



**Fw: Staff consultation on proposed creation of a CPO post in the new Village House Section LC paper No. CB(1)524/11-12(01) & (2)**

margaret@margaretng.com,

TL HO to: pcp@ftulegco.org.hk, rctho@capitalchina.com,  
idkp@hkb...

14/02/2012 12:25

Cc: Rodney CT PUN, TL HO, LSang TAM, Alan HL IP...

From: TL HO/BD/HKSARG

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Cc: Rodney CT PUN/BD/HKSARG@BD, TL HO/BD/HKSARG@BD, LSang  
TAM/BD/HKSARG@BD, Alan HL IP/BD/HKSARG@BD, FH LIU/BD/HKSARG@BD,  
KinWai CHAN/BD/HKSARG@BD, pid@legco.gov.hk

History: This message has been forwarded.

Dear Hon Members of Legislative Council,

The following e-mail are for your attention, please.

Many thanks and best regards,  
Rodney Pun, Chairman of BDSOWG (tel: 9137 2293)  
HO Tak-lung, Chairman of BDTOWG (tel: 9654 8516)

----- Forwarded by TL HO/BD/HKSARG on 14/02/2012 12:25 -----

From: Rodney CT PUN/BD/HKSARG  
To: patricklau@gmail.com, nwkam@dphk.org, nwkam@dphk.org, rctho@capitalchina.com,  
jkstolegco@gmail.com, arazack@netvigator.com, ahtat@dphk.org,  
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paultse@paultse.org, contact@alanleong.net, info@tanyachan.hk, sc\_dev\_bs@legco.gov.hk  
Cc: TL HO/BD/HKSARG@BD, LSang TAM/BD/HKSARG@BD, Alan HL IP/BD/HKSARG@BD, FH  
LIU/BD/HKSARG@BD, KinWai CHAN/BD/HKSARG@BD, pid@legco.gov.hk  
Date: 14/02/2012 11:28  
Subject: Fw: Staff consultation on proposed creation of a CPO post in the new Village House Section  
LC paper No. CB(1)524/11-12(01) & (2)

Dear Hon Members of Legislative Council,

I refer to the attached LegCo Paper :CB(1)836/11-12(01)



devcb1-836-1-e.pdf

and wish to advise that serious mistakes have been found in the Paper. As frontline staff associations of the Buildings Department, we have to express our regret to the input of Development Bureau and Buildings Department that have provided such unreliable information to Legislative Council for discussion.

Parts of the arguments are in chronological order for your reference please:-

1. Para 5

BDNCSCA had replied BD Mgt that they had strong objection to the creation of a CPO post , copy of the reply is attached for your



reference Email from BDNCSCA dd 22.12.2011.pdf. It is totally different from that was said in the Paper.

2. Para 8

It is fact that certain permanent technical staff posts was increased to deal with huge increase of workloads and upgraded enforcement work, eg Sub-divided Flats, Mandatory Building Condition Scheme and many large scale operations. But BD Mgt fails to advise Panel Members that hundreds of contract posts (mostly technical posts but a large volume of work left unfinished ) had been deleted meantime and the large number of professional posts be created at the same time for comparison. The intention for giving partial information to Panel Members is doubtful. It is also unfair situation for the existing technical support in BD to meet the extant and new challenges. Bureau and BD Mgt should give full pictures to the Panel for careful consideration.

3. Para 9

BD Mgt have had no positive measures to resolve poor work arising from outsourced consultancies. No effective management system has been set up to alleviate the workload pressure of technical staff in checking/monitoring the work of these consultants and then to quickly respond to meet public expectation. From time to time, technical staff have been asked to arrange payroll to the outsourced consultants before close of every financial year even though most of the work assigned to the consultants have been found ineffective and outstanding.

The majority of BD staff had strong objection to the creation of this CPO as 3 out of 5 staff associations had confirmed in writing to object the proposal. In addition to our email of 15.12.2011 to you, it is worthwhile to elaborate more about the organization of task sections in BD. Before 2008, a CPO has to lead about 90 staff, comprising 5 SPO, 10 PO and 4 PSO/PTO and 60 technical staff to task for UBW/building condition. In the proposed Village House Section of 40 BD staff, of about 3 SPO, 17 PO, 18 technical staff, such a very unsatisfactory balance of workforce, does it warrant for creation of a CPO post??

Lastly, what BD needs to deal with the threat arising from and enforcement against UBW of NT village houses, is the increase of frontline technical staff. Mere creation of CPO, many supervising

professional officers has no benefits as for the best utilization of resources. We appeal to the Panel Members to reject the proposal and then to request Bureau to review for more technical staff to overcome this hot issue.

If you require any information, please contact us. All BD technical staff would like to meet you to voice out our grievances.

Many thanks and best regards,  
Rodney Pun, Chairman of BDSOWG (tel: 9137 2293)  
HO Tak-lung, Chairman of BDTOWG (tel: 9654 8516)

----- Forwarded by Rodney CT PUN/BD/HKSARG on 13/02/2012 09:48 -----

From: Rodney CT PUN/BD/HKSARG  
To: patricklau@gmail.com, nwkam@dphk.org, nwkam@dphk.org, rctho@capitalchina.com, jkstolegco@gmail.com, arazack@netvigator.com, ahtat@dphk.org, hokming\_cheung@yahoo.com.hk, info@starrylee.com, priscilla@lmf.hk, ipkh@dab.org.hk, paulse@paultse.org, contact@alanleong.net, info@tanyachan.hk, sc\_dev\_bs@legco.gov.hk  
Cc: TL HO/BD/HKSARG@BD, LSang TAM/BD/HKSARG@BD, Alan HL IP/BD/HKSARG@BD, FH LIU/BD/HKSARG@BD, KinWai CHAN/BD/HKSARG@BD, pid@legco.gov.hk  
Date: 15/12/2011 11:55  
Subject: Fw: Staff consultation on proposed creation of a CPO post in the new Village House Section  
LC paper No. CB(1)524/11-12(01) & (2)

親愛的立法會議員:

### 屋宇署前線執法人員的申訴

首先多謝各位議員在12月8日，就屋宇署開設一個雙專業職系的首長級職位(Chief Professional Officer - CPO)的議案上，替一眾屋宇署前線執法人員主持公道。(議案編號：CB(1)524/11-12(01) & (2))

屋宇署測量主任權益小組及屋宇署技術主任權益小組(簡稱BDSOWG及BDTOWG)作為屋宇署前線員工的工會組織，我們多年來向署方建議不同的方案，以解決提升員工士氣及工作效率等範疇的問題，希望團隊能向市民提供專業服務的水平，只可惜一直被署方所忽視。近年來，社會屢次發生樓宇安全的事件，我們一眾前線人員仍緊守崗位全力以赴。但署局雙方卻漠視公眾利益，只顧增加專業管理級人士的職位，靜悄悄地削減前線執法人員的人數、胡亂調配部門資源，令積壓已久的樓宇安全問題百上加斤，例如村屋、房及巡視危樓等，這實在有違一貫工務部門的常規。

就上述的情況所見，屋宇署的管理層實有殘民以自肥之嫌。比方說，在醫院病房裏，縱管醫生能兼任護士、健康助理及清潔工的工作，但絕不會於病房內出現醫生人數多過護理及支援人員吧!

屋宇署署方沒有因應工作需要，漠視危機，未有按比例增加前線執法技術職級人員的數目，處理排山倒海的巡查工作。此舉亦導致屋宇署專業管理級人士對前線執法技術職級人員的比例由十年前的1比2.5下降至近年的1比1。由於安排欠妥善，再加上人手比例失衡，總是苦了前線人員，更甚的是影響對市民的服務水平。

這眾多不合理的管治問題，已引致屋宇署無力執法，樓宇問題亦愈趨嚴峻。為了讓大家明白具體的情況，我們列出一些情況及意見給議員作 考:-

### 一 減少外判、增加前線人員數目，提升效率

屋宇署十年來將大部份投訴個案、大型清拆行動及跟進的視察工作等外判給顧問公司；經驗所得，絕大部份顧問公司的工作表現差拙，視察報告錯漏百出，提交報告的時間又遠遠超過規定，署方則視而不見，有「官商勾結」之嫌，雖說工作外判，但責任仍在，前線員工因此要再用更多的時間再次巡查、覆視及糾正外判顧問公司的報告，結果前線員工變相承擔了顧問公司大部份的工作，在管理及行動而言，毫無效率、費時失事，前線執法員工面對市民質詢時，飽受無比的冤屈。

在大型清拆違建物行動的外判工作上，屋宇署前線員工按署方指令，祇需覆核(audit)少量外判顧問公司的專業勘察報告，但因質素差勁，為免大量出錯，專業管理級人士要求前線員工100%覆核外判顧問公司的專業勘察報告，才不致影響服務質素及水平；更甚者，為求達標，專業管理級人士甚至要求前線員工代外判顧問公司做報告和起草命令等；此舉實乃掩飾外判之不濟；再者，由於外判顧問公司未能有效應付較困難的個案，形成每當大型清拆違建物行動結束時，定必留下大量積壓數年的困難個案給現有前線員工執手尾，這種情況不但嚴重妨礙處理手頭工作及其他投訴個案進度，而前線員工亦成眾矢之的，實令前線員工承受巨大而且不合理的額外工作壓力！

在增加巡查及加快處理樓宇問題上，例如 房、走火通道阻塞等，對外判顧問公司的表現，署局方切忌自我感覺良好，要認真聆聽市民大眾的聲音，署局方要減少外判及直接增加前線執法員工的數量才可回應社會的訴求。

### 二 有效地增加前線執法技術職級人員，善用資源

如上所述，屋宇署面對當前困局是：前線人員不足、士氣低落、前線壓力爆煲；就以村屋管制而言，屋宇署樓宇部已有完整架構跟進新界村屋違規執法事宜，配上清楚的政策，要執行巡查及管制該類三數層簡單結構的小型樓宇的工作，最有效及顯而易見的措施是大量增加前線人員，並不是甚 高級專業管理人員職位；浪費資源胡亂增加首長級職位更是下策之選，故此，我們反對在沒有充份理據前，開設該CPO職位 及 外判視察工作給表現差拙、非專業的顧問公司。

### 三 制定政策及執法行動諮詢不足，亂調資源，掩蓋規劃的缺失

面對近年發生的嚴重樓宇事件及新的執法方向等，署方向員工的諮詢嚴重不足，欺下瞞上，指令含糊不清，前線員工往往無所適從，工作效率成疑，例如在新增的小型工程組(Minor Works Unit)，原來涉及大量長期的註冊及抽查工作，需要由前線技術職級人員出任，但署方不按實際工作需要申請合適的編制，只顧開設專業管理人員職位，工作則從其他組別抽調前線人員頂替，使每個組別人手更見緊張，管理層更常因這些安排資源的缺失，聘請一些非公務員職系的前線人員作補鑊。在保育組(Heritage Unit)的情況更甚，原來的資源編制更沒有前線技術職級人員，但實際運作上，前線技術職級人員則參與其中，原因是管理層又是從其他組別的前線人員抽調兼任，再次證明署方亂調資源，掩蓋規劃的缺失；因此，署方應快速檢討及作出補救。

### 四 屋宇署重組後，人手明加實減

屋宇署現時情 混亂，尚有多個組別未能全面運作，大量工作崗位尚欠人手，各組首長級管理惡性爭人，行政混亂；今次改組不但未能解決多年來大量積壓的工作，更因工種繁多，遠超前線人員負荷，署局方必須正視問題，評估工作程序，立即增加人手。

我們前線執法人員及工會組織並不是如當局方在立法會所言 “為爭位、為升級”而發聲，在村屋事件，我們為表示“清白”，希望 議員在審批屋宇署增加人手處理村屋違建物及登記事宜上 不批准前線執法人員的職位（測量及技術主任職系），好讓當局方時常吹捧的外判顧問公司及高級專業管理人員獨攬一切罷。

我們誠意邀請 各位議員 親臨屋宇署，了解署方的種種不是，查察前線員工的困境、外判工作如何差勁及何謂“假諮詢”，相信得到 議員們的關注，香港樓宇安全才會得到真的保障。

此致

祝 各位立法會議員 事事順利

屋宇署測量主任權益小組主席 潘鎮廷 (電話 :9137 2293)

屋宇署技術主任權益小組主席 何德龍 (電話 :9654 8516)

敬上

----- Forwarded by Rodney CT PUN/BD/HKSARG on 15/12/2011 11:22 -----

From: Rodney CT PUN/BD/HKSARG  
To: Bob LP CHUI/BD/HKSARG@BD  
Cc: patricklau@gmail.com, nwkam@dphk.org, nwkam@dphk.org, rctho@capitalchina.com, jkstolegco@gmail.com, arazack@netvigator.com, ahtat@dphk.org, hokming\_cheung@yahoo.com.hk, info@starrylee.com, priscilla@lmf.hk, ipkh@dab.org.hk, paulse@paulse.org, contact@alanleong.net, info@tanyachan.hk, sc\_dev\_bs@legco.gov.hk, DB, DD, Phyllis YL KO/BD/HKSARG@BD, TL HO/BD/HKSARG@BD, LSang TAM/BD/HKSARG@BD, Alan HL IP/BD/HKSARG@BD, pid@legco.gov.hk  
Date: 08/12/2011 12:34  
Subject: Fw: Staff consultation on proposed creation of a CPO post in the new Village House Section LC paper No. CB(1)524/11-12(01) & (2)

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Dear Mr. Chui, DS of Buildings Department,

I would like to reply to you that Buildings Department Survey Officer Working Group (BDSOWG) and Technical Officer Working Group (BDTOWG) have **Strong Objection** to the creation of a CPO post handling Village House Section (VHS) in Buildings Department (BD).

On behalf of about 256 Survey Officers(Building) and 115 Technical Officers(Structural) serving in Buildings Department (about 40% of permanent staff in BD) and being the only recognised trade unions for technical staff in BD, we expressed our dissatisfaction to this consultation, in particular the consultation meeting held on 1 December 2011. In the meeting, we have not been advised of any solid information for the proposed set-up VHS including the scale of works, the manpower relocation and service level. We had clearly expressed that the formation of new created 40 staff in the VHS, if of a very low composition of technical staff, would absolutely be unable to commit the public expectation against UBW in Village Houses in NT.

We have listed the reasons of our objections:-

1. There are existing frameworks in BD handling NTEH/village houses. If existing policy is clear, technical supporting staff is sufficient and the management should be effective, we fail to see any benefit/ ground for creation of CPO, a directorate post, at the expenses of public money.
2. The deadline of BD staff consultation is 15 December but the Paper would be discussed in LegCo on 8 December 2011. In this regard, we are very disappointed that it is not a real but an improper "consultation".
3. In the Paper and consultation materials, the role of technical input has been dimmed. BD Mgt should be unequivocal to create more technical staff (including senior technical staff) for investigation, checking consultancies and registration matters regarding Village Houses. Proper measures should be taken to avoid the chaos arising from Minor Work Control Section happen again.

In addition, we would like to elaborate more for betterment and upgrading level of enforcement /rectification action against Village House issues(村屋), Sub-divided Flats(劏房) and many other hot building issues(巡查招牌、違規建築工程等):-

- a. The Professional Officer(PO) handling existing building matters should not include Building Surveyor and Structural Engineer only, PO should mean all Team leaders in Existing Buildings Divisions, ie, Chief Survey Officer/ Chief Technical Officer/Principal Survey Officer/ Principal Technical Officer as well. Don't tell lies to the LegCo and public any more!!
- b. In the past 10 years, many investigation works have been assigned /outsourced to consultants. All the staff in BD have reckoned that most of the consultancies are found of poor quality so that many technical staff (前綫執法人員), responsible for checking such consultancies, are overloaded by avoidable and unnecessary "detailed checking, correction and inspection work". As unveiled in many cases, the BD Mgt noted such discrepancies. Immediate action should be taken to refrain from assigning consultancies. The proper measures are to recruit more technical staff to meet with the challenges.
- c. The existing staff arrangement of Existing Buildings Divisions does not actually reflect the requirement of work and service level. BD Mgt should conduct a more wide consultation ASAP to cope with the present and future, overwhelming public expectation and to ensure building safety.

By copy, would LegCo Secretariat would kindly distribute and convey our messages to all Hon members for reference in the meeting held this afternoon.

Regards,

Rodney Pun, Chairman of BDSOWG (tel: 9137 2293)

HO Tak-lung, Chairman of BDTOWG (tel: 9654 8516)

----- Forwarded by Rodney CT PUN/BD/HKSARG on 08/12/2011 12:19 -----

From: Phyllis YL KO/BD/HKSARG  
To: PH KWOK/BD/HKSARG@BD, HN YUEN/BD/HKSARG@BD, Rodney CT PUN/BD/HKSARG@BD, TL HO/BD/HKSARG@BD, KC LAM/BD/HKSARG@BD  
Cc: DD, Bob LP CHUI/BD/HKSARG@BD  
Date: 06/12/2011 10:41  
Subject: Staff consultation on proposed creation of a CPO post in the new Village House Section

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Dear sirs,

The formal Subcommittee paper is now available on the following website and you may wish to refer to the following links for both the English and Chinese versions:

[http://www.legco.gov.hk/yr11-12/english/panels/dev/dev\\_bs/agenda/bs20111208.htm](http://www.legco.gov.hk/yr11-12/english/panels/dev/dev_bs/agenda/bs20111208.htm)

[http://www.legco.gov.hk/yr11-12/chinese/panels/dev/dev\\_bs/agenda/bs20111208.htm](http://www.legco.gov.hk/yr11-12/chinese/panels/dev/dev_bs/agenda/bs20111208.htm)

Regards,  
Phyllis  
ADS/P

----- Forwarded by Phyllis YL KO/BD/HKSARG on 06/12/2011 10:35 -----

From: Phyllis YL KO/BD/HKSARG  
To: PH KWOK/BD/HKSARG@BD, HN YUEN/BD/HKSARG@BD, Rodney CT PUN/BD/HKSARG@BD, TL HO/BD/HKSARG@BD, KC LAM/BD/HKSARG@BD  
Cc: DD, Bob LP CHUI/BD/HKSARG@BD  
Date: 01/12/2011 15:45  
Subject: Fw: Staff consultation on proposed creation of a CPO post in the new Village House Section

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Dear sirs,

As discussed in the meeting today, I should be grateful if you would let us have your associations' comments on the proposal mentioned in the Subcommittee paper attached in my preceding email by 15 December 2011. Thank you.

Regards,  
Phyllis  
ADS/P  
Tel: 2626 1191

----- Forwarded by Phyllis YL KO/BD/HKSARG on 01/12/2011 15:39 -----

From: Phyllis YL KO/BD/HKSARG  
To: PH KWOK/BD/HKSARG@BD, HN YUEN/BD/HKSARG@BD, Rodney CT PUN/BD/HKSARG@BD, TL HO/BD/HKSARG@BD, KC LAM/BD/HKSARG@BD  
Cc: DD, Bob LP CHUI/BD/HKSARG@BD  
Date: 01/12/2011 10:00  
Subject: Fw: Staff consultation on proposed creation of a CPO post in the new Village House Section

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Dear sirs,

Further to my preceding email, please find below the final draft of the discussion paper prepared by the Department for the meeting of LegCo Panel on Development Subcommittee on Building Safety and related Issues to be held on 8 December 2011. The formal paper will be issued by the LegCo Secretariat shortly.

Phyllis  
ADS/P  
Tel: 2626 1191

[attachment "Discussion Paper - Subcom on BS (111208)(Chi)(Clean).DOC" deleted by Phyllis YL KO/BD/HKSARG]  
[attachment "Discussion Paper - Subcom on BS (111208)(附件一).pdf" deleted by Phyllis YL KO/BD/HKSARG] [attachment "Discussion Paper - Subcom on BS (111208)(附件二).doc" deleted by Phyllis YL KO/BD/HKSARG] [attachment "Discussion Paper - Subcom on BS (111208)(附件三).doc" deleted by Phyllis YL KO/BD/HKSARG]

[attachment "Discussion Paper - Subcom on BS(111208)(附件四).doc" deleted by Phyllis YL KO/BD/HKSARG] [attachment "Discussion Paper - Subcom on BS (111208)(附件五(a)).doc" deleted by Phyllis YL KO/BD/HKSARG] [attachment "Discussion Paper - Subcom on BS (111208)(附件五(b)).doc" deleted by Phyllis YL KO/BD/HKSARG] [attachment "Discussion Paper - Subcom on BS (112108)(附件五(c)).doc" deleted by Phyllis YL KO/BD/HKSARG]

[attachment "Discussion Paper - Subcom on BS (111208)(附件五(d)).doc" deleted by Phyllis YL KO/BD/HKSARG]

----- Forwarded by Phyllis YL KO/BD/HKSARG on 01/12/2011 09:55 -----

From: Phyllis YL KO/BD/HKSARG  
To: PH KWOK/BD/HKSARG@BD, HN YUEN/BD/HKSARG@BD, Rodney CT PUN/BD/HKSARG@BD, TL HO/BD/HKSARG@BD, KC LAM/BD/HKSARG@BD  
Cc: DD, Bob LP CHUI/BD/HKSARG@BD, DDSHR  
Date: 28/11/2011 16:14  
Subject: Staff consultation on proposed creation of a CPO post in the new Village House Section

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To: The Chairmen of BDSEA, BDLBSA, BDSOGWG, BDTOGWG and BDNCSA

Dear sirs,

You and the representatives from your associations are invited to attend a meeting chaired by DD on the proposed creation of a CPO post in the new Village House Section with details as follows:

Date: 1 December 2011 (Thur)  
Time: 2:30 pm  
Venue: Room 1813, Pioneer Centre

Due to the limited space of the meeting room , 2 representatives from each staff association are invited to join.

I shall pass the paper on the proposal to you once available .

Grateful if you would let me have the names of the representatives of your association who would attend the meeting by 30 November 2011. Thank you.

Regards,  
Phyllis KO  
ADS/P  
Tel: 2626 1191