

**For discussion
on 14 January 1998**

EC(97-98)42

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

HEAD 60 - HIGHWAYS DEPARTMENT Subhead 001 Salaries

Members are invited to recommend to Finance Committee the creation of the following permanent posts -

- (a) 1 Government Engineer
(D2) (\$110,000 - \$116,800)

to be offset by the deletion of the following supernumerary post -

1 Government Engineer
(D2) (\$110,000 - \$116,800); and

- (b) 1 Chief Engineer
(D1) (\$92,650 - \$98,300)

PROBLEM

The Highways Department needs to strengthen its directorate structure to cope with the increasing workload arising from an expanded railway development programme.

/PROPOSAL

PROPOSAL

2. We propose to -
- (a) create one permanent post of Government Engineer (GE) (D2) to head the Railway Development Office (RDO), to be offset by the deletion of one supernumerary post of GE (D2); and
 - (b) create one permanent post of Chief Engineer (CE) (D1) to head a new Railway Planning Division in RDO.

JUSTIFICATION***Government Engineer/Railway Development***

3. The existing supernumerary post of Government Engineer/Railway Development (GE/RD) was created in July 1995 for three years subject to review. As the head of the RDO, GE/RD is responsible for overseeing generally the planning and coordination of railway development in Hong Kong and, specifically, the planning and coordination of the three high priority railway projects recommended in the Railway Development Strategy, i.e. the West Rail (WR), the Mass Transit Railway Tseung Kwan O Extension (TKE) and a rail link connecting Ma On Shan and Tai Wai (MOS Rail) together with an extension of the Kowloon-Canton Railway from Hung Hom to Tsim Sha Tsui (TST Extension). He is assisted by three CEs, designated as Chief Engineer/West Rail (CE/WR), Chief Engineer/Railway (CE/R), and Chief Engineer/Airport Railway (CE/AR). The existing organisation chart of the RDO is at Enclosure 1. GE/RD's planning, management, coordination and legislative responsibilities have increased significantly over the past two years. There is now a permanent need for directorate input in all these areas of work.

Encl. 1

Implementation of priority railway projects

4. The three priority railway projects are now at different stages of implementation, requiring GE/RD's full-time attention, as follows -

/(a)

- (a) *WR* - the Executive Council (ExCo) decided in December 1996 to implement this project in two phases. Phase I will provide a local passenger line from West Kowloon to Tuen Mun whereas Phase II will cover cross-boundary passenger and freight services between Hong Kong and the Mainland. We gazetted Phase I under the Railways Ordinance on 3 October 1997. We aim to commence construction in 1998 for completion in 2003.
- (b) *TKE* - The ExCo has decided that the Mass Transit Railway Corporation (MTRC) should proceed with the detailed planning of the TKE. We gazetted the first section of the TKE on 26 September 1997 and aim to gazette the remaining parts in early 1998 to allow construction to commence in 1998 for completion in 2002.
- (c) *MOS Rail/TST Extension* - ExCo decided in December 1997 to invite Kowloon-Canton Railway Corporation (KCRC) to submit proposals for the implementation of the project. We aim to commence construction in 2000 for completion of TST Extension in late 2003 and MOS Rail in 2004.

5. GE/RD is also responsible for taking forward other longer term railway proposals identified in the Railway Development Strategy and for the planning of new railway projects. The three priority railway projects are estimated to cost over \$100 billion in money of the day prices, let alone the other longer term projects. The implementation of all these projects will mean an expanded railway programme that will stretch over the next 10 to 15 years.

Housing and economic developments

6. To support the housing programme of producing at least 85 000 flats a year and other programmes of economic development announced in the Chief Executive's 1997 Policy Address, we need to plan ahead for the provision of an adequate transport infrastructure, including the construction of railways, to facilitate access to new population centres and to improve cross-boundary rail links. The RDO, under the leadership of GE/RD, will have to formulate plans for new railway projects in addition to the three priority railways.

/The

The Second Railway Development Study (RDS-2)

7. Based on the findings of the Railway Development Study (RDS), we announced the Railway Development Strategy in December 1994. Since the announcement of RDS, many major planning assumptions used in the study have become outdated. We need to carry out a second RDS (RDS-2) to map out our future railway expansion plan and implementation priorities and strategy, based on up-to-date planning assumptions and taking into account our new housing and economic development programmes.

8. The RDS-2 will be a major strategic, multi-disciplinary study requiring the joint efforts of government departments, the two railway corporations and other freight forwarders and operators. It will involve the setting up of a computerised railway planning model and associated database for continuous updating.

9. The existing supernumerary post of GE/RD is due to lapse on 7 July 1998. In view of our long term railway development programme, we propose to convert it into a permanent post. The GE/RD will continue to direct, coordinate, control and monitor the planning and implementation of railway development in Hong Kong. His main duties and responsibilities are shown at Enclosure 2.

Encl. 2

Chief Engineer/Railway Planning

10. At present, CE/R assists GE/RD in the planning and coordination of the TKE and the MOS Rail/TST Extension projects, and other related administrative matters arising from the RDS. The two railway projects alone have kept him fully occupied. He has no spare capacity to handle other planning work on new railways. Similarly, CE/WR, whose post will lapse in December 2001, is fully occupied with duties relating to the WR project. CE/AR, whose post will also lapse in April 1999, is committed to ensuring the timely completion of the AR project and cannot absorb any additional workload.

11. In view of the importance and complexity of the RDS-2 and the future development of the railway systems in Hong Kong, we propose to create an additional CE post, to be designated as Chief Engineer/Railway Planning (CE/RP), to assist GE/RD on all matters relating to the planning of future railway

/projects

Encls. 3&4
Encl. 5

projects. He is to head a new Railway Planning Division and will assist GE/RD in managing the RDS-2 and its future updating. The focus will be on the planning of longer term railway projects, identifying new railway routes in the overall development context, participating in other strategic transport studies and handling all interfacing issues arising from these studies. In order that railway development can be continuously monitored, reviewed and updated to match the long term economic, social, land and housing development of Hong Kong, we propose that the CE/RP post be created on a permanent basis. The revised and proposed job descriptions for the CE/R and CE/RP posts are at Enclosures 3 and 4 respectively. The proposed organisation chart of the RDO is at Enclosure 5.

FINANCIAL IMPLICATIONS

12. The additional notional annual salary cost at mid-point and the full annual average staff cost of the proposal, including salaries and staff on-costs, are -

	Notional Annual Salary Cost at Mid-point \$	Full Annual Average Staff Cost \$	No. of Posts
GE	1,360,800	2,268,816	1
CE	1,144,200	2,059,356	1
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Additional cost	2,505,000	4,328,172	2
	<hr/>	<hr/>	<hr/>

We will include sufficient provision in the 1998-99 draft Estimates to meet the cost of this proposal. In addition, this proposal will necessitate the creation of five non-directorate posts, including two Senior Engineers, two Engineers and one Personal Secretary II, at a total notional annual mid-point salary cost of \$3,045,060 and a full annual average staff cost of \$5,281,572.

BACKGROUND INFORMATION

13. The 1994 Railway Development Strategy has accorded high priority to the implementation of three railway projects, namely the WR, the TKE and the

/MOS

MOS Rail/TST Extension. It has also identified other longer term railway projects which include: North, West and South Hong Kong Island Lines, East Kowloon Line from Diamond Hill to Hung Hom, KCR extension from Tsim Sha Tsui to West Kowloon, Outer Western Corridor, and Port Rail Line to Lantau. In the context of the proposed RDS-2, we will examine the longer term projects together with other new suggestions, to determine their timing and priority, and ensure that the development of our railway network matches the needs of the community in the longer term.

CIVIL SERVICE BUREAU COMMENTS

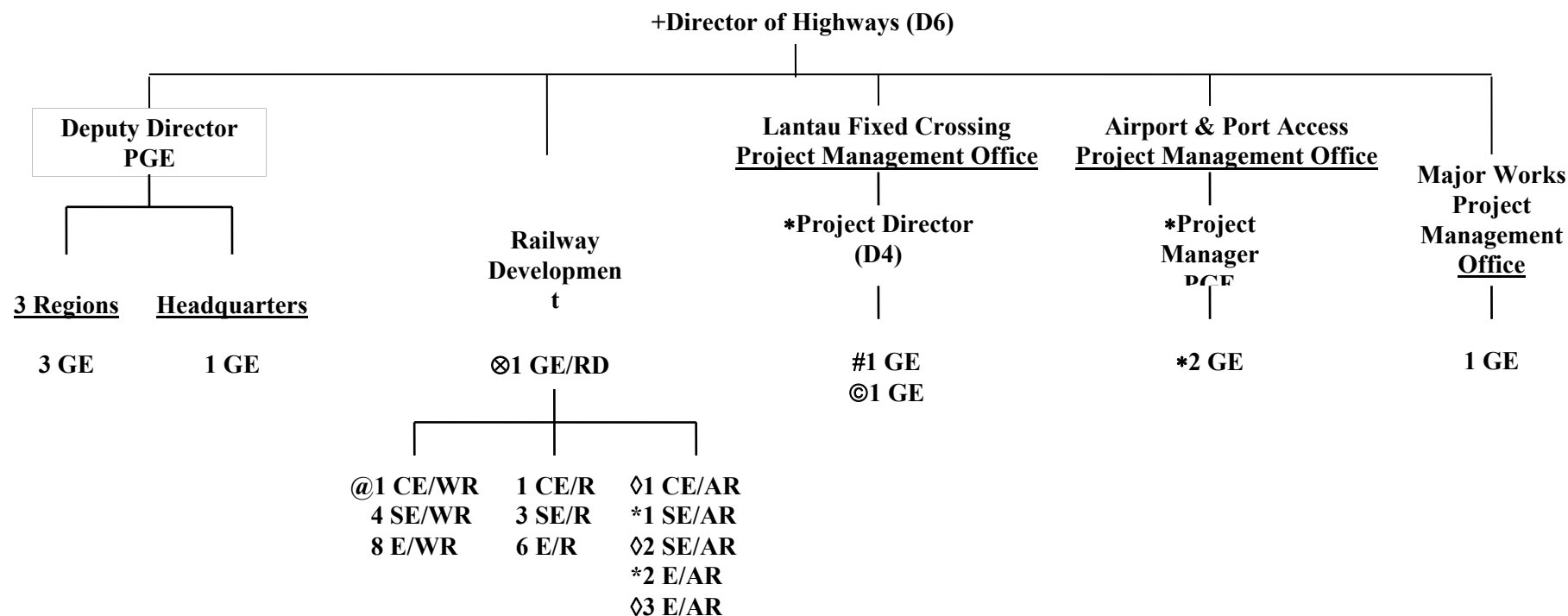
14. Civil Service Bureau considers the ranking and grading of the proposed posts to be appropriate, having regard to the scope and level of responsibilities and professional input required.

ADVICE OF THE STANDING COMMITTEE ON DIRECTORATE SALARIES AND CONDITIONS OF SERVICE

15. The Standing Committee on Directorate Salaries and Conditions of Service has advised that the grading proposed for the posts would be appropriate if the posts were to be created.

Transport Bureau
December 1997

Existing Organisation Chart of Railway Development Office
(as at 1.12.1997)



Legend

PGE Principal Government Engineer (D3)
 GE Government Engineer (D2)
 CE Chief Engineer (D1)
 SE Senior Engineer
 E Engineer
 RD Railway Development
 WR West Rail

⊗ Supernumerary post proposed to be made permanent from 1.4.1998
 + Supernumerary D6 post held against a permanent D5 post
 * Posts to lapse on 1.4.1998
 # Post to lapse on 1.10.1998
 ◇ Posts to lapse on 1.4.1999
 © Post proposed to lapse on 1.1.1999 under a separate ESC submission
 @ Post to lapse on 6.12.2001

Highways Department

Proposed Job Description of Government Engineer/Railway Development

Post Title : Government Engineer/Railway Development

Rank : Government Engineer (D2)

Responsible to : Director of Highways

Major Duties and Responsibilities -

1. Assisting in the development of the Territory's railway system in accordance with the Government overall transport policy by:
 - (a) overseeing Government's Railway Development Strategy (RDS) including planning and initiating further studies to meet changing needs;
 - (b) coordinating inputs from Highways Department and other Government departments to the planning, implementation and operation of the railway systems;
 - (c) assisting in liaising with the Mainland Authorities on issues related to cross boundary railway and infrastructural development;
 - (d) liaising with the railway operators to ensure timely completion of railway projects;
 - (e) monitoring the progress and standard of railway construction and related items in the Public Works Programme; and
 - (f) identifying new railway routes in the overall development context, handling all interfacing issues arising from other strategic planning and transport studies and initiating actions to rationalise the route protection procedures.
2. Planning the implementation of the high priority railway projects in the RDS by:

/(a)

- (a) initiating actions in drawing up project briefs, inviting proposals for the construction and operation of the railway projects and assessing proposals;
 - (b) serving as a member of Government negotiating team for the various railway projects;
 - (c) coordinating land matters, necessary amendments to legislation and town plans related to the new railway projects and associated property developments;
 - (d) chairing project coordination committees or working groups, and liaising within and outside Government in order to facilitate the implementation of the railway projects;
 - (e) administering consultancies commissioned to assist in the assessment of proposals for the implementation of the railway projects; and
 - (f) advising on matters arising from or related to the implementation of the railway projects.
3. In relation to the Airport Railway (AR) project:
- (a) overseeing actions on traffic management measures in existing roads to facilitate the construction of the AR;
 - (b) overseeing the entrustment of work between the Mass Transit Railway Corporation and Government to ensure timely completion of the AR;
 - (c) coordinating land matters related to the AR project and ensuring integration of the associated property developments; and
 - (d) advising on matters arising from or related to the AR project.

Committees

1. Station and Transport Integration Committee (Chairman)
2. Traffic Management Committee (Chairman)

3. Project Coordinating Committees for the AR and the three high priority projects under the RDS (Chairman)
4. Project Steering Committees for the three high priority projects under the RDS (Member)
5. Infrastructure Co-ordinating Committee - Railway Panel (Member)
6. Infrastructure Co-ordinating Committee - Lok Ma Chau/Huanggang Passenger Crossing Expert Group (Member)
7. Steering/working groups for the monitoring and co-ordination of the Airport Core Programme projects (as required)
8. Steering/working groups for Government strategic studies (as required)

Highways Department
Revised Job Description of Chief Engineer/Railway

Post Title : Chief Engineer/Railway
Rank : Chief Engineer (D1)
Responsible to : Government Engineer/Railway Development

Major Duties and Responsibilities -

1. Assisting in controlling the railway development programme, being one of the four main objective areas of Highways Department;
2. managing the implementation of the MTR Tseung Kwan O Extension (TKE)/Quarry Bay Congestion Relief Works (QBR), and the Ma On Shan rail link (MOS Rail) and the KCR Extension from Hung Hom to Tsim Sha Tsui (TST Extension);
3. managing the Independent Vetting Consultant's work in checking the proposals on the TKE/QBR project;
4. managing the consultancy on the feasibility study of the MOS Rail/TST Extension project;
5. drawing up project brief and inviting proposals for the MOS Rail/TST Extension project;
6. vetting of prospective railway operators' technical proposals on the MOS Rail/TST Extension project, and assisting in negotiation with the operators;
7. confirming detailed railway alignments and railway area plans to identify land requirements and necessary amendments to statutory town plans;
8. providing technical input to the financial and legal aspects of the railway projects;

9. monitoring of the programme and progress of railway projects;
10. coordinating with other government departments to ensure the smooth progress of the railway projects;
11. overseeing the resolution of all interfacing matters between the railway proposals and other development projects; and
12. assisting in drawing up the technical parts of the project agreements.

Committees

1. Project Coordinating Committee for the TKE project (Convenor)
2. Project Steering Committee for the Feasibility Study of the MOS Rail/TST Extension project (Member)
3. Project Working Group for the Feasibility Study of the MOS Rail/TST Extension project (Member)
4. Site Liaison Group for the QBR project (Chairman)

Highways Department

Proposed Job Description of Chief Engineer/Railway Planning

Post Title : Chief Engineer/Railway Planning

Rank : Chief Engineer (D1)

Responsible to : Government Engineer/Railway Development

Major Duties and Responsibilities -

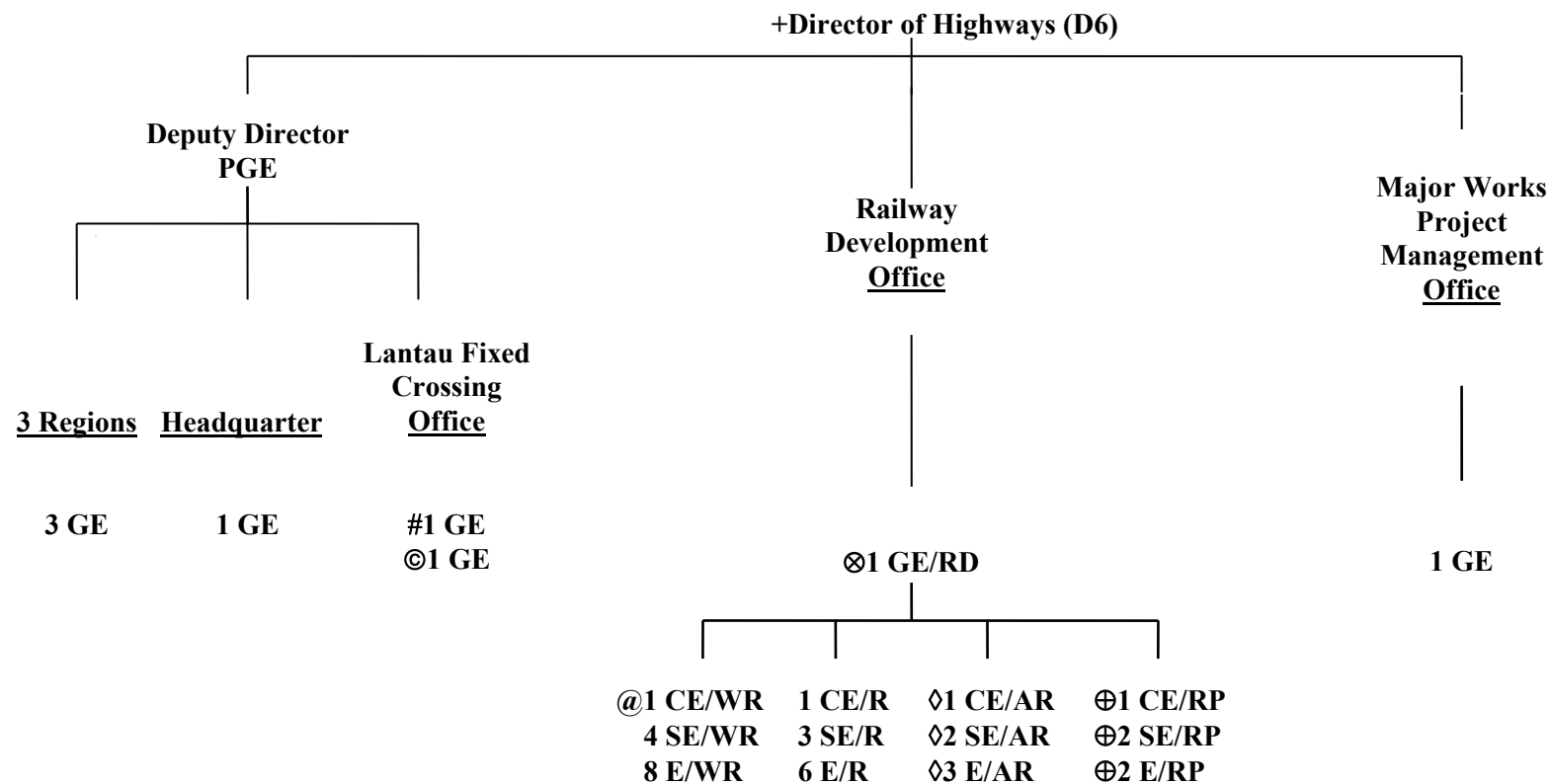
1. Assisting Government Engineer/Railway Development (GE/RD) on any duties assigned in the development of the Territory's railway system in accordance with the Government's overall transport policy;
2. monitoring Government's Railway Development Strategy (RDS) including initiating actions to commission further studies;
3. managing the consultants for the Second Railway Development Study (RDS-2);
4. coordinating inputs from Highways Department and other Government departments to the planning of the railway systems;
5. identifying new railway routes in the overall development context, handling all interfacing issues arising from other strategic planning and transport studies and initiating actions to rationalise the route protection procedures;
6. participating in other strategic studies to ensure that railway development is properly coordinated;
7. assisting GE/RD in providing technical advice to the Transport Bureau on railway matters, including cross boundary infrastructure coordination; and
8. monitoring and analysing information on railway development in neighboring regions for the upkeep of a railway planning data base to facilitate planning for the further development of the Territory's railway system.

/Committees

Committees

1. RDS-2 Steering Group (Member)
2. RDS-2 Working Group (Chairman)
3. Inter-departmental Working Group on Data Management and Modelling Techniques (Member)
4. Working Groups for Government Strategic Studies (Member)
5. Steering Groups for Government Regional Planning Studies (Member)

Proposed Organisation Chart of Railway Development Office



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