

CONTROLLING OFFICER'S REPLY

HAB197

(Question Serial No. 0485)

Head: (95) Leisure and Cultural Services Department

Subhead (No. & title): (-) Not Specified

Programme: (2) Horticulture and Amenities

Controlling Officer: Director of Leisure and Cultural Services (Ms Michelle LI)

Director of Bureau: Secretary for Home Affairs

Question:

Please provide a breakdown, by post title, salary band and area of work, of the 45 new posts to be created in the area of horticulture and amenities by the Leisure and Cultural Services Department (LCSD) this year; and the following information regarding tree management work in 2015-16, 2016-17, 2017-18 and that estimated for 2018-19:

- (a) the number of trees managed by the LCSD;
- (b) the establishment, strength, number of new recruits and wastage of manpower for tree management in the senior, middle and junior levels;
- (c) the number of service contracts outsourced, the annual expenditure involved and the number of outsourced workers employed by outsourced service providers for tree management work; and
- (d) the number and type of training courses in tree work organised for staff, as well as the number of course attendees.

Asked by: Hon POON Siu-ping (Member Question No. (LegCo use): 25)

Reply:

The Leisure and Cultural Services Department (LCSD) plans to create 45 posts under the Programme "Horticulture & Amenities" for (i) the management of new public open spaces in Kowloon City and Shatin; (ii) the enhancement of existing leisure and support services including tree management work; and (iii) the replacement of some non-civil service contract positions which have long-term service needs.

A breakdown of the new posts by salary band and rank is as follows –

Salary band	Rank	No. of posts
Maximum pay point at or	Amenities Assistant I,	47

below Master Pay Scale (MPS) 33 (i.e. monthly salary at or below \$67,065)	Amenities Assistant II, Amenities Assistant III, Analyst/Programmer I, Analyst/Programmer II, Assistant Clerical Officer, Assistant Leisure Services Manager I, Assistant Leisure Services Manager II, Clerical Assistant, Executive Officer II, Senior Amenities Assistant, Supplies Supervisor II	
Maximum pay point above MPS 33		0
	Total	47*

* The creation of 47 posts as set out in the above table will be partly offset by the deletion of 2 posts having regard to prevailing operational needs. The net increase is therefore 45 posts.

(a) A breakdown of the number of trees managed by LCSD is as follow –

Year	2015-16	2016-17	2017-18	2018-19 (projected)
No. of tree	514 000	635 000	628 000	628 000

(b) As at 31 March of each financial year, a breakdown of the staff establishment and strength for tree management work in the senior, middle and junior levels is as follows –

Year	Establishment / Strength			
	2015-16	2016-17	2017-18	2018-19 (projected)
Senior level*	6 / 6	6 / 6	6 / 6	7 / N.A.
Middle level*	73 / 73	91 / 90	91 / 91	110 / N.A.
Junior level*	136 / 135	136 / 131	136 / 130	136 / N.A.
Total	215 / 214	233 / 227	233 / 227	253 / N.A.

* Senior level refers to maximum pay point above MPS 33.
Middle level refers to maximum pay point at or below MPS 33 and above MPS 10.
Junior level refers to maximum pay point at or below MPS 10.

Since the staff are subject to regular transfer and posting, information on the number of new recruits and wastage of manpower is not available.

(c) The number of horticultural service contracts and the annual expenditure involved are as follows –

Year	2015-16	2016-17	2017-18	2018-19 (projected)
-------------	----------------	----------------	----------------	--------------------------------

No. of service contract	14	54	99	33
Annual expenditure* (\$ million)	199.6	227.5	240.5	261.2

* As most of these service contracts involve general horticultural maintenance covering shrub, ground cover, turf and tree, breakdown of expenditure for tree maintenance alone is not available.

Since most of these service contracts are “outcome based” contracts without any specification on the fixed number of workers required, the number of outsourced workers employed by outsourced service providers for tree management work is not available.

- (d) The number and type of training courses in tree work organised for staff, as well as the number of course attendees are as follows –

Year Course Type	2015-16		2016-17		2017-18		2018-19 (Projected)	
	No. of courses	Partici- pants	No. of courses	Partici- pants	No. of courses	Partici- pants	No. of courses	Partici- pants
In-house training courses <small>(Note 1)</small>	61	587	67	687	62	669	60	600
Training by local institutes / tree experts <small>(Note 2)</small>	31	742	37	856	26	994	26	900
Overseas specialist training programmes	2	8	2	5	1	5	1	5
Total	94	1 337	106	1 548	89	1 668	87	1 505

Notes

1. In-house training on horticulture and arboriculture includes practical and theory training on tree risk assessment.
2. These refer to diploma, certificate programmes and seminars / tree conferences organised by local institutes and tree experts.

- End -