

Examination of Estimates of Expenditure 2007-08
**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

ETWB(T)040

Head : 60 - Highways Department Subhead (No. & title) : 000 Operational expenses

Question Serial No.

1870

Programme :

Controlling Officer : Director of Highways

Director of Bureau : Secretary for the Environment, Transport and Works

Question :

The Highways Department will create 103 permanent posts in 2007-08. Please advise on the following:

- (1) what are the job title, relevant offices and annual salary cost of these posts?
- (2) what are the reasons for creating various new posts?
- (3) among the 103 permanent posts, how many of them are to be converted from non-civil service contract positions and temporary positions?
- (4) what is the current number of serving employees holding non-civil service contract positions and temporary positions with long-term service needs? Will all of them be employed as permanent staff? When will the Department be able to employ all of them as permanent staff?

Asked by : Hon. KWONG Chi-kin

Reply :

(1) and (2) The offices, functions, ranks and staff costs (in terms of notional annual mid-point salary value) of the 103 posts are listed below:

(a) Headquarters

54 posts will be created for co-ordination and control of utility openings on public roads, management of the public lighting system, vegetation maintenance service for roadside slopes, and monitoring of the management, operation and maintenance contract for the Tsing Sha Control Area.

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<u>Rank</u>	<u>No.</u>	<u>Staff Cost (\$)</u>
Engineer/Assistant Engineer	2	885,240
Landscape Architect/ Assistant Landscape Architect	5	2,143,050
Assistant Inspector of Works	6	1,576,800
Works Supervisor II	38	6,938,040
Assistant Clerical Officer	3	486,540

(b) Urban and New Territories Regions

40 posts will be created for management and maintenance work arising from commissioning of more roads.

<u>Rank</u>	<u>No.</u>	<u>Staff Cost (\$)</u>
Senior Engineer	1	929,220
Engineer/Assistant Engineer	10	4,426,200
Assistant Inspector of Works	5	1,314,000
Works Supervisor II	22	4,016,760
Clerical Assistant	2	268,080

(c) Hong Kong-Zhuhai-Macao Bridge Hong Kong Project Management Office

nine posts will be created for the Hong Kong-Zhuhai-Macao Bridge project.

<u>Rank</u>	<u>No.</u>	<u>Staff Cost (\$)</u>
Senior Engineer	3	2,787,660
Engineer/Assistant Engineer	6	2,655,720

- (3) Out of the above 103 posts, 63 will be created to replace those non-civil service contract (NCSC) staff positions, the functions of which should more appropriately be performed by civil servants. There are no temporary jobs in the Highways Department.

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- (4) The special review conducted jointly with the Civil Service Bureau last year established that the duties of 136 NCSC staff in the Highways Department should more appropriately be performed by civil servants. Their positions will be replaced by filling existing and anticipated vacant civil service posts and, as necessary, creating new ones. When there is open recruitment for civil service posts, NCSC staff can apply in response to the vacancy advertisement in the same manner as outside candidates in accordance with established government policy.

Signature _____

Name in block letters WAI CHI SING

Post Title Director of Highways

Date 16 March 2007