chief Town Planner (CTP) (D1) post, to be designated as Chief Town Planner/Housing and Office Land Supply (CTP/HOLS), to lead the Housing and Office Land Supply (HOLS) Section of PlanD for the continued implementation of policy initiatives to increase land supply; and
 - (c) redeployment of an existing permanent CTP post within PlanD to oversee the district planning work for the FS&YLE areas.

JUSTIFICATIONS

Multi-pronged Strategy to Increase Land Supply

3. There is a pressing need for the Government to increase and expedite land supply for housing, economic and other development through a multi-pronged strategy. As announced in the Long Term Housing Strategy (LTHS) Annual Progress Report 2016, the Government has updated the total housing supply target to 460 000 units for the coming ten years (i.e. 2017-18 to 2026-27), with public housing accounting for 60%, i.e. 280 000 units, and private housing accounting for 40%, i.e. 180 000 units. Delivering the LTHS target is a huge challenge in view of the continued acute shortage of land supply. DEVB, with the support of PlanD and other departments, is pressing ahead with multiple initiatives to address the imminent housing need of the society. We also need to

provide land to meet the continued demand for more space for economic activities including commercial facilities and industrial development, and for the provision of infrastructure, utilities, open space, government, community and recreational facilities, etc.

(a) Need for a Supernumerary AOSGC Post in DEVB(PLB)

- 4. Unleashing the development potential of brownfield sites is one of the main directions of Government's multi-pronged land supply strategy. According to the preliminary desktop review conducted by the study consultant of PlanD, it is estimated that around 1 300 hectares (ha) of land in the New Territories (NT) may be regarded as 'brownfield sites'. The Government is prioritising areas with larger clusters of brownfield sites and better development potential for development with adjoining land into large-scale new development areas (NDA). It is estimated that a total of about 540 ha of brownfield sites are involved in various projects including Kwu Tung North (KTN) and Fanling North (FLN) NDAs, Hung Shui Kiu NDA, Yuen Long South development and potential development areas in the NT North².
- 5. In tandem with planning the development of brownfield sites comprehensively for incorporation into NDA projects, there is a need to formulate a holistic policy framework for tackling brownfield sites, with a view to optimising land utilisation, rationalising land uses, supporting the development of industries essential to Hong Kong, and improving the rural environment. This policy framework will include setting directions to identify and prioritise brownfield sites (in areas outside the planned NDA projects) with development potential or agricultural/conservation value, and devising appropriate approaches for releasing such sites for the preferred uses; formulating feasible and costeffective measures for consolidation, accommodation or phasing-out of individual brownfield operations upon the land being released for alternative uses; and reviewing regulatory measures to strengthen control of such sites and prevent This policy formulation work will take into account the their proliferation. findings of various on-going brownfield-related studies which will be finalised in 2018, including two studies on the technical feasibility and financial viability of accommodating brownfield operations in multi-storey buildings

/commissioned

This is a ballpark estimate subject to confirmation by the eventual findings of an on-going survey under the Study on Existing Profile and Operations of Brownfield Sites in the NT commissioned by PlanD and targeted for completion within 2018.

² This approach can optimise the development potential of brownfield sites and their surrounding land and better meet the housing, social and other needs of people moving into the NDA through comprehensive planning and provision of enhanced infrastructure.

commissioned by the Civil Engineering and Development Department, and the Study on Existing Profile and Operations of Brownfield Sites in the NT commissioned by PlanD. The process will involve active public engagement (PE) work with stakeholders, as we need to foster public understanding of the myriad issues pertinent to brownfield sites and forge general consensus on the proposed key directions before pledging and formulating any concrete measures.

- 6. Separately, as announced in the 2017 Policy Address, we are exploring different approaches to facilitate the transformation of industrial buildings (IBs) and releasing land resources. Possible options include reactivating the revitalisation scheme for IBs by offering incentives to encourage owners of old IBs to undertake redevelopment or wholesale conversion, and considering how operating space can be provided legally and safely under the scheme for certain industries with development potential, such as cultural, arts and creative industries, and for appropriate community facilities. To address the issue of fragmented ownership in certain old IBs, we will consider ways to facilitate the assembly of titles, including examining the threshold of 'compulsory sale' applicable to old IBs. We are also studying how to facilitate the conversion of the lower floors of IBs for non-industrial purposes, subject to fire safety and building safety requirements, and will review the definition and coverage of 'industrial' and 'godown' uses in land leases. This exercise is spearheaded by DEVB. There is an operational need to strengthen directorate input to co-ordinate efforts within and outside DEVB to ensure timely completion of the review and smooth implementation of agreed measures.
- 7. In view of the scope and complexity of the multi-faceted issues concerning brownfield sites and revitalisation of IBs, and the growing public aspiration for expediting work in this area, we need dedicated leadership at directorate level within DEVB(PLB) to take forward the substantial work. It is also necessary to have a dedicated directorate officer to oversee the public and stakeholder engagement, as well as to analyse views and co-ordinate follow-up actions by bureaux/departments (B/Ds).

The policy for tackling brownfield sites is currently undertaken by

Principal Assistant Secretary (Planning and Lands)2 (PAS(PL)2) under the Planning Division of DEVB(PLB). The existing organisation chart of DEVB(PLB) and the job description of PAS(PL)2 are at Enclosures 1 and 2 1 & 2 respectively. PAS(PL)2 is already overloaded with her existing work portfolio, including overall land supply, land use reviews and planning studies, implementation of the town planning process and enforcement issues, secretariat

Encls.

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support to the Steering Committee on Land Supply and the Committee on Planning and Land Development³. PAS(PL)2 will be further stretched in 2017-18 and beyond to provide secretariat support to the Task Force on Land Supply and consolidate public views collected during the large-scale PE exercise to be spearheaded by the Task Force⁴, and to refine the proposed territorial development strategy in consultation with B/Ds having regard to the public views received during the PE exercise for 'Hong Kong 2030+: Towards a Planning Vision and Strategy Transcending 2030' (Hong Kong 2030+). In view of the substantial workload arising from the formulation of the policy framework for tackling brownfield sites and the revitalisation scheme for IBs, it is not possible for PAS(PL)2 to take up the substantial responsibilities effectively. It is also not possible for the new task to be taken up by other teams in the Planning Division of DEVB(PLB) which are already stretched to their limits.

To strengthen DEVB(PLB)'s capability in taking forward various planning-related initiatives over the next few years, we propose to create a supernumerary AOSGC post, to be designated as PAS(PL)7, up 31 March 2022 to lead a new policy team under the Planning Division. The proposed PAS(PL)7 post would be responsible for overseeing economic and rural land use planning policies, focusing on the development of a comprehensive policy on brownfield sites and related matters as well as the revitalisation scheme for IBs. Accordingly, PAS(PL)2 could focus on other land use planning policies and the territorial development strategy. The supernumerary post is proposed to be created till 31 March 2022 when the policy framework and related measures for tackling brownfield sites would have taken shape and are gradually implemented, and when the revitalisation scheme for IBs would have been relaunched and in operation. The duration of the supernumerary post would tie in with the implementation of large-scale NDAs and new town extension projects involving brownfield sites. The continued need for the proposed PAS(PL)7 post will be reviewed towards the end of 2021, taking into account the progress of implementing the proposed policy framework and measures for brownfield and relaunching the revitalisation scheme for IBs, as well as the overall workload of the Planning Division of DEVB(PLB) at that time. The proposed organisation chart of DEVB(PLB) is at Enclosure 3. The revised job description of PAS(PL)2 and the proposed job description of PAS(PL)7 are at Enclosures 4 and 5 respectively.

Encl. 3 Encls. 4 & 5

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These two Committees are high-level platforms within the Government to co-ordinate the overall plans for development and land supply, and provide steer for resolving inter-bureau and inter-departmental issues to speed up progress in supplying land and flats.

⁴ The Task Force on Land Supply was established in September 2017 to take a macro review of the land supply options and to lead the community to examine the pros and cons of different options, with a view to achieving the broadest consensus in the community. The Task Force plans to launch a PE exercise in the first half of 2018.

10. The proposed PAS(PL)7 post will be supported by a dedicated team comprising four non-directorate staff, including an existing Senior Administrative Officer internally redeployed within the Planning Division, an Administrative Officer, a Land Surveyor and an Assistant Clerical Officer to provide the necessary policy and administrative support.

(b) Need for a permanent CTP post in PlanD

- 11. PlanD is one of the major government departments responsible for taking forward the policy objective to increase and expedite land supply. Among other initiatives, it is tasked to carry out on-going land use reviews on government land and different land use zones (e.g. Government, Institution or Community (G/IC), Green Belt and Industrial zones); review the long-term alternative uses of vacant school premises (VSP) sites in accordance with the Central Clearing House mechanism; identify suitable alternative uses for sites reserved for government facilities but without a concrete development programme to optimise utilisation; carry out planning and engineering studies or specific site assessments for potential housing, commercial and industrial developments; monitor the overall supply of housing, commercial and industrial sites across the territory; and co-ordinate planning inputs and resolving planning-related issues to ensure the timely delivery of developable sites. PlanD is also responsible for providing secretariat and technical support to the Town Planning Board in handling statutory planning matters.
- 12. To take forward these initiatives in a dedicated manner, in April 2012 PlanD set up the HOLS Section under the Special Duties (SD) Division to oversee and co-ordinate all planning inputs under major land supply initiatives with a view to expediting site delivery and resolving planning-related issues. The HOLS Section has been tasked to carry out a series of land use reviews/studies to identify suitable sites/areas for housing, commercial, industrial and other developments. The HOLS Section was headed by a supernumerary CTP post created up to 31 March 2017⁵. Over the past years, the HOLS Section had completed a number of land use reviews and planning studies for identification of suitable sites mainly for housing development and other economic uses. instance, reviews on the government land currently unleased or unallocated, land under Short Term Tenancies or land with different short-term, G/IC and other government uses, as well as Green Belt sites, have been carried out. As a result of these efforts and as announced in the past Policy Addresses, over 210 potential housing sites for providing over 310 000 flats (subject to timely amendments to

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The supernumerary post was endorsed by the Establishment Subcommittee vide EC(2011-12)14 and approved by the Finance Committee for creation from 13 April 2012 until 31 March 2017.

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their statutory plans and completion of the required procedures) have been identified. In addition, various site-specific/wider area planning studies have been undertaken by the HOLS Section to identify additional land resources, including the Planning Review on Development of Ex-Cha Kwo Ling Kaolin Mine Site; the Planning Study on Future Land Use at Anderson Road Quarry; and preparation of planning and design brief for commercial development at Site 3 of the New Central Harbourfront.

- 13. While the initiatives have begun to bear fruit, the society still has a pressing demand for various land uses, and the continued implementation of all the short, medium and long-term land supply measures, as well as identification of more land resources to sustain the long-term development of Hong Kong, are critical. We therefore consider it necessary to maintain a dedicated HOLS Section in PlanD on a long-term basis to oversee, co-ordinate and handle the aforesaid complicated and urgent tasks related to land supply, to take charge of and manage various site-specific and wider area planning studies, and to undertake on-going land use reviews and the subsequent procedures to ensure site delivery. A dedicated office in PlanD headed by a permanent CTP post would enable the provision of sufficient and professional supervision and steer at directorate level, facilitate the resolving of complicated planning issues for timely site delivery, and maintain a close monitoring on the overall land supply in Hong Kong in an efficient and effective manner. We thus need to create a permanent CTP post to provide dedicated directorate support to sustain the major tasks in the HOLS Section.
- 14. Specifically, the HOLS Section will continue to closely monitor the timely delivery of sites for housing production; and to formulate, supervise and oversee the respective rezoning exercise. Steer and close supervision at the CTP level is required to sort out complicated issues with B/Ds, so as to ensure that there is sufficient information to support the proposed rezoning for individual sites. Close involvement is also required in liaising with B/Ds on technical assessments and statutory procedures required for each site. Besides, consultation plan will need to be formulated as many potential housing sites may have impacts on the local community.
- 15. Under the leadership of the dedicated CTP, the HOLS Section will continue to undertake reviews on specific areas/uses with a view to identifying land for economic uses. For instance, the feasibility for a prime commercial development with a maximum gross floor area of about 140 000 m² is under examination in an on-going Planning and Design Study on the Redevelopment of Government Sites at Sai Yee Street and Mong Kok East Station Feasibility Study (the Sai Yee Street Study). The HOLS Section needs to closely monitor the

delivery of the site including drawing up site requirements, providing planning inputs for preparation of land lease, co-ordinating the subsequent rezoning exercise, as well as the provision/re-provisioning of public transport and community facilities.

- 16. Besides, in view of the increasing demand for land for specific industries, the HOLS Section is tasked to keep track of various sites and assess their suitability for specific policy-driven industrial land uses from time to time.
- 17. The HOLS Section will continue to consider suitable alternative long-term uses (e.g. G/IC, residential and other uses) for VSP no longer required by the Education Bureau (EDB) for mainstream educational services (i.e. primary or secondary schools including international schools) under the Central Clearing House mechanism⁶. In order to put government sites and facilities to best use, the HOLS Section will continue to review sites reserved for government facilities but without a concrete development programme. Sites left undeveloped for a long time would be considered for other uses.
- 18. In the light of the above series of land supply-related tasks, continued dedicated staffing support at directorate level to oversee, supervise and co-ordinate the planning input and support in the HOLS Section is necessary. Other existing sections/offices in PlanD are already overloaded with no spare capacity to take up any of the above functions in the foreseeable future. It would also be ineffective and inefficient to leave the respective District Planning Offices (DPOs) to handle the relevant land supply initiatives individually at the district level without an overall steer and co-ordination to ensure a holistic perspective of these land supply-related matters. Therefore, we propose to create a permanent CTP post, to be designated as CTP/HOLS, to head the HOLS Section. The proposed job description of CTP/HOLS is at Enclosure 6.
- 19. The proposed CTP/HOLS post will be underpinned by a dedicated team comprising 23 (including seven new) non-directorate posts providing professional, technical and clerical/secretarial support to the HOLS Section.

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Encl. 6

Under the Central Clearing House mechanism, once EDB confirms that the VSP are no longer required by EDB for school uses, EDB will inform PlanD and other relevant departments. PlanD as the Central Clearing House will undertake planning assessment to consider suitable alternative long-term uses (such as G/IC, residential and other uses) for the concerned VSP sites in consultation with concerned departments. Various factors including the compatibility with surrounding land uses and environment, the demand and supply of G/IC land or facilities in the district, the planning intention of the land use zoning of the VSP site under the relevant Outline Zoning Plans (OZPs), etc. will be taken into account. Upon confirmation on the long-term uses of the VSP sites through Government's internal mechanism, PlanD will inform relevant departments of the recommendations for follow up.

(c) Redeployment of a Permanent CTP post within PlanD

20. To meet the imminent need for an early start of the statutory planning process for the North East NT NDAs, the FS&YLE DPO was established in the NT District Planning Division in January 2014 through internal redeployment of non-directorate posts from Shatin, Tai Po & North DPO and Tuen Mun & Yuen Long (TMYL) DPO. The FS&YLE DPO has taken up the work related to the implementation of the KTN and FLN NDAs. It is required to complete preparation of layout plans and assist in vetting land exchange application and building plan submissions similar to the development of conventional new towns such as Shatin and Tai Po. In addition, the FS&YLE DPO is responsible for regular district planning duties of Fanling/Sheung Shui/Kwu Tung and Yuen Long East, and is also assigned to take follow-up actions on a number of sites identified for housing developments in the short to medium term within the Fanling/Sheung Shui New Town, Kam Tin South, Pat Heung and Tung Shing Lei, Yuen Long, as well as the area enhancement of On Lok Tsuen Industrial Area in Fanling. Moreover, it has to take forward the Lok Ma Chau Loop development by preparing a new OZP which was gazetted under the Town Planning Ordinance (Cap. 131) in June 2017. Representations and comments received for the OZP are scheduled for Town Planning Board's consideration in late 2017.

- 21. The above planning proposals are resource-demanding and require substantial staff input including consultation/engagement with stakeholders, amendments to statutory town plans, departmental layout plans as appropriate and inputs to the detailed planning and development process. A dedicated CTP is therefore required to provide professional steer and sufficient supervision in overseeing and co-ordinating the required resources to carry out the planning tasks for the FS&YLE areas and implement these developments in a timely manner.
- 22. The CTP/SD post in the SD Division was originally created for overseeing and co-ordinating land supply, and providing planning inputs to major infrastructure projects as well as special planning projects. With the setting up of the dedicated HOLS Section in April 2012, the duties of CTP/SD relating to land supply has been taken up by CTP/HOLS (see paragraph 12 above). Subsequently in May 2014, some tasks and projects handled by CTP/SD were taken up by CTP/HOLS and the District Planning Officers concerned. Since most of the duties of CTP/SD have been absorbed by other CTPs, for better utilisation of resources, the vacant post of CTP/SD has been temporarily redeployed to head the FS&YLE DPO, which has also taken over the planning work of Yuen Long East. Consequentially, the TMYL DPO has been retitled as Tuen Mun & Yuen Long West DPO. The change allows the DPO concerned to concentrate on the planning

work in Tuen Mun and Yuen Long West which involve a number of major developments in Hung Shui Kiu and Yuen Long South in the coming years. We consider this redeployment arrangement has enhanced the effectiveness and efficiency of the planning work of the related districts as well as the overall work of PlanD.

- 23. Having critically reviewed the long-term service need for the FS&YLE DPO, we propose to permanently redeploy the CTP post in SD Division to NT District Planning Division to head the FS&YLE DPO and designated as District Planning Officer/FS&YLE (DPO/FS&YLE). The proposed job description of DPO/FS&YLE is at Enclosure 7.
- Encls. 24. The existing and proposed organisation charts of PlanD are at 8 & 9 Enclosures 8 and 9 respectively.

ALTERNATIVES CONSIDERED

Encl. 7

- As mentioned above, the directorate officers in DEVB(PLB) and PlanD are already fully occupied by their existing responsibilities. In order to increase and expedite land supply, there is a genuine and pressing need to create the proposed posts to handle the additional workload arising from various land supply initiatives including the proposed policy framework for tackling brownfield sites and revitalisation of IBs. We have critically examined whether there is scope for further internal redeployment. The existing PASs in the Planning Division of DEVB(PLB) are fully occupied with their existing work and are unable to take up additional duties without compromising the smooth operation and on-going business of the Planning Division. Enclosure 10 shows
- Encl. 10 operation and on-going business of the Planning Division. Enclosure 10 shows the schedule of responsibilities of the existing PASs in DEVB(PLB). Likewise, the existing 16 CTPs in PlanD (details of their work schedules are at
- Encl. 11 Enclosure 11) are also fully committed to their existing work schedules, rendering it operationally impossible for them to effectively take up the whole or part of the new duties and responsibilities concerned.

FINANCIAL IMPLICATIONS

26. The proposed creation of one supernumerary AOSGC and one permanent CTP posts will bring about an additional notional annual salary cost at mid-point of \$3,859,800, as follows –

Directorate Posts	No. of posts	Notional annual salary		
		cost at mid-point (\$)		
AOSGC (D2)	1	2,094,600		
CTP (D1)	1	1,765,200		
Total	2	3,859,800		

The additional full annual average staff cost, including salaries and staff on-cost, is \$5,309,000.

27. The notional annual salary cost at mid-point for the ten additional non-directorate posts mentioned in paragraphs 10 and 19 is \$5,529,870 and the full annual average staff cost, including salaries and staff on-cost, is \$8,693,000 whereas the redeployment arrangement is cost neutral. The changes in establishment and the necessary provision will be reflected in the draft Estimates of the relevant financial years.

PUBLIC CONSULTATION

28. On 26 June 2017, we consulted the Legislative Council Panel on Development (the Panel) on the proposal. Some Members supported the submission of the staffing proposal to the Establishment Subcommittee for consideration, whereas some Members requested information about the progress and direction of the brownfield-related studies, the Central Clearing House mechanism, the deliverables of the proposed supernumerary AOSGC post by March 2022, and details of the additional non-directorate posts to be created to support the proposed directorate posts. The supplementary information was issued to the Panel on 14 November 2017.

ESTABLISHMENT CHANGES

29. The establishment changes in DEVB(PLB) and PlanD for the past two years are as follows –

Establishment

	Number of posts										
Establishment (Note)	Existing (as at 1 November 2017)	As at 1 April 2017	As at 1 April 2016	As at 1 April 2015							
DEVB(PLB)											
A	13	13	13	13							
В	46	44	41	41							
C	92	89	88	87							
Sub-total for DEVB(PLB)	151	146	142	141							
PlanD											
A	25+(1)	25+(1)	25+(1)	25+(1)							
В	273	270	277	277							
С	556	547	546	542							
Sub-total for PlanD	854+(1)	842+(1)	848+(1)	844+(1)							
Total	1 005+(1)#	988+(1)	990+(1)	985+(1)							

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 November 2017, there was no unfilled directorate post in DEVB(PLB) and PlanD

CIVIL SERVICE BUREAU COMMENTS

30. The Civil Service Bureau supports the proposed creation of a supernumerary AOSGC post in DEVB(PLB) and the creation/redeployment of permanent CTP posts in PlanD to strengthen manpower support for land use initiatives and district planning work. The grading and ranking of the proposed posts 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

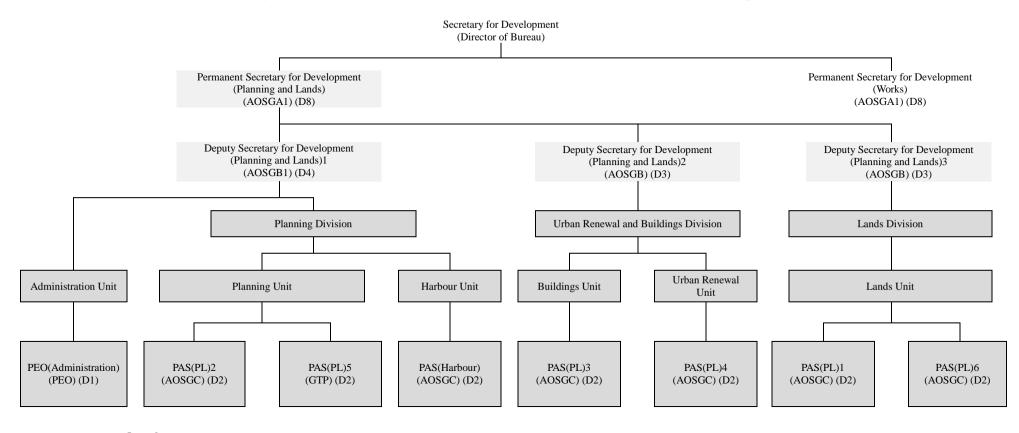
31. The Standing Committee on Directorate Salaries and Conditions of Service (the Standing Committee) has advised that the rank proposed for the permanent CTP post and the grading for the other CTP post proposed for

redeployment are appropriate. As the AOSGC post is proposed on a supernumerary basis, its creation, if approved, will be reported to the Standing Committee in accordance with the agreed procedure.

Development Bureau November 2017

Enclosure 1 to EC(2017-18)12

Existing Organisation Chart of the Planning and Lands Branch of the Development Bureau



Legend

AOSGA1 - Administrative Officer Staff Grade A1 GTP - Government Town Planner

AOSGB1 - Administrative Officer Staff Grade B1 PAS - Principal Assistant Secretary

AOSGB - Administrative Officer Staff Grade B PEO - Principal Executive Officer

AOSGC - Administrative Officer Staff Grade C PL - Planning and Land

Existing Job Description of Principal Assistant Secretary (Planning and Lands)2

Rank : Administrative Officer Staff Grade C (D2)

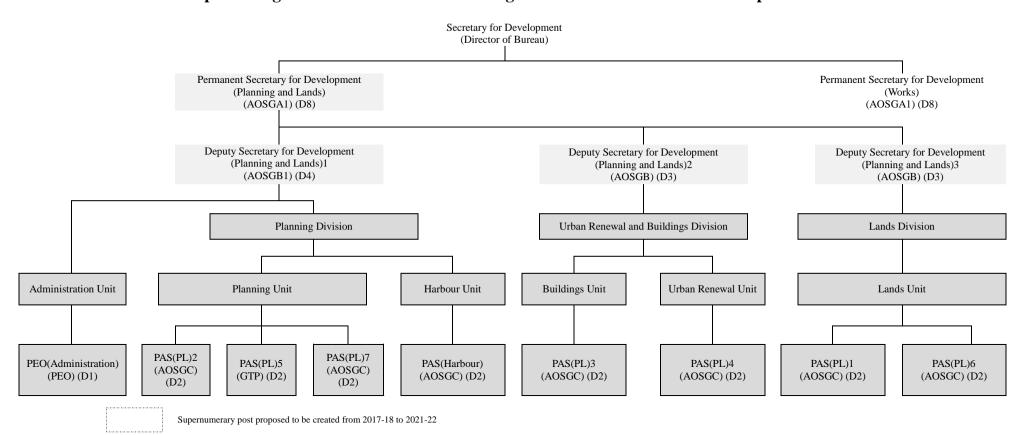
Responsible to : Deputy Secretary (Planning and Lands)1

Main Duties and Responsibilities –

- 1. Providing policy input to and overseeing land use reviews and planning studies concerning territorial, sub-regional, district and specific development, including those relating to increasing land supply such as Tung Chung New Town Extension and East Lantau Metropolis, former quarries and mines such as Anderson Road Quarry, Ex-Lamma Quarry, as well as the reviews on 'Government, Community or Institution', 'Green Belt' and industrial sites, etc.
- 2. Overseeing overall land supply situation and formulating the overall land supply and land use planning strategies. Major ongoing initiatives include the provision of secretariat support for the Task Force on Land Supply and follow up work on the 2030+ territorial planning strategy.
- 3. Providing secretariat support to the Steering Committee on Land Supply and co-ordinating follow-up actions by the relevant bureaux and departments.
- 4. Overseeing the implementation of the statutory planning regime, including the town planning process and enforcement issues.
- 5. Providing secretariat support to the Committee on Planning and Land Development, housekeeping for Planning Department and liaising with Civil Engineering and Development Department.
- 6. Providing planning policy input to major development and infrastructure projects or public facilities with significant land use implications.
- 7. Overseeing implementation of measures to encourage revitalisation of older industrial buildings and co-ordinating policy measures to promote district-based regeneration of former industrial areas.

Enclosure 3 to EC(2017-18)12

Proposed Organisation Chart of the Planning and Lands Branch of the Development Bureau



Legend

AOSGA1 - Administrative Officer Staff Grade A1 GTP - Government Town Planner

AOSGB1 - Administrative Officer Staff Grade B1 PAS - Principal Assistant Secretary

AOSGB - Administrative Officer Staff Grade B PEO - Principal Executive Officer

AOSGC - Administrative Officer Staff Grade C PL - Planning and Land

Revised Job Description of Principal Assistant Secretary (Planning and Lands)2

Rank : Administrative Officer Staff Grade C (D2)

Responsible to : Deputy Secretary (Planning and Lands)1

Main Duties and Responsibilities –

- 1. Providing policy input to and overseeing land use reviews and planning studies concerning territorial, sub-regional, district and specific development, including those relating to increasing land supply such as Tung Chung New Town Extension and East Lantau Metropolis, former quarries and mines such as Anderson Road Quarry, Ex-Lamma Quarry, as well as the reviews on 'Government, Community or Institution', 'Green Belt', etc.
- 2. Overseeing overall land supply situation and formulating the overall land supply and land use planning strategies. Major ongoing initiatives include the provision of secretariat support for the Task Force on Land Supply and follow up work on the 2030+ territorial planning strategy.
- 3. Providing secretariat support to the Steering Committee on Land Supply and co-ordinating follow-up actions by the relevant bureaux and departments.
- 4. Overseeing the implementation of the statutory planning regime, including the town planning process and enforcement issues.
- 5. Providing secretariat support to the Committee on Planning and Land Development, housekeeping for Planning Department and liaising with Civil Engineering and Development Department.
- 6. Providing planning policy input to major development and infrastructure projects or public facilities with significant land use implications, other than those related to economic, industrial and agricultural land uses.

Proposed Job Description of Principal Assistant Secretary (Planning and Lands)7

Rank : Administrative Officer Staff Grade C (D2)

Responsible to : Deputy Secretary (Planning and Lands)1

Main Duties and Responsibilities –

- 1. Overseeing the formulation of brownfield policy framework and related studies.
- 2. Formulating measures to reactivate the revitalisation scheme for industrial buildings and overseeing the implementation of agreed measures.
- 3. Overseeing policy on rural land use control under the Town Planning Ordinance (Cap. 131) and related enforcement issues.
- 4. Overseeing policy on the interface issues between planning and conservation.
- 5. Overseeing policy on economic and industrial land use planning, including specific development projects and studies related to economic and industrial land use planning.
- 6. Overseeing the study on Agricultural Priority Areas and Agri-park in collaboration with the Food and Health Bureau.
- 7. Carrying out any other duties as assigned by Deputy Secretary (Planning and Lands)1.

Proposed Job Description of Chief Town Planner/Housing and Office Land Supply

Rank: Chief Town Planner (D1)

Responsible to : Assistant Director/Special Duties

Main Duties and Responsibilities –

- 1. To supervise and oversee the work of the Housing and Office Land Supply Section.
- 2. To oversee the overall co-ordination of all the planning work related to housing, commercial and industrial land supply with relevant bureaux and departments (B/Ds) and to supervise the timely delivery of the identified housing, commercial and industrial sites including completion of the necessary statutory planning procedures.
- 3. To formulate, supervise and oversee the rezoning programme for some 210 potential housing sites identified in land use reviews to ensure that there is sufficient technical assessments and planning data available in a timely manner to facilitate the rezoning exercise.
- 4. To oversee and monitor in-house land use reviews (including review of different land use zones, vacant school premises, sites for other specified uses, reservation and de-reservation of Government, Institution or Community (G/IC), existing G/IC sites that can be put to more optimal use, etc.) with a view to identifying more suitable sites for housing, commercial and industrial land uses.
- 5. To supervise and manage consultants in undertaking planning studies, assessments and reviews (such as Sai Yee Street Study, Lam Tei Quarry Study, Area Assessment of Industrial Land) including public/community engagement exercises for the new potential development areas/sites for housing, commercial and industrial development.
- 6. To provide planning inputs and support to the following committees and meetings: (i) Steering Committee on Land Supply; (ii) Land Sale Programme; (iii) Land Supply Tracking Sub-committee; (iv) Committee on Planning and Lands Development; (v) Committee on Housing

Development; (vi) Housing Authority's Building Committee and Strategic Planning Committee, (vii) Planning Department-Housing Department Liaison Meeting; (viii) Property Strategy Group; (ix) Town Planning Board; and (x) other committees/meetings as appropriate.

- 7. To supervise tendering of professional advice/comments to B/Ds, Legislative Council (LegCo) questions, media enquiries and the general public on all matters related to housing, commercial and industrial land supply as well as open space provision, G/IC facilities and vacant school premises.
- 8. To attend LegCo/District Council meetings, Town Planning Board, government committee or steering group meetings and carry out consultation with stakeholders as may be required.
- 9. To carry out any other duties as assigned by Assistant Director/Special Duties.

Proposed Job Description of District Planning Officer/Fanling, Sheung Shui & Yuen Long East

Rank : Chief Town Planner (D1)

Responsible to : Assistant Director/New Territories

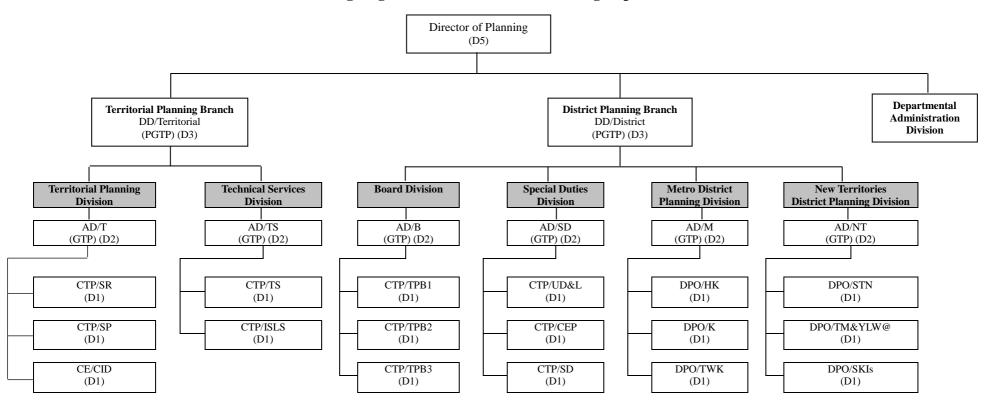
Main Duties and Responsibilities –

- 1. To supervise and oversee the work of the four dedicated planning teams under Fanling, Sheung Shui & Yuen Long East (FS&YLE) District Planning Office with regard to distribution of work, allocation of responsibilities, setting of work priorities and monitoring of work progress.
- 2. To supervise the preparation of papers and reports on preparation/amendment of statutory plans, representations and public comments, applications for amendments to statutory plans, planning applications and reviews, research of special topics.
- 3. To oversee all tasks related to planning studies, layout plan preparation and community engagement, and co-ordinating with other bureaux/departments (B/Ds) in preparing the detailed layout plans and planning briefs, and commenting on land grant/exchange/allocation conditions and development proposals for the FS&YLE.
- 4. To undertake community engagement in collaboration with the other government departments on the detailed layout plans, planning briefs and development proposals for the FS&YLE and implementation mechanism.
- 5. To take a proactive role in liaising with various stakeholders including District Councillors, Legislative Council (LegCo) members, business associations, land owners, transport operators, utilities companies and non-government organisations at plan and programme formulation and on implementation mechanism of development proposals.
- 6. To attend LegCo, Town Planning Board and District Council and government committee or steering group meetings and carry out consultation with stakeholders as may be required.

- 7. To supervise the updating of the population forecast, the progress of provision of sites for housing and community facilities and other inventories on the development of FS&YLE and monitor the co-ordination on the provision and implementation of Government, Institution or Community, open spaces and other facilities/utilities.
- 8. To supervise planning actions to facilitate the relocation of affected community facilities to release the land for development, and the timely delivery of identified development sites upon completion of the statutory planning procedures.
- 9. To provide planning inputs and support to the Steering Committee on Housing Land Supply, Land Sale Programme, Committee on Planning and Lands Development, Property Strategy Group, Town Planning Board and other committees/meetings as appropriate.
- 10. To supervise tendering of professional advice/comments to B/Ds, LegCo questions, media enquiries and the general public on all matters related to planning of FS&YLE.
- 11. To carry out any other duties as assigned by head of grade and senior directorate officers.

Enclosure 8 to EC(2017-18)12

Existing Organisation Chart of the Planning Department



Legend:

HK

Hong Kong

AD B CE CEP CID CTP DD DPO GTP	-	Assistant Director of Planning Board Chief Engineer Central Enforcement & Prosecution Cross-Boundary Infrastructure & Development Chief Town Planner Deputy Director of Planning District Planning Officer Government Town Planner	ISLS K M NT PGTP SD SKIs SP SR	-	Information Systems & Land Supply Kowloon Metro New Territories Principal Government Town Planner Special Duties Sai Kung & Islands Strategic Planning Studies & Research	T TM&YLW TPB TS TWK UD&L	-	Territorial Tuen Mun & Yuen Long West Town Planning Board Technical Services Tsuen Wan & West Kowloon Urban Design & Landscape DPO/Tuen Mun & Yuen Long wi
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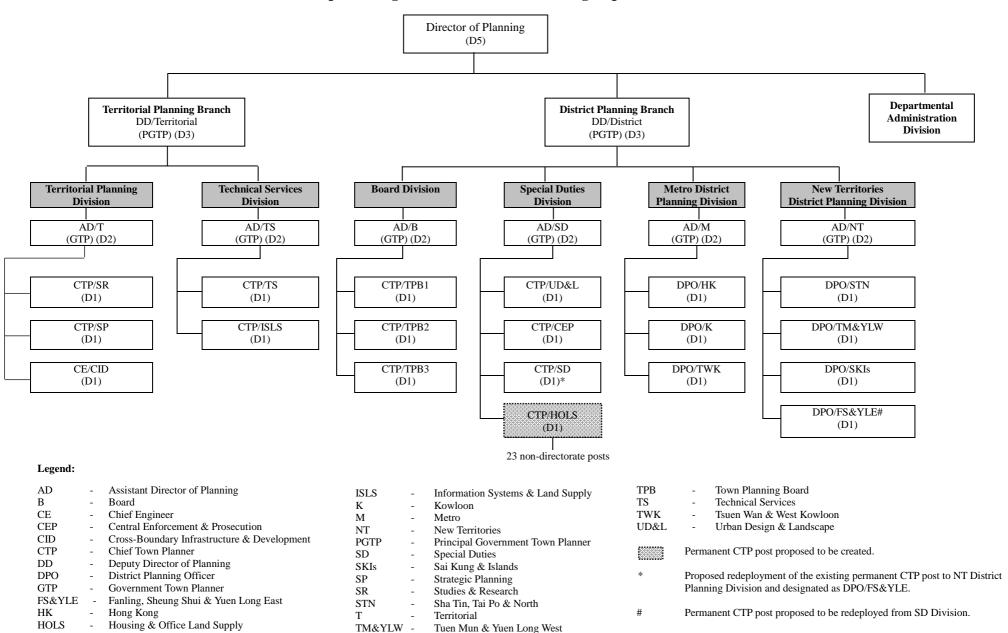
Sha Tin, Tai Po & North

STN

[@] Retitled from DPO/Tuen Mun & Yuen Long with effect from 2 January 2014.

Enclosure 9 to EC(2017-18)12

Proposed Organisation Chart of Planning Department



Schedule of Responsibilities of the Existing Principal Assistant Secretary (PAS) Posts^{Note} in the Planning and Lands Branch of the Development Bureau

Principal Assistant Secretary (Planning and Lands) 1 (PAS(PL)1)

PAS(PL)1 heads Lands Unit 1 and assists Deputy Secretary (Planning and Lands)3 (DS(PL)3) in formulating and implementing policies and initiative relating to increasing land supply for housing and commercial developments. One of PAS(PL)1's major tasks is to compile annual and quarterly Land Sale Programmes. Apart from formulating land sale policy and strategy, PAS(PL)1 is responsible for securing the readiness of sites for sale, providing land policy inputs for different planning or infrastructural studies relating to increasing land supply, etc. PAS(PL)1 is required to handle site-specific issues with relevant bureaux/departments (B/Ds) and resolve inter-bureau/departmental differences to ensure timely site disposal. Taking forward the West Rail property development projects is another key task falling under PAS(PL)1's work purview. It is the Government's objective to ensure that private housing land supply from various sources can meet the annual target to promote steady development of the property market. The land administration portfolio of PAS(PL)1 also includes the policy on the provision of public open space in private developments and the handling of land grants, lease modifications and land exchanges.

Principal Assistant Secretary (Planning and Lands)3 (PAS(PL)3)

- 2. PAS(PL)3 heads the Buildings Unit and assists DS(PL)2 in the housekeeping of the Buildings Department (BD) and the Land Registry, and is responsible for a full range of policy work on building safety and land registration matters. Apart from taking up the recurrent house-keeping and resource management duties, PAS(PL)3 looks after legislative proposals, including the amendments to various regulations under the Buildings Ordinance (Cap. 123) relating to minor works and building construction to facilitate the industry and/or accommodate innovative building technologies.
- 3. PAS(PL)3 also devotes a substantial portion of time to provide policy input and steer on building-related issues, including assistance for building owners in carrying out building rehabilitation works including but not limited to the newly-proposed Operation Building Bright 2.0, the review of BD's gross floor area concession arrangement for promoting green buildings in the private sector, enforcement against unauthorised building works, promotion of proper repair and maintenance of buildings, etc.

/Principal

Note Except for PAS(PL)5 who is a Government Town Planner (D2), all other PAS are Administrative Officer Staff Grade C (D2) officers.

Principal Assistant Secretary (Planning and Lands)4 (PAS(PL)4)

- 4. PAS(PL)4 heads the Urban Renewal Unit and provides support to DS(PL)2 in advancing the work of urban renewal in Hong Kong, providing policy guidance to the Urban Renewal Authority (URA)'s urban renewal programme, overseeing URA's implementation of the urban renewal programme vis-à-vis relevant provisions in the Urban Renewal Authority Ordinance (Cap. 563) and the Urban Renewal Strategy (URS), scrutinising URA's Corporate Plans and Business Plans, processing URA's land resumption applications and dealing with policy, political and public relations issues related to urban renewal. PAS(PL)4 also provides support in overseeing URA's implementation of key initiatives including the district-based redevelopment strategy and the district planning study to explore how to enhance the efficiency of existing land use and redevelopment potential of Yau Ma Tei and Mong Kok districts.
- 5. PAS(PL)4 also oversees the implementation of the initiatives undertaken by URA following the promulgation of the new URS in 2011. They include the 'Flat-for-Flat' Scheme, demand-led projects and facilitation services. He is also looking after the pilot scheme to provide support service for minority owners affected by redevelopments initiated under the Land (Compulsory Sale for Redevelopment) Ordinance (Cap. 545).

Principal Assistant Secretary (Planning and Lands) 5 (PAS(PL)5)

6. PAS(PL)5 heads Planning Unit 5 and assists DS(PL)1 in formulating strategies and policies, co-ordinating with B/Ds in facilitating cross-boundary planning and infrastructure developments, and handling issues arising from Pan Pearl River Delta Region co-operation, Hong Kong/Guangdong Co-operation Joint Conference and Hong Kong/Shenzhen Co-operation Meeting. He also co-ordinates with the Planning Department to ensure smooth operation of the Hong Kong-Shenzhen Joint Task Force on Boundary District Development. PAS(PL)5 is responsible for handling planning policy issues of major cross-boundary infrastructural projects and individual projects at the boundary areas, such as the Lok Ma Chau Loop and the Liantang/Heung Yuen Wai Boundary Control Point. He handles policy issues relating to and oversees the implementation of the proposals arising from the New Development Areas at Kwu Tung North/Fanling North and Hung Shui Kiu, new town extension at Yuen Long South, and land use planning study for New Territories North.

Principal Assistant Secretary (Planning and Lands) (PAS(PL)6)

7. PAS(PL)6 heads Lands Unit 6 and assists DS(PL)3 in handling policy matters relating to land administration, land control and lease enforcement, land survey and mapping matters, etc.; and provides land policy input to proposals from other B/Ds. PAS(PL)6 is also responsible for rural land matters, including

the Small House Policy, squatter control policy, land resumption, zonal compensation system and other general compensation policy matters under the purview of Development Bureau. PAS(PL)6 provides secretariat support to Land and Development Advisory Committee and the Secretary for Development-Heung Yee Kuk Liaison Committee as well as chairing the Compensation Review Committee. PAS(PL)6 is also required to handle land supply related matters such as handling issues with relevant B/Ds on potential railway property development projects including the property development project at Siu Ho Wan depot site. Moreover, PAS(PL)6 undertakes housekeeping duties of the Lands Department.

Principal Assistant Secretary (Harbour) (PAS(H))

PAS(H) heads the Harbour Unit and assists DS(PL)1 in providing 8. policy input to all planning and land matters related to Victoria Harbour and its harbourfront areas. PAS(H) provides secretarial support to the Harbourfront Commission (HC), which is a high-level advocacy committee on planning, land uses and developments along the existing and new harbourfront of Victoria Harbour. PAS(H) is responsible for identifying short, medium and long term harbourfront enhancement initiatives and co-ordinating and monitoring their implementation, including the identification of works and management agents, with government departments and any other concerned parties. PAS(H) co-ordinates the planning and development of the reclaimed harbourfront areas on the new Central harbourfront, Wan Chai North and North Point, and oversees the short-term enhancement initiatives at selected harbourfront sites. PAS(H) spearheads and promotes active engagement with stakeholders and the public during different stages of the harbourfront enhancement initiatives and reports on progress to HC and its Task Forces. PAS(H) is also responsible for the ongoing study to further integrate the elements of walkability into the current planning process and assessing applications for premium waiver on pedestrian links outside Kowloon East proposed by the private sector.

Major Duties of the existing Chief Town Planner (CTP) posts in the Planning Department

Special Duties Division

The Special Duties Division tenders support to special planning tasks, urban design and landscape matters, and conducts work on enforcement and prosecution against unauthorised developments in the rural New Territories. We have critically examined the existing workload of the two CTPs in the division as outlined below and considered that they cannot be redeployed to take on the responsibilities of CTP/Housing and Office Land Supply (CTP/HOLS) –

- (a) CTP/Urban Design and Landscape is responsible for overseeing the urban design and landscape inputs on submissions under the Town Planning Ordinance (TPO) (Cap. 131) and Environmental Impact Assessment Ordinance (Cap. 499), other urban design, visual impact and landscape matters arising from planning and development proposals, studies, housing sites and amendments to statutory plans; and providing in-house support on air ventilation assessment matters. He also manages the Planning and Design Study on the Redevelopment of Queensway Plaza, Admiralty Feasibility Study and oversees the overall management of term consultancies on air ventilation assessment.
- (b) CTP/Central Enforcement and Prosecution is responsible for overseeing the investigation, enforcement and prosecution of unauthorised development cases under TPO; formulating district enforcement strategies and guidelines; supervising the enforcement and reinstatement action against unauthorised developments and handling complaints and enquiries on enforcement matters. There are many enforcement and prosecution cases and public complaints requiring prompt and timely action.

Board Division

2. The three CTPs/Town Planning Board are fully engaged in co-ordinating and vetting submissions to the Town Planning Board (TPB) and Planning Committees (PCs) and providing services to TPB/PCs including supervising the preparation of agenda and minutes of the meetings, the publication of statutory plans and the release of information and decisions of TPB/PCs; monitoring the submission of new/amendment plans and representations/comments/further representations to TPB for consideration; providing planning advice to and monitoring the operation of the statutory

planning system; preparing submissions to the Executive Council in relation to approval of draft statutory plans and reference back of approved plans for amendment; representing TPB on matters relating to planning appeals, Judicial Reviews (JRs) and other court cases; supervising and overseeing the litigation and liaison work related to JR cases and supervising the timely preparation of responses and input to legal submissions and other documents; overseeing the follow-up work arising from court rulings in respect of the JR cases; conducting a review on the procedures and practices of TPB; and preparing/updating relevant guidelines/guidance notes.

District Planning Officers (DPOs) in the Metro District Planning Division and New Territories District Planning Division

3. The seven DPOs (pitched at CTP rank) under the two divisions oversee matters concerning forward planning, design and layouts, development control, land use reviews, planning studies and implementation of developments in their respective districts; the preparation and processing for approval of departmental plans and Planning Briefs for public housing and private sector comprehensive development/redevelopment projects; the preparation, updating and amendment of statutory plans; the reviews of statutory plans to incorporate restrictions on development intensity; the provision of planning inputs and advice in respect of urban renewal projects and other developments as well as planning appeals and JRs; the management of district planning consultancy studies; and the preparation of papers and reports on objections/representations to statutory plans, planning applications, etc. In discharging these duties, DPOs perform a pivotal role to ensure quality and efficiency, and take an active part in the meetings of the TPB, District Councils and other ad hoc meetings. They are already fully occupied with a wide spectrum of work which is subject to statutory time limits. Moreover, the DPOs of the New Territories regions are busily engaged in the preparation of new Outline Zoning Plans to replace the Development Permission Area Plans covering the Country Park Enclaves.

Territorial Planning Division

4. The Territorial Planning Division undertakes territorial and strategic planning including conducting thematic planning studies of territorial and cross-boundary significance. Moreover, with the launch of a new round of review of the territorial development strategy, i.e. Hong Kong 2030+, a lot of manpower resources have been devoted to the undertaking of the related tasks, which are mainly carried out in-house. Hence, the two existing CTPs and one Chief Engineer (CE) cannot be redeployed to take up the duties of CTP/HOLS. The major areas of responsibilities of the three officers are set out below –

- CTP/Studies and Research is responsible for overseeing the (a) undertaking of in-house and consultancy topical/thematic studies including the study on existing profile and operations of brownfield sites in the New Territories; the preliminary feasibility study on New Territories North; urban design study for Wan Chai North and North Point harbourfront areas; the pilot study on underground space development in selected strategic urban areas; and the upcoming planning and engineering studies for Ma Liu Shui and Lung Kwu Tan reclamations. She also co-ordinates principal tasks in the implementation of proposals arising from the findings of planning studies and researches. In the course of these studies, the officer would be involved in extensive community engagement programmes. The officer also provides support to the work of the Commission: park/industrial Harbourfront science development near Liantang/Heung Yuen Wai Boundary Control Point; the follow-up of the new agriculture policy; and the formulation of the policy framework to tackle brownfield sites; as well as providing planning advice on various studies and reviews conducted by others, for example, agricultural priority areas, recycling industry, construction industry and multi-storey buildings to accommodate affected brownfield operations.
- (b) CTP/Strategic Planning is responsible for overseeing the conduct of Hong Kong 2030+ and the related consultancy services including the Strategic Environmental Assessment and the Sustainability The comprehensive 6-month public engagement involving over 200 activities and events was concluded in end April Public views are being systematically analysed and the updated territorial development strategy will be finalised having regard to the public views and technical assessments. envisaged that Hong Kong 2030+ will be completed in 2018, and will be followed by a series of actions to take forward the individual proposals. The officer is also responsible for overseeing the undertaking of regional planning for Pearl River Delta (PRD) and infrastructures in the areas adjoining the boundary and providing planning advice to the Mainland side in the planning of co-operation zones within the free trade zones of Guangdong. Besides, she will oversee the planning and engineering studies for Sunny Bay. She also takes charge of the preparation and dissemination of the Territorial Planning and Employment Data Matrix, the interface between the territorial strategic plan and the Lantau Development, as well as the provision of planning advice to a number of strategic initiatives of the Government such as the Climate Change Action Plan 2030+ and the Biodiversity Strategy and Action Plan.

CE/Cross-Boundary Infrastructure and Development is responsible (c) for overseeing the conduct of transport research and studies relating to developments and infrastructures in the Mainland (in particular areas adjoining the boundary, the PRD Region and the Pan-PRD Region) such as the Cross-boundary Travel Survey, providing professional and technical support for Hong Kong/Mainland/Macao liaison meetings on transport development and infrastructure projects, as well as organising discussions to promote regional co-operation and exchange of contemporary planning practices. With the dynamic changes in factors affecting the planning and development of Hong Kong, Macao and the Mainland, there is an increasing and continuous need for researches with a crossboundary dimension. Besides, the officer oversees planning studies related to major infrastructure development for Hong Kong, for example, the study on the topside development at the Hong Kong boundary crossing facilities island of the Hong Kong-Zhuhai-Macao Bridge and study on the Yuen Long South development.

Technical Services Division

- 5. The Technical Services Division is responsible for providing professional/technical administration services, dissemination of planning information, co-ordination of grade management and training matters, promotion of community relations, formulation and revision of planning standards and guidelines, formulation of departmental information technology (IT) strategy, and assessment and forecast of territorial land supply. As the two CTPs are fully engaged in the following tasks, they have no spare capacity to take up additional responsibilities
 - (a) CTP/Technical Services is responsible for overseeing preparation and updating of the planning manual, practice notes, technical circulars and technical matters relating to consultancies; implementation of training activities and co-ordination of grade management issues; release of planning information; managing the Planning Enquiry Counters and the Mobile Exhibition Centre; handling of public enquiries, complaints and referral cases of the Ombudsman and the Privacy Commissioner for Personal Data, etc.; implementation of outreach programme and publicity activities; formulation of departmental community relations programmes; and management of the City Gallery. The officer undertakes the formulation and revision of the Hong Kong Planning Standards and Guidelines. He also oversees a research project on the history and development of town planning in Hong Kong and provides planning input to studies on cavern development and underground space development in the urban areas of Hong Kong.

CTP/Information Systems and Land Supply is responsible for (b) preparation of Departmental IT Plan; implementation of IT projects; preparation of funding bids and tender documents for IT projects; maintenance and enhancement of the existing Computer-Aideddigital photogrammetry. remote sensing. positioning, Geographical Information Systems (GIS) and office automation systems; conducting researches on customising remote sensing, GIS, multimedia and 3D simulation technologies for landuse planning and presentation of planning studies; and updating of the Land Supply Database and application of IT in land supply related exercises. Some major IT projects include 3D GIS Planning System, Electronic Planning Application Submission System, Revamp of Core Planning Data Hub, Site Tracking Information System - Geoinfo OneStop, Statutory Planning Portal 2, Public Participation GIS for e-Engagement, Planning Enforcement and Prosecution Planning **Submissions** Workflow System, HK-Macao-Guangdong Monitoring System and Information Database System, Mobile Computing and Site Information System and Aerial Photograph Information System. The CTP is heavily involved in supervising multi-disciplinary IT experts and planning professionals in these IT projects to ensure that the planning objectives could be met in an integrated manner.
