

Establishment Subcommittee
ECI(2020-21)8 - Update on Overall Directorate Establishment Position

The reply of the Administration to the enquiries raised by the Hon Tony TSE Wai-chuen regarding ECI(2020-21)8 is as follows:

1. Upon review, the Government will convert all proposals of permanent directorate posts in the 2020-21 legislative session into supernumerary posts with duration ranging from three years to a maximum of five years, with the exception of creation of one permanent post in the Judiciary. In addition, the Government will also scale down some of the proposals, such as shortening the originally planned duration of some of the supernumerary posts and reducing the number of proposed directorate posts. Some proposals will not be put forward within the 2020-21 legislative session.

The Government forecasts that proposals involving 32 directorate posts will be submitted to the Establishment Subcommittee (ESC) in the 2020-21 legislative session (details are at Enclosures 1, 2 and 3 to ECI(2020-21)8). Among them, proposals involving 25 directorate posts have been submitted to the relevant Panels for consultation (the posts are shown in grey in the relevant Enclosures to this reply), and another three directorate posts have been endorsed by the ESC and are pending approval by the Finance Committee (the posts are shown in blue in the relevant Enclosures to this reply).

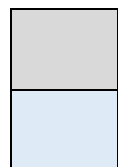
Taking the staff establishment proposals for implementing the “Walk in Hong Kong” initiative and road related work by the Highways Department as an example, the Administration had listened to the views of the relevant Panel and reduced the number of permanent directorate posts originally planned to create in this legislative session from six to five, which had been converted into supernumerary posts. Some staff establishment proposals have been withdrawn. For example, the Civil Service Bureau (CSB) originally planned to submit to the relevant Panel at the end of last year a proposal to create one permanent directorate post to cope with the increasing workload associated with the grade management of Executive Officers, but has decided to withdraw it from the agenda of the relevant Panel. The proposal will not be submitted to the Legislative Council (LegCo) for consultation/scrutiny in this legislative session.

2. As regards the directorate posts proposed to be created after review, there is indeed great need for them for taking forward various important policies and initiatives in areas such as people's livelihood, economy, development and housing supply. Every proposal for post creation proposed to retain has been subject to a stringent vetting process and review by the relevant policy bureau/bureaux and two resource bureaux (the Financial Services and the Treasury Bureau and the CSB). Only those directorate post proposals which are fully justified and where additional workload cannot be absorbed by existing manpower resources will be put forward to the LegCo for approval.

3. Regarding the relevant duties of the directorate posts withdrawn, the Government will, in accordance with work priorities, deploy manpower appropriately and allocate resources effectively to handle urgent tasks as far as possible. For building, infrastructural and planning projects, after review by the relevant policy bureaux/departments, all proposals of permanent directorate posts originally estimated to be submitted in the 2020-21 legislative session will be converted into supernumerary posts with duration ranging from three to five years to meet the operational needs of the projects.

Civil Service Bureau
March 2021

Current Forecast of Possible Submissions on Creation/Retention/Re-creation of Supernumerary Directorate Posts in the 2020-21 Legislative Session



Denotes posts which have been submitted to the relevant Panels for consultation

Denotes posts which have been endorsed by the Establishment Subcommittee and are pending approval by the Finance Committee

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Retention/ Re-creation
Civil Engineering and Development Department (CEDD)	To cope with workload arising from the public housing developments on a long-term basis.	Chief Engineer (D1)		1
CEDD	To head the Sustainable Lantau Office (SLO), which has been carrying out the planning, assessment, design and implementation of various initiatives in a well prioritised, coordinated and integrated manner in Lantau, in a bid to support the sustainable development of Lantau.	Principal Government Engineer (D3)		1

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Retention/ Re-creation
	To head the Planning and Conservation Branch of the SLO.	Government Town Planner (D2)		1
	To be primarily in charge of planning the conservation and recreation strategies and initiatives for Lantau under the Planning and Conservation Branch of the SLO, and steering the operation and implementation of the Lantau Conservation Fund.	Chief Town Planner (D1)	+1	
	To be primarily in charge of taking forward development projects and local improvement works in Lantau under the Works Branch of the SLO.	Chief Engineer (D1)		1
	To be primarily in charge of taking forward local improvement works as well as conservation and recreation initiatives under the Planning and Conservation Branch of the SLO.	Chief Engineer (D1)		1
	To be primarily in charge of supervising and managing the studies related to the artificial islands in the Central Waters under the Works Branch of the SLO.	Chief Engineer (D1)	+1	

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Retention/ Re-creation
Planning Department	To provide high-level steer to various strategic planning tasks for the sustainable development of Lantau.	Chief Town Planner (D1)	+1	
Highways Department (HyD)	To provide technical support for the planning and implementation of the proposed priority rail links and the possible rail links for the longer term under the studies related to artificial islands in the Central Waters.	Chief Engineer (D1)	+1	
Department of Justice	To implement the “Vision 2030 for Rule of Law”.	Deputy Principal Government Counsel (DL2)	+1	
		Assistant Principal Government Counsel (DL1)	+1	
Development Bureau	To head an inter-disciplinary team to coordinate and implement the measures under the “Invigorating Island South” initiative.	D2-equivalent non-civil service position	+1	
Drainage Services Department	To mainly implement the “Relocation of Sha Tin Sewage Treatment Works to caverns” project and planning cavern projects for relocation/accommodation of other suitable sewage treatment facilities.	Chief Engineer (D1)	+1	

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Retention/ Re-creation
Electrical and Mechanical Services Department	To oversee the planning, design, construction and operation of District Cooling Systems in New Development Areas.	Chief Building Services Engineer (D1)	+1	
Financial Services and the Treasury Bureau	To continue to take forward the eMPF Project and its related legislative work, the review of the Default Investment Strategy fee cap, as well as other policy and legislative matters relating to the long term financial sustainability of the Mandatory Provident Fund Schemes Authority.	Administrative Officer Staff Grade C (D2)		1
Fire Services Department	To strengthen the strategic resource planning and operational capability to cope with the rapidly increasing demand for emergency services in the New Territories.	Chief Fire Officer (GDS(C)2 or D2-equivalent)	+1	
HyD	To strengthen management and support in taking forward projects under the policy initiative of “Walk in Hong Kong” so as to enhance pedestrian networks and environment.	Principal Government Engineer (D3)	+1	
		Chief Engineer (D1)	+2	

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Retention/ Re-creation
HyD	To strengthen highway maintenance and district road administration work in Urban and New Territories regions.	Chief Engineer (D1)	+2	
Home Affairs Bureau	To provide dedicated directorate support as the Supervising Officer of the “Design, Build and Operate” contract of the Kai Tak Sports Park, overseeing the design, construction and other relevant professional and technical matters.	Government Architect (D2)		1
Housing Department	To oversee the implementation of the funding scheme and provide policy support in facilitating the transitional housing projects.	Administrative Officer Staff Grade C (D2)	+1	
Judiciary (JUD)	To rationalise the existing manpower of the Accommodation Section so as to provide continuous management support to the Judiciary on the long-term strategic planning and implementation of court building facilities and court security measures, and to steer two new mega accommodation projects.	Principal Executive Officer (D1)		1

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation	Proposed Retention/ Re-creation
JUD	To enhance directorate staffing support for the Planning and Quality Division under the Judiciary Administration of JUD.	Administrative Officer Staff Grade C (D2)		1
Labour Department (LD)	To implement and oversee various new measures to enhance statutory maternity leave and strengthen support to LD for the implementation of new strategies and policies.	Chief Labour Officer (D1)	+1	
Social Welfare Department	To continue to head the Licensing and Regulation Branch.	Assistant Director of Social Welfare (D2)		1
Transport Department	To provide dedicated staffing support at the directorate level to lead the Franchised Bus Safety Team as recommended by the Independent Review Committee on Hong Kong's Franchised Bus Service, in order to strengthen the oversight and support in enhancing the safety of franchised buses.	Assistant Commissioner for Transport (D2)/D2-equivalent non-civil service position	+1	
		Principal Transport Officer (D1)	+1	
		Chief Electrical and Mechanical Engineer (D1)	+1	
Total			+20	10

Current Forecast of Possible Submission on Re-grading of Permanent Directorate Post in the 2020-21 Legislative Session

Bureau/ Department/ Office	Purpose	Rank	Proposed Re-grading
Customs and Excise Department (C&ED)	To rationalise the directorate support for the Administration and Human Resource Development Branch to ensure continued provision of pertinent professional support for C&ED to cope with the increasingly complex duties and heavy workload.	Assistant Commissioner of Customs and Excise (GDS(C)2 or D2-equivalent)	+1
		Administrative Officer Staff Grade C (D2)	-1

**Current Forecast of Possible Submission on Creation of Permanent Directorate Post for Judges and Judicial Officer
in the 2020-21 Legislative Session**

Bureau/ Department/ Office	Purpose	Rank	Proposed Creation
Judiciary	To cope with the workload in the Court of Appeal of the High Court.	Justice of Appeal of the Court of Appeal of the High Court (JSPS 17)	+1
