

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

HEAD 132 – GOVERNMENT SECRETARIAT : CULTURE, SPORTS AND TOURISM BUREAU Subhead 000 Operational expenses

Members are invited to recommend to the Finance Committee the retention of the following two supernumerary posts in the Culture, Sports and Tourism Bureau –

- (a) for one year and six months from 1 January 2024 up to 30 June 2025 –

1 Government Architect
(D2) (\$183,850 - \$200,950)

- (b) for two years from 1 January 2024 up to 31 December 2025 –

1 Administrative Officer Staff Grade C
(D2) (\$183,850 - \$200,950)

PROBLEM

The existing supernumerary posts of one Government Architect (D2), designated as Project Director (Sports Park) (PD(SP)), and one Administrative Officer Staff Grade C (AOSGC) (D2), designated as Principal Assistant Secretary (Sports and Recreation)² (PAS(SR)²), in the Sports and Recreation (SR) Branch of the Culture, Sports and Tourism Bureau (CSTB) will lapse on 1 January 2024.

CSTB needs to retain the above supernumerary directorate posts to head the Kai Tak Sports Park (the KTSP) Section under the SR Branch with a view to overseeing the implementation of the KTSP project and to head the SR Division (2) (SR2 Division) for the implementation of sports policy initiatives respectively.

PROPOSAL

2. We propose retaining the above two supernumerary posts of one Government Architect (D2) for one year and six months from 1 January 2024 to 30 June 2025 and one AOSGC (D2) for two years from 1 January 2024 up to 31 December 2025 in the SR Branch of CSTB.

JUSTIFICATION

Duties of the SR Branch of CSTB

3. The SR Branch of CSTB is committed to promoting the development of sports in Hong Kong and is responsible for the promotion and implementation of policy objectives of sports development, namely to promote sports in the community, support elite sports and promote Hong Kong as a centre for major international sports events. In addition, the Branch endeavours to increase and enhance sports and recreation facilities as well as foster a strong sporting culture in the community. The Branch is led by an Administrative Officer Staff Grade B (D3) (designated as the Commissioner for Sports) who is underpinned by three D2 officers, namely a permanent AOSGC post (designated as Principal Assistant Secretary (Sports and Recreation)1 (PAS(SR)1)), a supernumerary AOSGC post (i.e. PAS(SR)2) and a supernumerary Government Architect post (i.e. PD(SP)). The current organisation chart of the SR Branch as well as its distribution of duties and responsibilities are set out in Enclosure 1 and Enclosure 2 respectively.

Encls. 1 & 2

4. With the growing awareness of healthy lifestyle in the community as well as the positive values brought by sports, particularly after the Tokyo Olympic Games held in the summer of 2021, it has become more popular for Hong Kong citizens to take part in sports. Since 2017, more than \$60 billion has been allocated for the implementation of various measures with a view to achieving the policy objectives of promoting sports in the community, supporting elite sports and promoting Hong Kong as a centre for major international sports events. Among other things, the KTSP, being the most important sports infrastructure of the Government in recent decades, is in the pipeline of construction. Occupying an area of about 28 hectares and with a project cost of \$31.9 billion, the KTSP, upon

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completion, will provide modern and multi-purpose sports and recreation facilities, including a 50 000-seat Main Stadium, a 10 000-seat Indoor Sports Centre, a 5 000-seat Public Sports Ground and about 14-hectare landscaped open space. The KTSP will not only allow the staging of more large-scale international sports events, but also provide the general public with leisure and sports venues for community use, thereby facilitating the sports development in Hong Kong.

5. The KTSP adopts a “design, build and operate” contract where the Contracted Party will be responsible for the design, build and operate work for 25 years. While the KTSP project is originally targeted for completion in Q3 2023, the global COVID-19 pandemic together with tightened control and isolation measures implemented in the Mainland have severely affected the production and delivery of various building components and slowed down the progress of the works. Taking into account the current construction progress, the effectiveness of all mitigation measures and other relevant factors, we expect that the major facilities of the KTSP will be completed by the end of 2024 by phases to allow the hosting of some of the events of the 15th National Games in Hong Kong in 2025. To ensure that the KTSP will be completed smoothly according to the above revised schedule based on the latest project progress forecast, we see the need to retain the supernumerary posts of a Government Architect and an AOSGC.

Justifications for retention of a supernumerary post of Government Architect (designated as PD(SP))

6. The supernumerary Government Architect post of PD(SP) has implemented or completed the following key tasks since the approval for retention of the supernumerary post in 2021 –

- (i) supervised the design and construction progress of the KTSP project in the capacity of the Supervising Officer (Design and Build). As compared with the last application for the retention of such post in 2021 when only the foundation works and preliminary design were completed then, the current overall works progress is about 65%, involving approximately \$17.5 billion;
- (ii) completed the overall design, including the endorsement of fire engineering design for the Indoor Sports Centre and Main Stadium, in terms of project design and approval of statutory submissions;
- (iii) completed the superstructures of the Public Sports Ground and Indoor Sports Centre (including the large steel structures of the Main Arena and Ancillary Sports Hall) and the aluminum façade cladding panels substantially in terms of project construction. Furthermore, as one of

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the major milestones of the Main Stadium, the 150 m x 180 m mega steel truss frame has been successfully installed in place. The retractable roof passed tests in factory overseas while its components are being delivered to the site and ground assembly is in progress. The building services and interior fitting out works of various venues are progressing steadily and the large podium deck structures across Shing Kai Road are also under construction;

- (iv) monitored the performance of the Technical Services Consultant, Quantity Surveying Consultant, Contracted Party and sub-contractors effectively in terms of project and consultancy management and undertook highly demanding and complicated project management and construction supervision tasks strictly, including contract management, review of detailed construction drawings, supervision of services installation, quality assurance, acceptance inspection in accordance with contract requirements, established procedures and standards as well as site safety monitoring, etc.;
- (v) co-ordinated with various professional disciplines and relevant government departments successfully to work out solutions such as working jointly with the Electrical and Mechanical Services Department to monitor the District Cooling System works, enhance its supply arrangement and agree on a completion schedule, as well as co-ordinating and communicating with the Fire Services Department (FSD) closely to agree on fire services inspections and acceptance certification arrangements of various major facilities in the KTSP, etc.; and
- (vi) monitored the financial status of the project effectively, including cash flow, project expenditure and account settlement, etc., and provided timely comments on manpower and resources management, etc.

7. However, owing to the COVID-19 pandemic prevention control measures, the production and delivery of various off-site prefabricated components have been affected. The progress of the Indoor Sports Centre and Main Stadium is severely affected given their reliance on such off-site prefabricated components. Despite the great challenges, the project team and the Contracted Party, under the co-ordination and leadership of PD(SP), have been proactively responding with a view to minimising the impact on the project through sourcing more factories to increase the supply, deploying more manpower resources, optimising work procedures and sea transportation, etc.

8. The KTSP is now at the critical juncture of the final stage of construction. There is a need to retain the supernumerary Government Architect post of PD(SP) as suggested in paragraph 2. PD(SP) will be responsible for the following key tasks –

- (i) continue to complete the remaining works of the major facilities, including roof construction; installation of aluminum façade cladding panels, predated seating, retractable roof and large-scale turf system of the Main Stadium; large outdoor canopies construction; internal fitting out works; and the endorsement, installation and testing of building services (e.g. electrical, air-conditioning and ventilation system; fire services and security equipment; large LED screens; audio and visual system; water supply and drainage system, etc.) and information and communication technology system. Furthermore, extensive landscaped works, trees planting (over 1 000 trees both at ground and podium deck levels), roof greening, vertical greening, landscaped walkway and leisure open space works will commence at the later stage of the construction;
- (ii) monitor the testing, commissioning and preparation for operation of various important building services and mechanical systems in the KTSP, of which the workload is expected to reach the peak in the second half of 2024 and will continue to extend to the initial stage of operation. In addition, the statutory testing and acceptance certification of the entire fire services system must be completed before the opening of the KTSP. PD(SP) will work closely with FSD to carry out fire services inspections and acceptance certification for the Public Sports Ground, Indoor Sports Centre and Main Stadium by phases and will also continue to monitor the Contracted Party of the KTSP to ensure the process of fire services inspections is to be conducted in a smooth manner;
- (iii) supervise the Contracted Party to complete various defect rectification works and carry out appropriate system optimisation and improvement works based on actual operational needs during the initial operation stage in the first half of 2025 with a view to ensuring compliance with various statutory and contract requirements. PD(SP) will continue to work closely with PAS(SR)2 to provide technical advice and support to improve various facilities for supporting some of the events of the 15th National Games to be hosted in Hong Kong in 2025;

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- (iv) continue to lead the project team comprising professional and technical personnel from various disciplines, supervise the performance of the Technical Service Consultant, Quantity Surveying Consultant, Contracted Party and sub-contractors, and undertake construction supervision duties with a view to ensuring site safety and compliance with the contract requirements, procedures and standards;
- (v) continue to co-ordinate with relevant government departments to ensure all necessary associated works such as the District Cooling System and adjacent developments as well as road works to tie in with the opening of the KTSP; and
- (vi) continue to monitor the financial situation and manage the manpower and resources, etc., to ensure the KTSP is to be completed by the end of 2024 as scheduled.

9. All in all, the KTSP is a large-scale project with high complexity. Its construction works are at the most critical stage. With a view to ensuring its completion by the end of 2024, we need a qualified professional government officer who has rich experience in large-scale public works projects and project management to oversee the remaining construction works and the subsequent handover of the KTSP. As the major facilities of the KTSP will be completed by the end of 2024 by phases and that there is tight turnaround time for subsequent preparatory works for testing of various operational arrangements, including defects rectification prior to operation, we propose retaining the supernumerary Government Architect post of PD(SP) for one year and six months from 1 January 2024 to 30 June 2025. The proposed duty list of PD(SP) is at Enclosure 3.

Encl. 3

Justifications for retention of a supernumerary post of AOSGC (designated as PAS(SR)2)

10. The supernumerary AOSGC post of PAS(SR)2 has implemented or completed the following key tasks since the approval for retention of the supernumerary post in 2020 –

- (i) supervised the performance of the Contracted Party in the capacity of the Supervising Officer (Operation) of the Contract, including overseeing the management of the KTSP. PAS(SR)2 started working with the Contracted Party to prepare for the operation commencement of the KTSP, including reviewing the progress of the preparation works, formulating the details required for the Pre-opening Plan, and

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vetting various operation-related applications from the Contracted Party, etc. Furthermore, PAS(SR)2 kept close liaison with relevant stakeholders and provided comments on the design and construction matters of the KTSP with a view to ensuring that its design can accommodate future operational needs;

- (ii) assumed a key role in formulating the strategic direction and monitoring the development of the projects under the Five-Year Plan for Sports and Recreation Facilities as announced in the Policy Address in January 2017. As at now, the Finance Committee (FC) has approved 21 projects for sports and recreation facilities¹, involving a total of around \$10.6 billion. Among these approved projects, 11 facilities² have been opened for public enjoyment whereas the pre-construction activities/construction works for ten projects have commenced. Meanwhile, we have completed the Technical Feasibility Studies of 11 sports and recreation facilities projects. The Technical Feasibility Studies for two other projects are in progress whereas the remaining two will be commenced as soon as possible. As regards the Five-Year Plan for Upgrading Football Pitches to upgrade over 70 football pitches as announced in the 2021-22 Budget, the improvement works of 21 venues have been completed, whereas 16 improvement projects will commence in 2023-24, and the remaining projects are expected to commence gradually in or before 2025;

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¹ The remaining five projects take time for planning and implementation due to the addition of car parks. When the preparatory work for the projects is completed, we will implement the projects according to the established mechanism and seek funding approval from the Legislative Council (LegCo). Once the funding approval is obtained, we will commence the works as early as possible and ensure its timely completion with a view to opening the facilities to the public soonest possible.

² The waterfront promenade adjacent to the Hong Kong Children's Hospital (i.e. Kai Tak Promenade (Hong Kong Children's Hospital Section)) was opened for public use in February 2021. The open space in Area 47 and 48, North District (i.e. Yat Ming Road Park in North District) and the open space in Area 6, Tai Po (i.e. Ma Wo Road Garden) were opened in June 2021. As regards the improvement of Hoi Bun Road Park and adjacent area, the area managed by Leisure and Cultural Services Department (LCSD) was opened in mid-August 2021. Major facilities of the district open space adjoining San Po Kong public housing development were opened in November 2021. Avenue Park at Kai Tak and Station Square at Kai Tak (Phase 1) were opened in December 2021. Sheung Yuet Road Sitting-out Area under the project "Improvement of Lam Wah Street Playground and Adjacent Area" was opened on 21 October 2022. For Provision of Heated Pool at the Morse Park Swimming Pool Complex, Wong Tai Sin, the indoor secondary and the remaining facilities were opened for public enjoyment on 22 March 2023 and 16 April 2023 respectively. The extension portion of the Hoi Sham Park Extension in Kowloon City District project was opened for public use on 3 April 2023. The Open Space at Hung Hom Waterfront project includes the upgrading of the existing Hung Hom Promenade and Tsim Sha Tsui Promenade (Extension) by phases. The first phase of the upgrading works of waterfront promenade has been completed and the portion concerned was reopened to the public on 24 April 2023.

- (iii) monitored the 64 sites granted for sports and recreation purposes and implemented the new policy on Private Recreation Leases (PRL) in terms of overseeing land matters relating to sports and recreation, including requiring the lessees of the 64 sites to further open up their sports and recreation facilities in their leases to be renewed, continuing to assess the sports contribution made by the private sports clubs on their PRL sites and strengthening the monitoring of these PRL sites;
- (iv) implemented both the “M” Mark System to support local “national sports associations” (NSAs) to host major international sports events in Hong Kong through provision of matching fund and direct grant as well as the Major Sports Events Matching Grant Scheme (Matching Grant Scheme) with a commitment of \$500 million launched in 2019. Since the implementation of the Matching Grant Scheme in April 2019, the number of events planned per year increased from 13 at most in the past to 15. Some “M” Mark events were cancelled or postponed due to the public order events in the second half of 2019 whereas most of the major international sports events originally scheduled for 2020 to the first half of 2022 were cancelled or postponed one after another due to the COVID-19 pandemic. Nevertheless, we provided a special direct grant for the above “M” Mark events cancelled or postponed to reduce the financial burden of the relevant NSAs;
- (v) allocated a total of \$23.6 million to 217 bodies as recommended by the Sir David Trench Fund Committee in 2022-23 in terms of the operation and administration of the Main Fund of the Sir David Trench Fund for Recreation (SDTFR)³. The funding covers three categories of applications, namely non-capital works project, capital works project and special project; and
- (vi) handled numerous legislative amendments, works projects and manpower proposals of the LCSD.

11. We consider it necessary to retain the supernumerary AOSGC post of PAS(SR)2 as suggested in paragraph 2. PAS(SR)2 will be responsible for the following key tasks –

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³ The purpose of the Main Fund of SDTFR n is to provide or assist in the provision of facilities for hosting recreational, sporting, cultural and social activities.

- (i) engage heavily in different preparation work before the operation commencement of the KTSP with a view to ensuring a smooth transition from design and build stage to operation stage. Specifically, the Government will set up a high level Advisory Committee about one year before the formal commencement of the KTSP to provide recommendations on the strategies, business plans and management of the KTSP as well as the performance of the Contracted Party. PAS(SR)2 will follow up on the recommendations made by the Advisory Committee. Meanwhile, the Government will vet the booking procedures and venue hiring charges of the KTSP as well as oversee the Contracted Party in its preparation for the first Annual Business Plan of the KTSP. The relevant work will be undertaken by PAS(SR)2. Moreover, PAS(SR)2 will ensure that the Contracted Party is appropriately and sufficiently staffed with all the relevant plans ready for different operation matters, as well as oversee the arrangement of test events and opening-related activities, such as publicity and promotion, before the opening of the KTSP. PAS(SR)2 will closely monitor the performance of the Contracted Party, especially in the initial operation period, according to the Operating Requirements and the Conditions of Contract with a view to ensuring that the Contracted Party meets the key performance indicators as stipulated in its contract with the Government. Timely improvement will be made in case there are any irregularities on the standards of services;
- (ii) continue to carry out the remaining tasks under the Five-Year Plan for Sports and Recreation Facilities and the Five-Year Plan for Upgrading Football Pitches, expedite the implementation of sports and recreation facilities, and provide about 30 sports and recreation facilities, such as sports centres, swimming pools, sports grounds, parks and playgrounds in accordance with the Ten-Year Development Blueprint for Sports and Recreation Facilities as announced in the 2022 Policy Address. The planned facilities include Hong Kong's second sports park to be developed in Whitehead, and various sports and recreation facilities in the Northern Metropolis. PAS(SR)2 will plan for and launch the implementation of 16 sports and recreation facilities projects as well as conduct the technical feasibility study of about 15 projects in the first five years;
- (iii) prepare for the lease renewal for the 26 PRLs which will gradually expire in 2026-27. Relevant work includes assessing the sports contribution rendered by these sites during the prevailing lease period to ascertain whether there are sufficient justifications for their further renewal. In addition, the Government will encourage these

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leaseholders to formulate plans for further opening-up schemes in advance so that their sports and recreation facilities can be opened up as early as possible. We will also continue with the annual inspections on the PRL sites with a view to ensuring that the sites are used in accordance with the PRL policy and in compliance with clauses related to the user, operations, service and opening-up requirements in the leases. Moreover, PAS(SR)2 will, in consultation with a wide range of stakeholders, revise the special purpose leases applicable for community organisations holding sites for sports and recreation use. Applicable leases will be granted to a total of 37 sites held by these organisations. PAS(SR)2 will also continue to provide steer in processing other applications for short term tenancy;

- (iv) continue to support the work of the Major Sports Events Committee as well as oversee the implementation, evaluation and enhancement of the “M” Mark System with a view to strengthening Hong Kong’s position as a centre for major international sports events. PAS(SR)2 will follow up on the enhancement measures of the “M” Mark System in accordance with the 2022 Policy Address, including raising the funding ceiling for each event, abolishing the quota for “M” Mark events that can be organised by the same applicant each year, relaxing the eligibility of applicants to cover events organised by NSAs and related organisations, etc. With such enhancement, we expect to process over 20 applications for “M” Mark events annually, of which at least 10 major international sports events will be supported to be held in Hong Kong with at least 350 000 attendance ; and
- (v) continue to oversee the administration of the Main Fund of SDTFR and handle housekeeping matters of LCSD.

12. All in all, there is a need for directorate support in the next two years to lead SR2 Division in implementing the above key tasks. Given that the transition of the KTSP from design and build stage to the operation stage and the work in renewing the PRLs will reach another major milestone in the coming two years, we propose retaining the supernumerary AOSGC post (D2) (designated as PAS(SR)2) for two years from 1 January 2024 to 31 December 2025. We consider that it is more prudent and appropriate to review the need for such a post towards the end of the proposed tenure with due consideration on the workload by then. The proposed duty list of PAS(SR)2 is at Enclosure 4. The proposed organisation chart of the SR Branch is at Enclosure 5.

Encl. 4
Encl. 5

/Non-directorate

Non-directorate support

13. PD(SP) and PAS(SR)2 will be supported by 40 non-directorate civil service posts (including the Administrative Officer, Executive Officer, Leisure Services Manager, Architect, Engineer, Quantity Surveyor, Landscape Architect as well as officers from technical, clerical and secretarial grades) and 20 non-civil service contract/post-retirement service contract staff. Amongst which, 29 time-limited civil service posts will be retained in 2023-24 for various durations.

ALTERNATIVES CONSIDERED

14. We have examined whether the other AOSGC (D2) posts in CSTB can absorb the duties of the proposed PD(SP) and PAS(SR)2 posts. Insofar the post of PAS(SR)1 is concerned, the post holder has already been over-stretched without extra capacity to absorb the duties of the PD(SP) and PAS(SR)2 posts. PAS(SR)1 is responsible for implementing various new and ongoing sports policy initiatives on promoting sports in the community and supporting elite sports development as well as considering ways to enhance professionalism in the sports sector and develop sports as an industry; serving as secretary to the Sports Commission and overseeing the co-ordination of the work by the three committees under the Sports Commission; overseeing the policies and initiatives in support of serving and retired elite athletes and development of the Hong Kong Sports Institute (HKSI); overseeing the policies and initiatives on football development, disability sports development and team sports development; overseeing the resource management of HKSI, Sports Federation & Olympic Committee of Hong Kong, China, Hong Kong Paralympic Committee and Outward Bound Hong Kong; overseeing the governance of NSAs and handling general liaison work with NSAs; as well as overseeing the administration of the Arts and Sport Development Fund (Sports Portion). PAS(SR)1 also handles matters concerning giant pandas at the Ocean Park and fireworks display, oversees the administration matters of the SR Branch and housekeeps the financial matters of the Leisure Services Branch of LCSD (including fees and charges). With a view to coping with the heavy workload arising from the implementation of ongoing and new initiatives on sports development and the relevant co-ordination work, it is imperative to maintain the directorate support in the SR Branch by retaining the two supernumerary posts of a Government Architect and an AOSGC.

15. Other AOSGCs in CSTB are also fully engaged in other policy portfolio related to culture and tourism. It is not feasible for any of them to take up the tasks of PAS(SR)2 without adversely affecting the performance of their current duties. As for the post of PD(SP), given that the other AOSGCs in CSTB do not possess the relevant professional expertise of Government Architect, it would be

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difficult for them to oversee the design and construction works of the KTSP. The organisation chart of CSTB and the work schedules of the other AOSGCs outside Encls. 6 & 7 SR Branch in CSTB are at Enclosure 6 and Enclosure 7 respectively.

FINANCIAL IMPLICATIONS

16. The proposed retention of the two supernumerary directorate posts, namely a Government Architect (D2) and an AOSGC (D2), will require a total notional annual salary cost of \$4,681,200. The total full annual average staff cost, including salaries and staff on-cost, is about \$6,442,000. A breakdown is set out below –

Directorate posts	No. of posts	Notional annual salary cost at mid-point (\$)	Full annual average staff cost (\$)
Government Architect (D2)	1	2,340,600	3,264,000
AOSGC (D2)	1	2,340,600	3,178,000
Total	2	4,681,200	6,442,000

17. The total notional annual salary cost at mid-point for the 29 time-limited non-directorate civil service posts supporting the proposed PD(SP) and PAS(SR)2 posts as mentioned in paragraph 13 above is \$23,753,460. The full annual average staff cost, including salaries and staff on-cost, is about \$33,751,000.

18. We have included the necessary provision in the 2023-24 Estimates and will reflect the resources required in the estimates of subsequent years.

PUBLIC CONSULTATION

19. We consulted the LegCo Panel on Home Affairs, Culture and Sports on the above staffing proposal on 3 April 2023. Members supported the submission of the proposal to the Establishment Subcommittee for consideration.

BACKGROUND

20. On 20 May 2016, FC approved the creation of a supernumerary Government Architect post (i.e. PD(SP)) for a period of three years and eight months from 1 January 2018 to 31 August 2021. It further approved on 2 July 2021 the retention of this supernumerary post for another two years and four months from 1 September 2021 to 31 December 2023 to continue to head the KTSP Section and oversee the design and construction of the KTSP project.

21. FC approved on 6 June 2014 the creation of a supernumerary AOSGC post (i.e. Principal Assistant Secretary (Recreation and Sport)2) for a period of two years until 5 June 2016 for the preparation of the KTSP project and the review on PRL policy. Subsequently, it approved on 20 May 2016 the retention of such post until 31 December 2017. Upon restructuring of the duties within the Recreation and Sport Branch of the former Home Affairs Bureau⁴ in end 2017, FC approved on 9 February 2018 again the creation of one supernumerary post of AOSGC (i.e. the existing post of PAS(SR)2) until 31 December 2020 despite its lapse on 1 January 2018. It further approved on 24 April 2020 the retention of such post until 31 December 2023 to continue to head the SR2 Division.

ESTABLISHMENT CHANGES

22. CSTB was set up on 1 July 2022 upon the re-organisation of the government structure. The establishment changes are as follows –

Establishment (Note)	Number of posts		
	Existing (as at 1 May 2023)	As at 1 April 2023	As at 1 July 2022
A	17 + (4) [#]	17 + (4)	17 + (4)
B	100	100	101
C	202	202	208
Total	319 + (4)	319 + (4)	326 + (4)

Note –

A - ranks in the directorate pay scale or equivalent

B - non-directorate ranks, the maximum pay point of which is above MPS Point 33 or equivalent

C - non-directorate ranks, the maximum pay point of which is at or below MPS Point 33 or equivalent

() - number of supernumerary directorate posts approved by FC

- as at 1 May 2023, there were 2 unfilled directorate posts in CSTB

/CIVIL

⁴ Apart from the preparatory work of the KTSP, the PRL policy and the planning of sports and recreation facilities, work relating to measures in enhancing Hong Kong's position as a centre for major international sports events, administration of the Main Fund of SDTFR as well as the housekeeping of LCSD (except financial matters) have been transferred to PAS(SR)2.

CIVIL SERVICE BUREAU COMMENTS

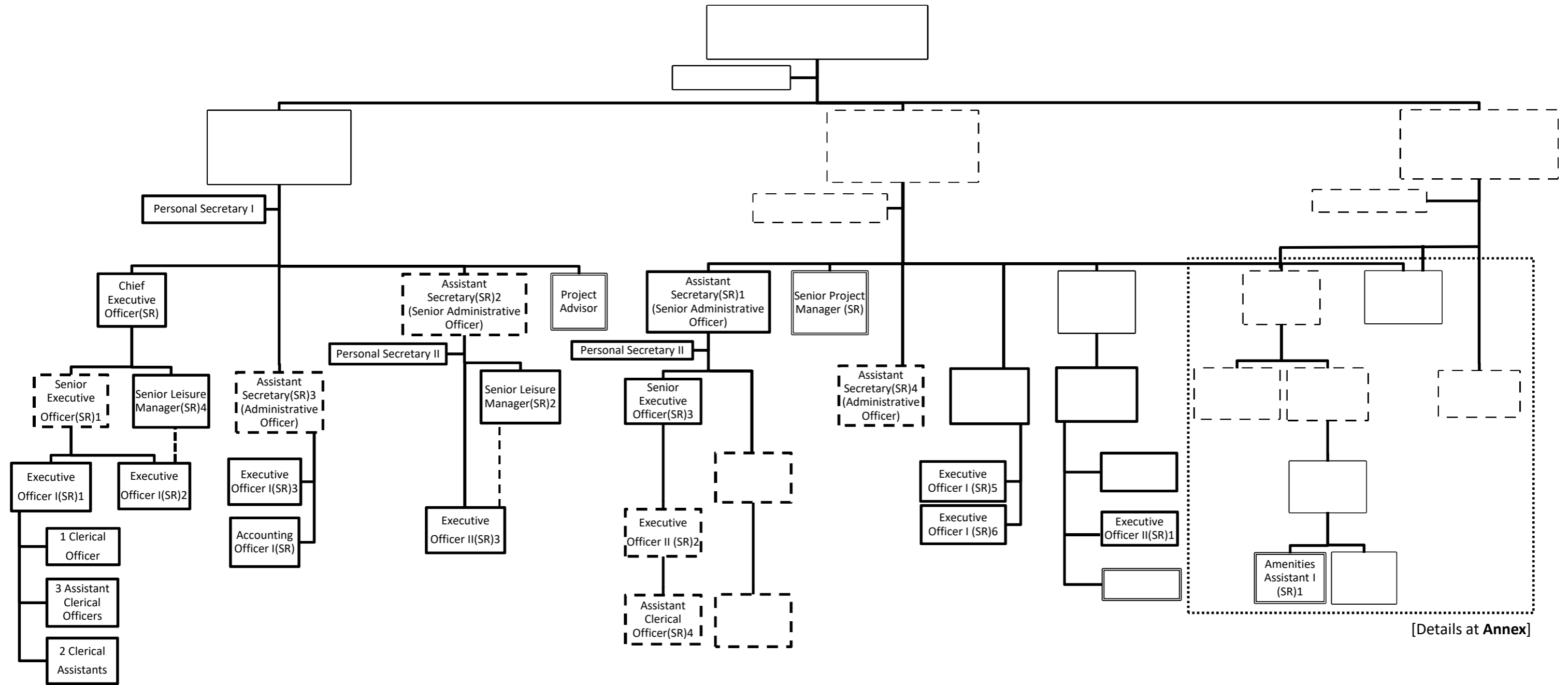
23. The Civil Service Bureau supports the proposed retention of the two supernumerary posts of one Government Architect (D2) for one year and six months from 1 January 2024 to 30 June 2025 and one AOSGC (D2) for two years from 1 January 2024 up to 31 December 2025 in the SR Branch of CSTB. The grading and ranking of the proposed posts are considered appropriate having regard to the level and scope of responsibilities of the proposed posts.

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

24. As the posts are proposed on a supernumerary basis, their retention, if approved, will be reported to the Standing Committee on Directorate Salaries and Conditions of Service in accordance with the agreed procedure.

Culture, Sports and Tourism Bureau
May 2023

Existing Organisation Chart for the Sports and Recreation (SR) Branch in the Culture, Sports and Tourism Bureau

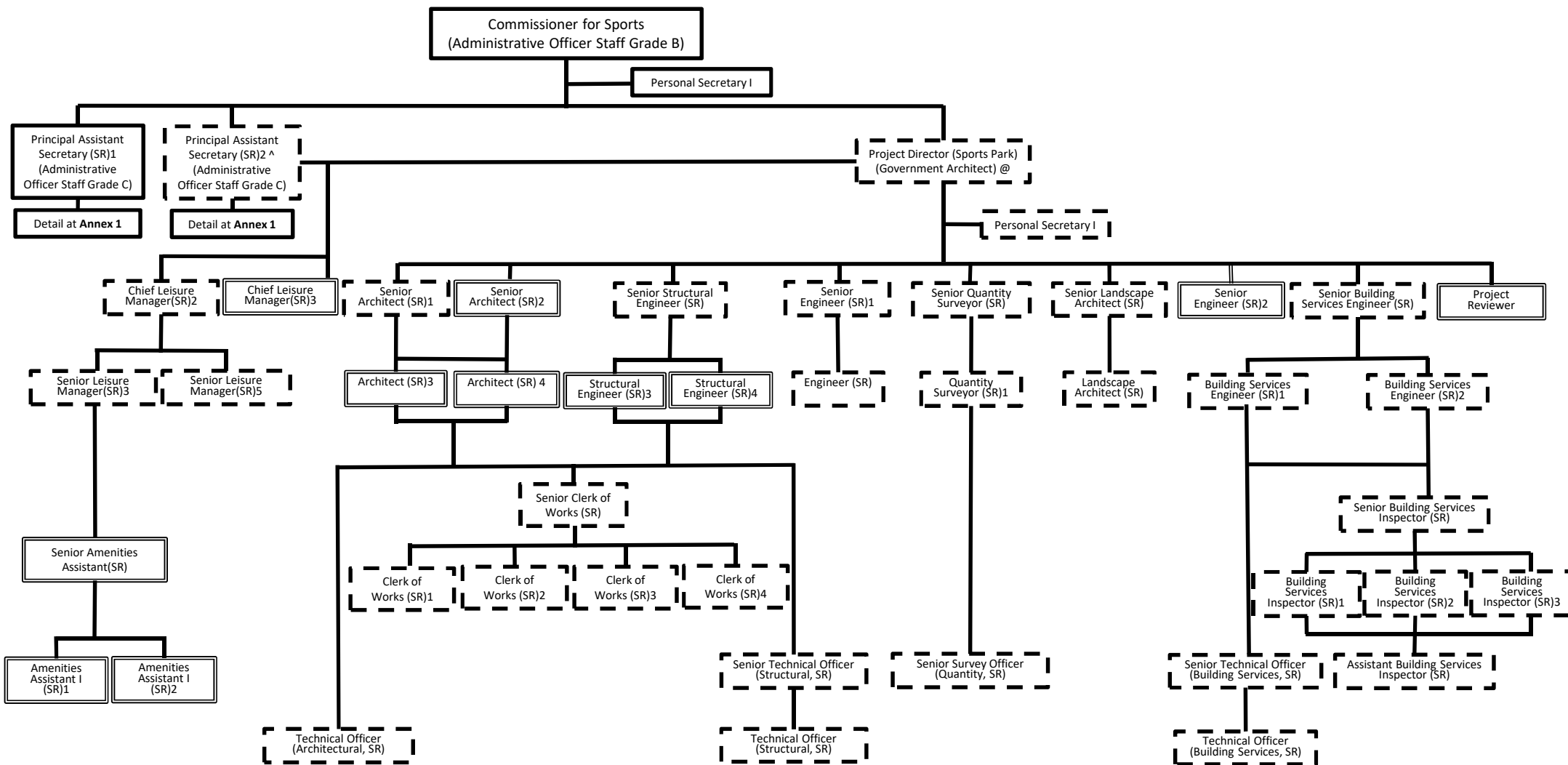


- Post Permanent posts
- Post Time-limited posts
- Post Non-civil service contract / Post-retirement service contract positions

^ Supernumerary directorate post proposed to be retained from 1 January 2024 to 31 December 2025
 @ Supernumerary directorate post proposed to be retained from 1 January 2024 to 30 June 2025

[Details at Annex]

Existing Organisation Chart for the Kai Tak Sports Park Section (as at 1 May 2023)



Post Time-Limited posts

Post Non-civil service contract / Post-retirement service contract positions

^ Supernumerary directorate post proposed to be retained from 1 January 2024 to 31 December 2025

@ Supernumerary directorate post proposed to be retained from 1 January 2024 to 30 June 2025

**Distribution of duties and responsibilities
among divisions/section in the Sports and Recreation (SR) Branch**

<p style="text-align: center;">SR Division (1) Headed by Principal Assistant Secretary (Sports and Recreation)1 (PAS(SR)1)</p>	<p style="text-align: center;">SR Division (2) Headed by Principal Assistant Secretary (Sports and Recreation)2 (PAS(SR)2)^{Note}</p>	<p style="text-align: center;">Kai Tai Sports Park Section Headed by Project Director (Sports Park) (PD(SP))^{Note}</p>
<ul style="list-style-type: none"> • Overall co-ordination of sports policy and strategic initiatives • Implementation of sports policies on promoting “Sports for All” and developing elite sports; and to consider ways to enhance professionalism in the sports sector and develop sports as an industry • Support the work of the Sports Commission and oversee the co-ordination of the work by the three committees under the Sports Commission • Support for serving and retired elite athletes • Football development • Disability sports development • Team sports development programme • Resource management of Hong Kong Sports Institute (HKSI), Sports Federation & Olympic Committee of Hong Kong, China, Hong Kong Paralympic Committee and Outward Bound Hong Kong • Development of HKSI • Governance and general liaison with “national sports associations” 	<ul style="list-style-type: none"> • Provide policy inputs on the operation of the Kai Tai Sports Park and devise a governance structure to oversee the contractual performance of the Contracted Party • Oversee the planning of new public sports and recreation facilities, including the Five-Year Plan for Sports and Recreation Facilities and Ten-Year Development Blueprint for Sports and Recreation Facilities • Oversee land matters relating to sports and recreation, including Private Recreational Leases • Implement measures aimed at enhancing Hong Kong’s position as a centre for major international sports events • Support the work of the Major Sports Events Committee and oversee the implementation and administration of “M” Mark System as well as the Major Sports Events Matching Grant Scheme 	<ul style="list-style-type: none"> • Oversee the implementation of the Kai Tak Sports Park (KTSP) in accordance with statutory requirements and established government standards and report to Commissioner for Sports (C for S) on the overall status of the project • Oversee the programme, budget, works quality and resource allocation • Administer the Design-Build-Operate (DBO) contract during the design and build stage • Safeguard the construction works are implemented to meet the targets for programme, cashflow and quality of works set in the DBO contract • Make timely decisions on issues relating to implementation of the design and build part of the DBO contract; and make recommendations to C for S where necessary • Consider and make recommendations to the Employer of the DBO contract (i.e. C for S) for acceptance on major changes initiated by the Contracted Party with assistance from the technical team

^{Note} The supernumerary posts proposed to be retained.

<p align="center">SR Division (1) Headed by Principal Assistant Secretary (Sports and Recreation)1 (PAS(SR)1)</p>	<p align="center">SR Division (2) Headed by Principal Assistant Secretary (Sports and Recreation)2 (PAS(SR)2)^{Note}</p>	<p align="center">Kai Tai Sports Park Section Headed by Project Director (Sports Park) (PD(SP))^{Note}</p>
<ul style="list-style-type: none"> • Administration of the Arts and Sport Development Fund (Sports Portion) • Matters concerning giant pandas at Ocean Park and fireworks display • Branch administration • Housekeeping of financial matters of Leisure Services Branch of the Leisure and Cultural Services Department (LCSD) including fees and charges matters 	<ul style="list-style-type: none"> • Oversee the administration of the Sir David Trench Fund for Recreation (Main Fund) • Housekeep the Leisure Services Branch of LCSD, except for financial matters 	<ul style="list-style-type: none"> • Advise C for S on operation requirements and provisions that are considered not in line with Government’s interest and standard practices • Oversee and implement the construction works according to the design and build requirements of the DBO contract • Supervise the Resident Site Staff (RSS) and RSS establishment • Oversee the performance of Technical Services Consultants, Quantity Surveying Consultant, Contracted Party and sub-contractors • Co-ordinate among relevant government bureaux/departments and entities to resolve any pertinent technical and interfacing issues related to the implementation of the KTSP project • Assist C for S on public consultation and Legislative Council (LegCo) issues, and attend LegCo meetings • Implement the decisions of the Project Steering Committee led by Permanent Secretary for Culture, Sports and Tourism in the design and build part of the DBO contract.

**Job Description of the
Proposed Project Director (Sports Park)
(from 1 January 2024 to 30 June 2025)**

Rank : Government Architect (D2)

Responsible to : Commissioner for Sports (C for S)

Main Duties and Responsibilities –

1. To oversee the implementation of the Kai Tak Sports Park (KTSP) in accordance with statutory requirements and established government standards and report to C for S on the overall status of the project;
2. To oversee and monitor the programme, budget, works quality and resource allocation at strategic level;
3. As the Supervising Officer (Design & Build) to administer the Design-Build-Operate (DBO) contract of the KTSP during the design and build stage;
4. To safeguard the construction works are implemented to meet the targets for programme, cashflow and quality of works set in the DBO contract;
5. To make timely management decisions on issues relating to implementation of the design and build part of the DBO contract, and make recommendations to C for S where necessary;
6. With assistance from the technical team, to consider, make recommendations to and seek approval from the Employer of the DBO contract (i.e. C for S) for acceptance on major changes initiated by the Contracted Party;
7. To advise C for S on operation requirements and provisions that are considered not in line with Government's interest and standard practices;
8. To oversee that the technical team implements the construction works according to the design and build requirements of the DBO contract at strategic level;
9. To serve as a member of the Resident Site Staff Establishment Committee;

10. To serve as the chairperson of the Project Control Group during design and build stage;
11. To administer the professional and technical team;
12. To oversee the performance of Technical Services Consultants, Quantity Surveying Consultant, Contracted Party and sub-contractors;
13. To co-ordinate among relevant government bureaux/departments and entities to resolve any pertinent technical and interfacing issues related to the implementation of the KTSP project;
14. To assist C for S on public consultation and Legislative Council (LegCo) issues, and attend LegCo meetings; and
15. To serve as a member of the Project Steering Committee led by Permanent Secretary for Culture, Sports and Tourism and to implement decisions from the Committee in the design and build part of the DBO contract.

**Job Description of the
Proposed Principal Assistant Secretary (Sports & Recreation) 2
(from 1 January 2024 to 31 December 2025)**

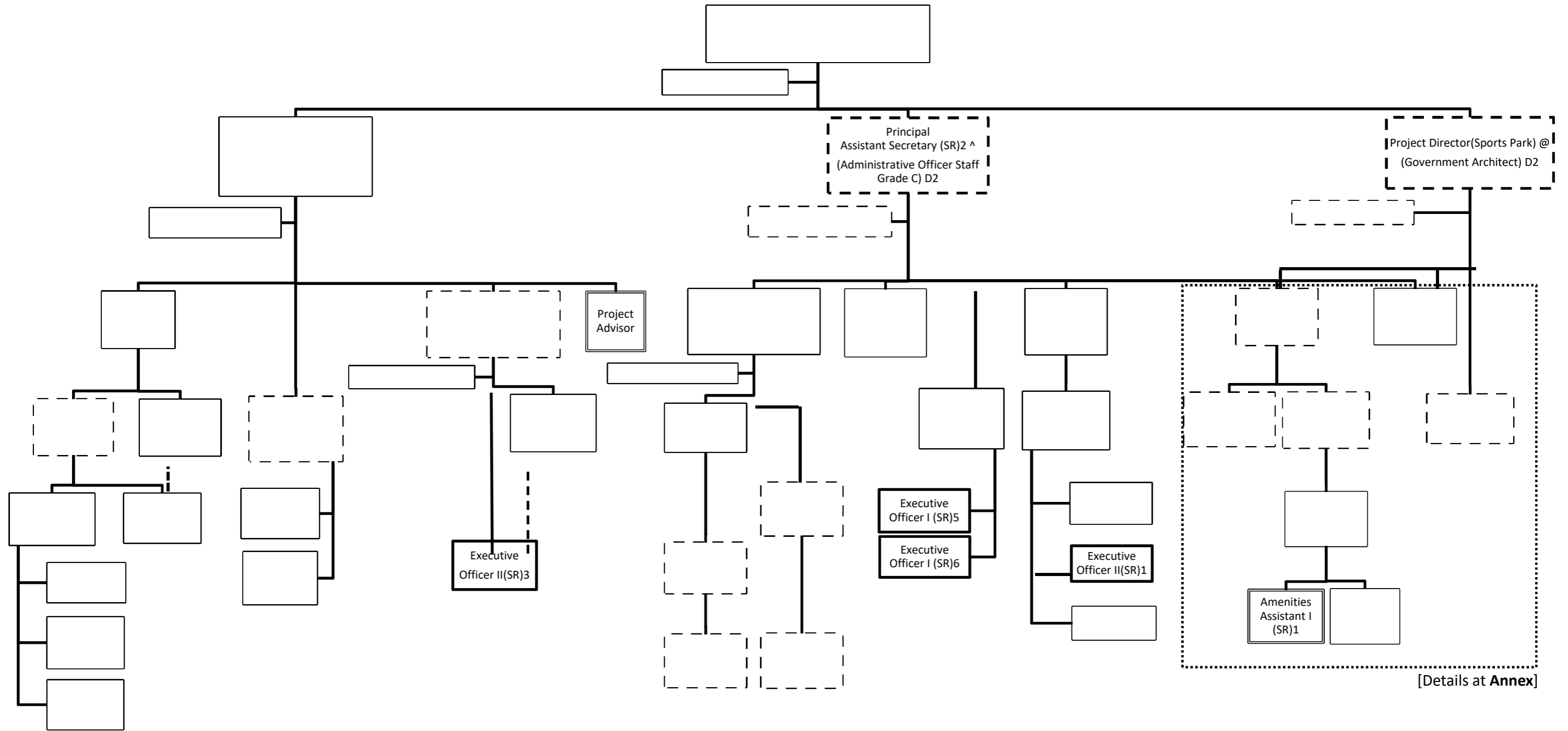
Rank : Administrative Officer Staff Grade C (D2)

Responsible to : Commissioner for Sports

Main Duties and Responsibilities –

1. To provide policy inputs on the operation of the Kai Tak Sports Park and devise a governance structure to oversee the performance of the Contracted Party;
2. To oversee the planning of new public sports and recreation facilities, including the Five-Year Plan for Sports and Recreation Facilities and the Ten-Year Development Blueprint for Sports and Recreation Facilities;
3. To oversee land matters relating to sports and recreation, including the Private Recreational Leases;
4. To implement measures aimed at enhancing Hong Kong's position as a centre for major international sports events;
5. To support the work of the Major Sports Events Committee and oversee the implementation and administration of the "M" Mark System as well as the Major Sports Events Matching Grant Scheme;
6. To oversee the administration of the Main Fund of the Sir David Trench Fund for Recreation; and
7. To housekeep the Leisure Services Branch of the Leisure and Cultural Services Department except for financial matters.

Proposed Organisation Chart for the Sports and Recreation (SR) Branch in the Culture, Sports and Tourism Bureau

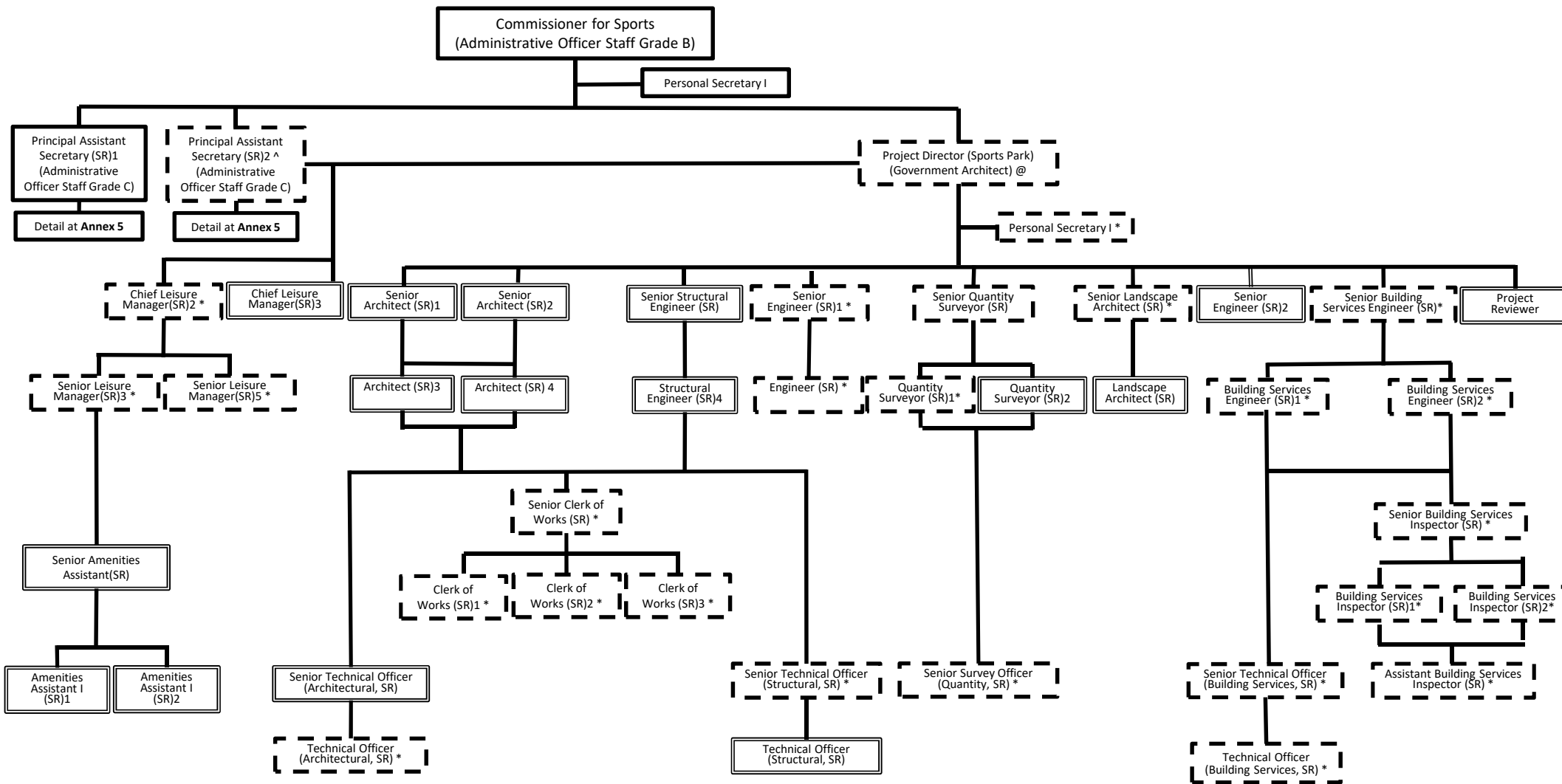


[Details at Annex]

- Post Permanent posts
- Post Time-limited posts
- Post Non-civil service contract / Post-retirement service contract positions

^ Supernumerary directorate post proposed to be retained from 1 January 2024 to 31 December 2025
 @ Supernumerary directorate post proposed to be retained from 1 January 2024 to 30 June 2025
 * Time-limited non-directorate posts to be retained in 2023-24

Proposed Organisation Chart for the Kai Tak Sports Park Section (including the two supernumerary posts proposed to be retained)



Post Time-limited posts

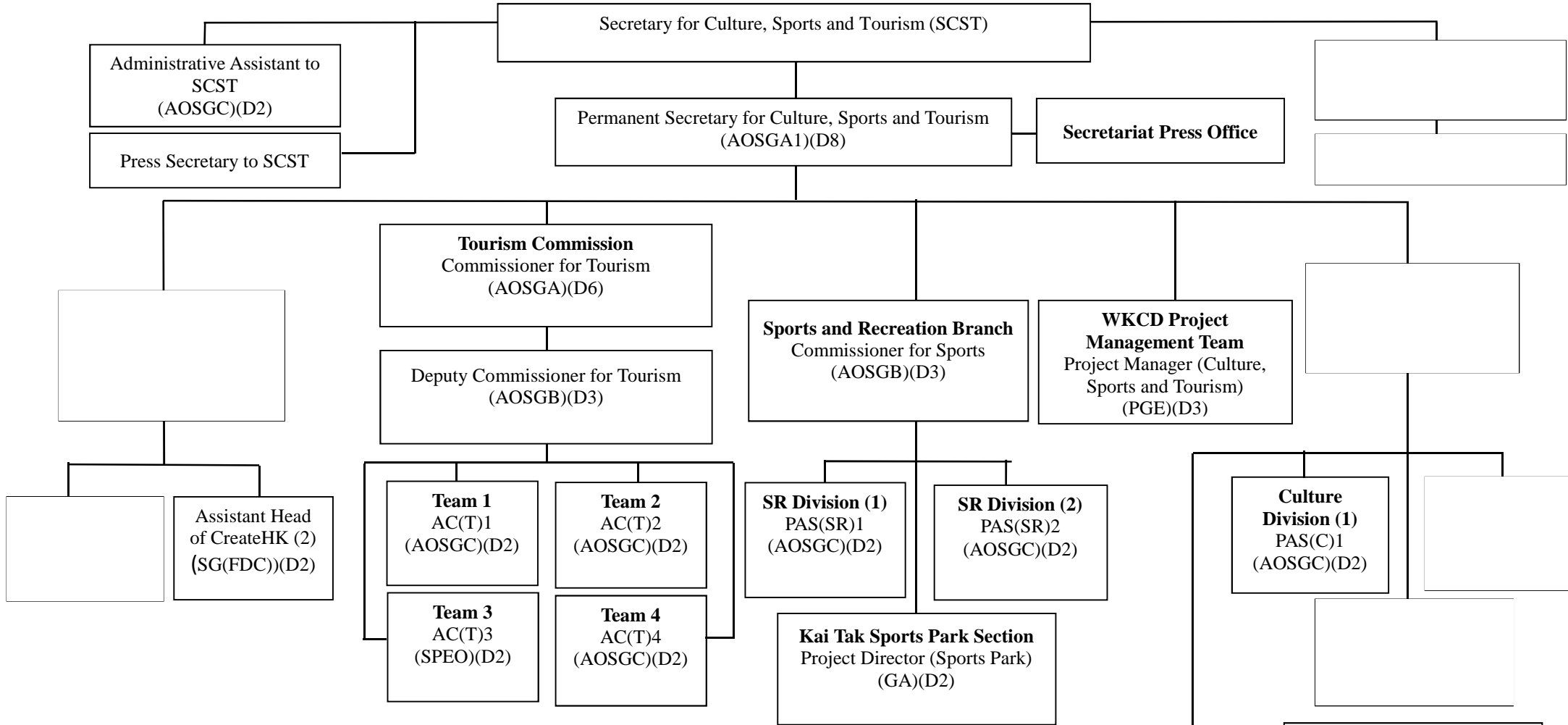
Post Non-civil service contract / Post-retirement service contract positions

^ Supernumerary directorate post proposed to be retained from 1 January 2024 to 31 December 2025

@ Supernumerary directorate post proposed to be retained from 1 January 2024 to 30 June 2025

* Time-limited non-directorate posts to be retained in 2023-24

Organisation Chart for the Culture, Sports and Tourism Bureau



Legend			
ACDFS	Arts Capacity Development Funding Scheme	DSCST	Deputy Secretary for Culture, Sports and Tourism
AC(T)	Assistant Commissioner (Tourism)	GA	Government Architect
AOSGA1	Administrative Officer Staff Grade A1	PAS	Principal Assistant Secretary
AOSGA	Administrative Officer Staff Grade A	PGE	Principal Government Engineer
AOSGB1	Administrative Officer Staff Grade B1	SG(FDC)	Secretary-General of the Film Development Council
AOSGB	Administrative Officer Staff Grade B	SPEO	Senior Principal Executive Officer
AOSGC	Administrative Officer Staff Grade C	SR	Sports and Recreation
C	Culture	WKCD	West Kowloon Cultural District
CreateHK	Create Hong Kong		

**Duties and Responsibilities of Administrative Officer Staff Grade C
outside Sports and Recreation Branch
in the Culture, Sports and Tourism Bureau**

1. Principal Assistant Secretary (Culture) 1 is responsible for policy on the arts and cultural software, funding and development of performing arts policy, subvention for the major performing arts groups, cultural exchange between Hong Kong and the Mainland, Macao and Taiwan, Mainland/Hong Kong Closer Economic Partnership Arrangement, Arts Development Fund, Arts and Sport Development Fund (Arts Portion), Hong Kong-Taiwan Cultural Co-operation Committee, housekeeping of the Hong Kong Arts Development Council and the Hong Kong Academy for Performing Arts, matters relating to the Advisory Committee on Arts Development as well as the Sub-committee on Funding for Performing Arts and the Sub-committee on Arts Education under the Committee.
2. Principal Assistant Secretary (Culture) 2 is responsible for policies on public and private museums, public libraries, public art with regard to visual arts, intangible cultural heritage, development of Cantonese Opera and related matters, manpower situation and training needs study of the arts and cultural sector in Hong Kong and planning of cultural matters of the Leisure and Cultural Services Department (LCSD), as well as cultural exchange between Hong Kong and other countries. The officer is also responsible for matters relating to Asia Cultural Cooperation Forum, Hong Kong Jockey Club Music and Dance Fund, Lord Wilson Heritage Trust and Hong Kong Arts Centre. The officer is also responsible for formulating policies and strategies on the development of the film industry as well as overseeing the operation of Film Development Fund.
3. Principal Assistant Secretary (West Kowloon Cultural District) is responsible for monitoring the performance of the West Kowloon Cultural District Authority (WKCDA) and its subsidiaries in fulfillment of its objectives and roles as stated in the WKCDA Ordinance (WKCDAO) (Cap. 601) and liaising with WKCDA to oversee the institutional set-up and the establishment of governance mechanism for museums and performing arts venues, as well as monitoring the planning and promotion of arts and cultural facilities and programmes under WKCDA and its subsidiaries and the policy and work of WKCDA and its subsidiaries in developing cultural software. The officer is also responsible for overseeing interface issues between arts and cultural facilities operated by WKCDA and its subsidiaries and those operated by LCSD and the implementation of the enhanced

financial arrangement, and housekeeping WKCDA and its subsidiaries and overseeing its submission of reports to the Government in accordance with the WKCDAO. The officer also formulates policies and strategies for promoting creative industries (other than film) and monitors the implementation of the CreateSmart Initiative to meet its strategy foci.

4. Assistant Commissioner for Tourism (1) is responsible for formulating policies on regulation of the tourism industry, liaising with the Travel Industry Council of Hong Kong, liaising with Mainland authorities on initiatives in tourism promotion and development, developing tourism co-operation with Taiwan and Macao as well as other economies, co-ordinating efforts to deal with emergency incidents concerning inbound and outbound tourism and supporting the implementation of the new regulatory regime for the travel industry including overseeing the provision of secretariat support to the Appeal Panel (Travel Industry Ordinance). The officer is also responsible for housekeeping the Travel Industry Authority.
5. Assistant Commissioner for Tourism (2) is responsible for overseeing the operation of Ocean Park and implementation of the future strategy for the Park, planning new tourism projects, overseeing supply of hotels, liaising with international and regional tourism organisations, co-ordinating meetings, incentive travels, conventions and exhibitions tourism initiatives, developing visitor facilitation measures, serving as Secretary to the Tourism Strategy Group, monitoring tourism performance, handling emergency incidents involving hotels. The officer is also responsible for developing and promoting smart tourism.
6. Assistant Commissioner for Tourism (4) is responsible for overseeing and co-ordinating the operation of the Kai Tak Cruise Terminal, facilitating the development of cruise industry in Hong Kong (including co-ordinating the work of the Advisory Committee on Cruise Industry) and overseeing the operation of the Hong Kong Disneyland Resort (including park expansion works).
