

## **NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE**

### **Update on Overall Directorate Establishment Position**

#### **INTRODUCTION**

This paper updates Members on the overall directorate establishment position and informs Members of possible proposals for the creation and deletion of directorate posts in the 2017-18 legislative session.

#### **OVERALL ESTABLISHMENT**

2. As at 31 October 2017, the civil service establishment (including judges and judicial officer (J&JO) posts in the Judiciary and all posts in the Independent Commission Against Corruption) stood at 179 030, made up of 1 666 directorate and 177 364 non-directorate posts. The number of directorate posts is maintained at less than 1% of the total establishment of the civil service.

3. By the end of the 2016-17 legislative session, the Establishment Subcommittee (ESC) had endorsed the creation of 18 permanent directorate posts (including 14 J&JO posts) and ten new supernumerary directorate posts, and the extension/re-creation of three supernumerary directorate posts. Of those posts, the Finance Committee (FC) had approved the creation of two permanent and three new supernumerary posts; and the extension/re-creation of two supernumerary posts. Meanwhile, 13 supernumerary directorate posts lapsed during the period.

#### **FORECAST OF DIRECTORATE POST PROPOSALS LIKELY TO BE SUBMITTED IN THE 2017-18 LEGISLATIVE SESSION**

4. Based on the current assessment provided by bureaux and departments, we forecast that for the remainder of the 2017-18 legislative session, the Government may put forward proposals<sup>1</sup> on –

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<sup>1</sup> Excluding proposals which have already been submitted to ESC or included in its meeting agenda

- Encl. 1 (a) net creation of 27 permanent directorate posts<sup>2</sup> as set out in Enclosure 1;
- Encl. 2 (b) creation of 14 supernumerary directorate posts and extension/re-creation of ten supernumerary directorate posts as set out in Enclosure 2 (Members may wish to note that eight existing supernumerary directorate posts are expected to lapse during the period); and
- Encl. 3 (c) creation of four permanent J&JO directorate posts as set out in Enclosure 3.

5. The above forecast is based on our current assessment only. Bureaux/departments may need to adjust their current plans on staffing requirements in the course of the 2017-18 legislative session as proposals are further refined, or as unforeseeable circumstances arise.

6. In addition, there are possible additional requirements at the directorate level which may result in submissions to ESC/FC. A rigorous system is in place to scrutinise these proposals initiated by bureaux/departments and ensure that the proposals are fully justified before submission to ESC/FC.

**FINANCIAL IMPLICATIONS**

7. The salary costs arising from the creation of two permanent directorate posts and three new supernumerary directorate posts in the 2016-17 legislative session amount to \$9.8 million. The detailed financial implications of the possible proposals for the creation of directorate posts in the 2017-18 legislative session will be set out in the respective papers to be submitted.

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Civil Service Bureau  
 Financial Services and the Treasury Bureau  
 December 2017

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<sup>2</sup> Including the creation of one non-civil service position at directorate level

**Current Forecast of Possible Submissions on Creation/Deletion of Permanent Directorate Posts in the 2017-18 Legislative Session**

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Others (e.g. upgrading, downgrading, transfer)</b>
Civil Aviation Department	To strengthen the management and supervision of air traffic control operations to handle the anticipated growth of air traffic	Chief Air Traffic Control Officer (D1)	+1	
Civil Engineering and Development Department (CEDD)	To enhance services on greenery, landscape and tree management.	Chief Landscape Architect (D1)	+1	
CEDD	To provide engineering services to support the development of public housing	Government Engineer (D2)	+1	
		Chief Engineer (D1)	+1	
Commerce and Economic Development Bureau (CEDB)	To provide directorate support for pursuing the Belt and Road Initiative  (please also see the creation of one supernumerary D2 post in CEDB for this purpose in Enclosure 2)	D6 civil service post/D6-equivalent non-civil service position	+1	
		Administrative Officer Staff Grade B (D3)	+1	
Companies Registry	To head the prospective Trust and Company Service Providers Registry	Registry Manager (D2)	+1	

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Others (e.g. upgrading, downgrading, transfer)</b>
Department of Health	To strengthen the clinical supervision of the Families Clinics and provide professional management of the new services under planning	Consultant (D4/D3/D2)	+1	
Department of Justice (DoJ)	To undertake essential duties in respect of constitutional and electoral matters	Deputy Principal Government Counsel (DL2)	+1	
DoJ	To cope with the workload arising from existing/new initiatives and the increasing complexity and wider range of work in the Treaties and Law Unit	Deputy Principal Government Counsel (DL2)	+1	
Development Bureau	(please also see the creation of two supernumerary directorate posts in the Water Supplies Department to take forward the new drinking water safety initiatives in Enclosure 2)	Principal Government Engineer (D3)	+1	
		Government Engineer (D2)	+1	
		Government Engineer (D2)		+1
		Government Engineer (D2)		-1
		Chief Architect (D1)		+1
		Chief Architect (D1)		-1

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Others (e.g. upgrading, downgrading, transfer)
		Chief Geotechnical Engineer (D1)		+1
		Chief Geotechnical Engineer (D1)		-1
Environmental Protection Department (EPD)	To prepare and implement Municipal Solid Waste Charging and related outreaching services to promote waste reduction and recycling  (please also see the creation of one supernumerary directorate post and extension of two supernumerary directorate posts in EPD for this purpose in Enclosure 2)	Principal Environmental Protection Officer (D1)	+1	
EPD	To set up a cross-bureau Countryside Conservation Office	Administrative Officer Staff Grade C (D2)	+1	
		Assistant Director of Environmental Protection (D2)		+1
		Administrative Officer Staff Grade C (D2)		-1

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Others (e.g. upgrading, downgrading, transfer)</b>
Food and Health Bureau (FHB)	To re-organise the Health Branch of FHB to establish a dedicated unit on the development of Chinese medicine and a new Voluntary Health Insurance Scheme Office as well as to regularise certain directorate posts	Administrative Officer Staff Grade B (D3)	+1	
		Administrative Officer Staff Grade C (D2)	+2	
		D2-equivalent non-civil service position	+1	
	(please also see the creation of one supernumerary D2 post in the Health Branch of FHB for this purpose in Enclosure 2)	Administrative Officer Staff Grade B (D3)		+1
		Administrative Officer Staff Grade B (D3)		-1
		Principal Executive Officer (D1)		+1
		Principal Executive Officer (D1)		-1
Highways Department	To enhance services in providing quality landscape and streetscape, and proactive vegetation management.	Chief Landscape Architect (D1)	+1	
Inland Revenue Department	To spearhead initiatives in relation to international tax co-operation	Chief Assessor (D1)	+1	

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Others (e.g. upgrading, downgrading, transfer)</b>
Judiciary	To enhance support to the Deputy Judiciary Administrator (Operations)'s Office of the Operations Division of the Judiciary Administration	Principal Executive Officer (D1)	+1	
Labour Department	To take up the various new tasks in relation to the abolition of the 'offsetting' of the severance payment and the long service payment with employers' mandatory contributions under the Mandatory Provident Fund System	Chief Labour Officer (D1)	+1	
Offices of the Chief Secretary for Administration and the Financial Secretary – Economic Analysis and Business Facilitation Unit	To strengthen the research capacity on international competitiveness and step up the liaison efforts with international ranking institutes	Principal Economist (D2)	+1	
Security Bureau	To sustain the enhanced anti-drug work	Administrative Officer Staff Grade C (D2)	+1	
Transport Department (TD)	To implement the new/committed initiatives under the Public Transport Strategy Study and the subsequent monitoring work in the Ferry and Paratransit Division	Principal Transport Officer (D1)	+1	

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Others (e.g. upgrading, downgrading, transfer)</b>
TD	To provide sufficient leadership in the New Territories Regional Office to handle various development projects and new infrastructures in the New Territories	Principal Transport Officer (D1)	+1	
TD	To plan and implement smart mobility projects	Chief Engineer (D1)	+1	
<b>Total</b>			<b>+27</b>	

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**Current Forecast of Possible Submissions on Creation/Extension of Supernumerary Directorate Posts in  
the 2017-18 Legislative Session**

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Proposed Extension</b>
Architectural Services Department	To provide dedicated professional support for the delivery of healthcare projects under the 10-year Hospital Development Plan	Chief Quantity Surveyor (D1)	+1	
Civil Aviation Department	To lead the dedicated Project Team of the Three-Runway System (3RS) of the Hong Kong International Airport to oversee the overall planning and implementation of the 3RS project	Chief Air Traffic Control Officer (D1)	+1	
Commerce and Economic Development Bureau (CEDB)	To carry out the preparatory work for establishing the executive office of the Travel Industry Authority (TIA) and supporting the initial operation of TIA	Senior Principal Executive Officer (D2)	+1	
CEDB	To continue to provide steer and leadership in taking forward the Trade Single Window (SW) project to enhance Hong Kong's competitiveness in trade	Administrative Officer Staff Grade C (D2)		1

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Proposed Extension</b>
CEDB	To steer the IT direction and development of the SW project and lead the IT team in the SW Project Management Office in the planning, direction as well as monitoring of the various IT projects and studies.	Chief Systems Manager (D1)	+1	
CEDB	To provide directorate support for pursuing the Belt and Road Initiative  (please also see the creation of one permanent D6 civil service post/D6-equivalent non-civil service position and one D3 post in CEDB for this purpose in Enclosure 1)	Administrative Officer Staff Grade C (D2)	+1	
Constitutional and Mainland Affairs Bureau	To implement the initiative in the Chief Executive's 2017 Policy Address on actively taking forward the Development Plan of the Guangdong-Hong Kong-Macao Bay Area	Administrative Officer Staff Grade B (D3)/ D3-equivalent non-civil service position	+1	
Environmental Protection Department (EPD)	To prepare and implement Municipal Solid Waste Charging and related outreaching services to promote waste reduction and recycling  (please also see the creation of one permanent D1 post in EPD for this purpose in Enclosure 1)	Administrative Officer Staff Grade B (D3)		1
		Administrative Officer Staff Grade C (D2)		1
		Principal Environmental Protection Officer (D1)	+1	

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Proposed Extension</b>
Financial Services and the Treasury Bureau (FSTB)	To handle the work related to a range of reform measures, including eMPF to improve the Mandatory Provident Fund System	Administrative Officer Staff Grade C (D2)	+1	
Food and Health Bureau (FHB)	<p>To re-organise the Health Branch of FHB to establish a dedicated unit on the development of Chinese medicine and a new Voluntary Health Insurance Scheme Office as well as to regularise certain directorate posts</p> <p>(please also see the creation of four permanent directorate posts and redeployment of two permanent directorate posts in the Health Branch of FHB for this purpose in Enclosure 1)</p>	Administrative Officer Staff Grade C (D2)	+1	
Home Affairs Department (HAD)	To take forward the legislative exercises and initiatives related to several ordinances under the purview of the Home Affairs Bureau (HAB)/HAD (viz. the Building Management Ordinance (Cap. 344), Hotel and Guesthouse Accommodation Ordinance (Cap. 349) and Property Management Services Ordinance (Cap. 626)).	Administrative Officer Staff Grade C (D2)	+1	

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Proposed Extension</b>
Offices of the Chief Secretary for Administration and the Financial Secretary – Chief Secretary for Administration’s Private Office (CSPO)	To head and supervise a supernumerary multi-disciplinary unit under the CSPO to assist the Chief Secretary to drive and coordinate government-wide policies and initiatives to develop and plan on human resources to sustain Hong Kong’s diversified economic development	Administrative Officer Staff Grade B (D3)	+1	
		Administrative Officer Staff Grade C (D2)	+1	
Water Supplies Department	To take forward the new drinking water safety initiatives  (please also see the creation of two permanent directorate posts and redeployment of three permanent directorate posts in the Development Bureau to cope with the workload of new and on-going initiatives, including those associated with drinking water safety in Enclosure 1)	Administrative Officer Staff Grade C (D2)	+1	
		Chief Engineer (D1)	+1	

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Proposed Extension</b>
CEDB	To promote the development of cruise tourism in Hong Kong, monitor the operation of the Kai Tak Cruise Terminal, and oversee the operation of the Hong Kong Disneyland Resort, including future expansion works.	Administrative Officer Staff Grade C (D2)		1
Civil Engineering and Development Department (CEDD)	To strengthen CEDD's capacity in driving the implementation of the integrated basement and public infrastructure projects for West Kowloon Cultural District	Chief Engineer (D1)		1

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Proposed Extension</b>
FSTB	To provide high-level policy steer for the accountancy sector, corporate insolvency and individual bankruptcy, companies, trust and money lenders, in particular the reform of the regulatory regime for auditors of listed entities; introduction of a new corporate rescue procedure and insolvent trading provisions; revision of the existing arrangements for dealing with cross-border insolvency; revision of the regulatory measures to tackle malpractices of money lenders and financial intermediaries; improvement of the company law regime; development of Hong Kong into a hub for Fintech; Hong Kong's participation in the Asian Infrastructure Investment Bank (AIIB); and Hong Kong's participation in the Asian Development Bank (ADB).	Administrative Officer Staff Grade B (D3)		1

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>	<b>Proposed Extension</b>
	To take forward a number of legislative and policy initiatives, including the revision of the regulatory measures to tackle malpractices of money lenders and financial intermediaries; improvement of the company law regime; development of Hong Kong into a hub for Fintech; Hong Kong's participation in the AIIB; and Hong Kong's participation in the ADB.	Administrative Officer Staff Grade C (D2)		1
HAB	To continue monitoring the implementation of the West Kowloon Cultural District project	Principal Government Engineer (D3)		1
		Administrative Officer Staff Grade C (D2)		1
Judiciary	To continue support for the Development Office of the Development Division of the Judiciary Administration	Administrative Officer Staff Grade C (D2)		1
<b>Total</b>			<b>+14</b>	<b>10</b>

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**Current Forecast of Possible Submissions on Creation of Permanent Directorate Posts for Judges and Judicial Officers  
in the 2017-18 Legislative Session**

<b>Bureau/ Department/ Office</b>	<b>Purpose</b>	<b>Rank</b>	<b>Proposed Creation</b>
Judiciary	To cope with the workload in the High Court Masters' Office	Deputy Registrar, High Court (JSPS 13)	+4
<b>Total</b>			<b>+4</b>

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