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20 June 2018

Clerk to the Establishment Subcommittee  
Legislative Council Secretariat  
Legislative Council Complex  
1 Legislative Council Road  
Central, Hong Kong  
(Attn: Mr Keith WONG)

Dear Mr WONG,

**Establishment Subcommittee  
Follow-up on the meeting held on 4 June 2018**

**Proposed creation of permanent posts of Chief Landscape Architect  
in the Civil Engineering and Development Department  
and Highways Department**

Thank you for your letter of 5 June 2018. The supplementary information requested for the above discussion item is set out below:

**(a) Entry requirements for the Landscape Architect (LA) grade in the Government<sup>1</sup>**

Candidates for Government LAs should be a Professional Member of the Hong Kong Institute of Landscape Architects (HKILA) or equivalent, have at least one year of relevant post-qualification experience, and a Hong Kong Registered Landscape Architect (RLA).

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<sup>1</sup> The "Landscape Architect grade in the Government" in this reply does not include the Landscape Architect grade under the management of the Housing Department.

Senior Landscape Architect of the LA grade in the Government is a promotion rank and will not be openly recruited under normal circumstances.

**(b) Can graduates of programmes other than the Master of Landscape Architecture (MLA) of the University of Hong Kong (HKU) apply to be LAs in the Government?**

To meet the entry requirements for Government LAs, candidates should be a Professional Member of the HKILA or equivalent and be a Hong Kong RLA. Government LAs must obtain landscape architecture degree qualification accredited by the HKILA or the professional landscape architects institutes/associations in the places of study.

Currently, HKU's MLA programme is the only local course accredited by the HKILA. For those who have completed non-local courses accredited by the HKILA, they can apply for LA posts in the Government after becoming Professional Members of the HKILA (or alternatively, they can obtain Professional Membership from the respective professional landscape architects institutes/associations in the places of study) and Hong Kong RLA. Please refer to the following website on the requirements for becoming Hong Kong RLA: <http://larb-hk.org/Application.htm>

**(c) Future establishment of the LA grade in the Government**

In addition to the two proposed Chief Landscape Architect posts, the Government also plans to create 16 non-directorate LA grade posts, including permanent and time-limited posts. Regarding the future establishment of the LA grade in the Government, we will review from time to time the resources and establishment in light of the practical operation and needs of individual departments, so as to ensure that adequate and appropriate manpower is provided accordingly.

**(d) Creation of Arborist Grade or through Engagement of Consultants to Enhance the Steering of Tree Maintenance and Removal Works**

In deciding whether to create a new civil service grade, the Government has to carefully and comprehensively consider various factors, including the job nature of the proposed grade, professional and skills requirements, promotion prospects and development of the proposed grade, the work

requirements of different tree management departments, and impact on related existing grades. Under the current “integrated approach”, tree management departments deploy officers of different grades (including Forestry Officers and Field Officers of the Agriculture, Fisheries and Conservation Department (AFCD), Leisure Services Managers and Amenities Assistants of the Leisure and Cultural Services Department (LCSD) and Landscape Architects of various works departments) to take charge of tree management and other tasks, having regard to their operational needs.

The Government will arrange training for tree management staff to obtain the requisite professional knowledge and qualifications. Taking the LCSD as an example, more than 200 Leisure Services Managers and Amenities Assistants are Certified Arborists (CAs) of the International Society of Arboriculture, and have sufficient practical experience and knowledge to handle tree work. Besides, in the grades of Landscape Architect, Forestry Officer and Field Officer, there are also more than 100 qualified arborists.

Given that the existing grades in the Government already have several hundreds of officers with recognised arborist qualifications, and tree management requires the collaboration of different professional domains (such as tree biology and physiology, soil science, etc.), the current approach for the GLTMS to coordinate and facilitate officers in different departments to acquire arborist qualifications through attending horticulture maintenance or arboriculture training courses organised by the Government and external organisations is effective in enabling tree management staff to discharge their duties in a professional manner. There is no need to create a new Arborist Grade.

We are currently conducting a review and will consider different options to incorporate arboricultural and other related expertise in enhancing tree management work. The review is expected to be completed in six to nine months.

Please let me know if you require further information. I can be reached by phone on 3509-8326 or by e-mail at [vinawong@devb.gov.hk](mailto:vinawong@devb.gov.hk).

Yours sincerely,

A handwritten signature in cursive script, appearing to read 'Vina'.

(Vina WONG)  
for Secretary for Development