

THE HONG KONG HOUSING AUTHORITY

Memorandum for the Human Resources Committee

Establishment and Strength of the Housing Department

PURPOSE

This paper informs Members of the establishment and strength of the Housing Department in 1996/97.

PRESENT POSITION

2. As at 31 March 1997, the establishment of the Department was 15,118 which has been contained within the ceiling of 15,674 endorsed by Members. Compared with the establishment of 14,760 as at 31 March 1996, this represented a net increase of 358 posts (+2.43%) as a result of the creation of 672 posts, offset by the deletion of 314 posts.

3. Out of the 672 posts created in 1996/97, 559 were endorsed by Members in 1996/97 and 113 in the previous years. Among the 559 posts endorsed in 1996/97, 204 (36%) were for implementing the Authority's new or additional policy initiatives, including the Estate Management Advisory Committee Scheme, the acceleration of the maintenance and improvement programme and the implementation of Senior Citizen Project. A list of these activities and the posts involved is at **Annex A**. The remaining 355 endorsed posts were mainly for coping with increase in workload, providing support services, and improvement of existing services, a list of which is at **Annex B**.

4. In the last year, a total number of 314 posts were deleted mainly due to contracting out of the management of new rental estates and some existing factory estates and HOS courts, disbandment of Tiu Keng Leng Clearance project team and re-organization of squatter patrol teams.

5. As regards strength, there were 14,370 staff (including 413 contract staff) in the Department as at 31 March 1997. Compared to the strength of

14,050 as at 31 March 1996, this represented a net increase of 320 (2.27%) staff. The shortfall in staff as at 31 March 1997 was 3.42%, excluding 571 posts for which recruitment has been frozen in anticipation of circumstantial changes (Note¹). Details are at **Annex C**.

INFORMATION

6. This paper is issued for Members' information.

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Note¹ : These changes include -

- (a) Possible changes in Estate Assistant and Artisan establishment upon implementation of improvement initiatives.
- (b) Change in Artisan and Workman I establishment arising from decrease in squatting activities.