



康樂及文化事務署

Leisure and Cultural Services Department

電話 TEL : 2601 8881
圖文傳真 FAX NO : 2691 7264
本署檔案 OUR REF : (11) in LCSD LS PA H/5-80/1/2(5)
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16 December 2019

The Clerk to Panel on Public Service,
(Attn. Ms Maggie CHUNG)
Legislative Council Complex,
1, Legislative Council Road Central,
Hong Kong

Dear Ms CHUNG,

Panel on Public Service

**Follow-up to “Review of the structure of operations inspector post
in the Civil Aviation Department” and “Civil service establishment and
training matters in relation to the tree management work
of the Leisure and Cultural Services Department” of
the “List of outstanding items for discussion”**

I refer to your letter dated 26 November 2019 to Secretary for the Civil Service regarding the progress of the captioned subjects. I forward the bilingual information note on "Civil service establishment and training matters in relation to the tree management work of the Leisure and Cultural Services Department" for your consideration.

If further information is required, please contact the undersigned or Mr BAR Ting-ming, Senior Leisure Manager (Horticulture) on 2601 8886.

Yours sincerely,

(David CHAIONG)

for Director of Leisure and Cultural Services

c.c. Secretary for the Civil Service (Attn.: Ms Bertille LI)

For Information

**Legislative Council Panel on Public Service
Follow-up to the Meeting on 21 January 2019**

This paper provides the information on the “Civil Services Establishment and Training Matters in relation to the Tree Management Work of the Leisure and Cultural Services Department (LCSD)” requested at the meeting of the Legislative Council Panel on Public Service on 21 January 2019.

Civil services establishment in relation to the tree management work of the LCSD

2. The LCSD is responsible for the maintenance of around 590 000 trees of which 340 000 trees in the LCSD’s venues are managed and maintained by the 18 District Leisure Services Offices through horticultural services contracts. Around 140 000 roadside trees growing on pavements or landscaped amenity areas along non-expressway public roads are maintained by LCSD’s in-house tree gangs (TGs) of six Regional Tree Teams (RTTs) viz. Hong Kong East (HKE), Hong Kong West (HKW), Kowloon (K), New Territories East (NTE), New Territories West (NTW) and New Territories North (NTN) regions. The remaining 110 000 trees are on unleased and unallocated government lands within 10 metres from road kerb of non-expressway public roads outside country parks taken over from Lands Department for maintenance in January 2016. Similar to other roadside trees, these 110 000 trees are also managed by the six RTTs but through arboricultural services contracts instead of in-house TGs.

3. There are total 266 staff in the six RTTs, including 13 Assistant Clerical Officer responsible for administrative support, 7 Leisure Services Manager, 19 Assistant Leisure Services Manager I, 17 Senior Amenities Assistant, 40 Amenities Assistant I, and 34 operational TGs responsible for tree management and maintenance work, and supervision of arboricultural services contracts. Each TG is headed by 1 Amenities Assistant II, 1 Senior Artisan (General Duties), 2 Artisans (General Duties) and 1 Workman I. 7 out of the 34 TGs are specifically responsible for the maintenance of 329 Old and Valuable Trees which require more intensive care and monitoring. For the remaining 27 TGs, each of the three RTTs of the New Territories, i.e. NTETT, NTNTT and NTWTT, has 6 TGs, KTT has 5 TGs, HKWTT and HKETT each has 2 TGs.

Review on the manpower requirement

4. LCSD conducted a review recently to see whether and how additional manpower should be injected into these RTTs so as to further enhance the service standard on tree management and hence reduce potential tree risk posed to the public. The review concludes that additional eight and six operation TGs should be provided for the RTTs in NTN and NTE respectively. To rationalize the manpower provision, the Department has plans to engage additional TGs from the market to augment the existing workforce for tree management in the two New Territories regions starting 2020/21 financial year. Taking the opportunity, the Department will streamline the internal procedures and structures under the established mechanism when additional resource is available so as to enhance efficiency and flexibility of the services to meet public demands and operational needs.

Training Matters in relation to the Tree Management Work of the LCSD

5. On the tree management training of in-house arboricultural staff, LCSD has been providing a series of comprehensive training to them in areas such as tree inspection, pest and disease control, tree risk assessment, and preventive and remedial tree surgery. Aside from offering in-house training courses, the Department also sponsors staff to take part in local and overseas training programmes leading to specialised qualifications in tree management to further enhance their professional knowledge including the Certified Arborist (International Society of Arboriculture), the Advanced Diploma in Tree Management and Conservation (HKU SPACE), the Certificate in Professional Tree Management (the Open University of Hong Kong), the Professional Certificate in Arboriculture and Tree Work Supervision (the Integrated Vocational Development Centre), the MSc Degree in Arboriculture and Urban Forestry (UK), the Arboriculture Level 3 City and Guilds Diploma (UK), etc. The Department will continue to equip our tree management staff at managerial, supervisory and frontline levels with training, seminars and sponsorship with a view to nurturing a professional workforce capable of providing quality tree management.