

**CONTROLLING OFFICER'S REPLY**

**EEB(F)076**

**(Question Serial No. 2732)**

Head: (49) Food and Environmental Hygiene Department

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

Programme: (-) Not specified

Controlling Officer: Director of Food and Environmental Hygiene (Donald NG)

Director of Bureau: Secretary for Environment and Ecology

Question:

It is estimated that there will be 11 102 posts in the establishment of the Food and Environmental Hygiene Department as at 31 March 2027. In this connection, please advise this Committee of the following:

- (1) What are the numbers of permanent posts and supernumerary posts deleted by the Department in each of the past 2 years and this year to date? Please provide a breakdown by grade, rank and salary group.
- (2) What are the grades, ranks and salary groups involved in the net decrease of 235 posts in the Department in 2026-27?
- (3) How many of the posts mentioned in items (1) and (2) above are deleted because of natural wastage? What percentage do they account for in the total number of posts deleted in the relevant years?
- (4) How many of the posts mentioned in items (1) and (2) above involve redeployment of staff? Please provide a breakdown by the nature of arrangements (i.e. (i) redeployment to other departments, (ii) redeployment to other posts in the Department, and (iii) other arrangements (such as early retirement)).
- (5) How many of the posts mentioned in items (1) and (2) above have been left vacant before deletion? Please provide a breakdown by (i) grade, and (ii) duration of vacancy (i.e. (a) less than 6 months; (b) 6 to less than 12 months; (c) 12 to less than 18 months; (d) 18 to less than 24 months; and (e) 24 months or more).

Asked by: Hon CHAU Siu-chung (LegCo internal reference no.: 16)

Reply:

(1)

The Food and Environmental Hygiene Department deleted 15, 144 and 68 posts in 2023-24, 2024-25 and 2025-26 respectively. The details are as follows:

Type of posts deleted	2023-24	2024-25	2025-26
	Approximate percentage		
Junior ranks (generally remunerated on Master Pay Scale (MPS) Points 0 to 15 and Model Scale 1 (MOD I) Pay Scale)	27%	76%	91%
Middle ranks (generally remunerated on MPS Points 16 to 33)	46%	17%	3%
Senior ranks (generally remunerated on MPS Points 34 to 49 and Directorate Pay Scale)	27%	7%	6%

(2)

The Government has been strictly controlling the civil service establishment. It has implemented the zero-growth policy in the overall civil service establishment since 2021-22, with the overall establishment controlled at a level not exceeding that as at end-March 2021. In line with the Government's Productivity Enhancement Programme and the objective of optimising the use of manpower resources, the civil service establishment will be reduced by 2% each in 2026-27 and 2027-28. After reviewing factors such as overall service demand, operational needs and vacancy situations, the Department has made arrangements to tie in with the aforementioned 2% reduction in the civil service establishment of the Government for 2026-27. In 2026-27, together with other time-limited posts due to lapse and the posts to be deleted arising from the Department's internal reorganisation or redeployment of resources, the proportions of civil service junior rank posts (generally remunerated on MPS Points 0 to 15 and MOD I Pay Scale), middle rank posts (generally remunerated on MPS Points 16 to 33) and senior rank posts (generally remunerated on MPS Points 34 to 49) deleted are about 97%, 2% and 1% respectively.

(3) & (5)

Of the posts deleted as mentioned in items (1) and (2) of the reply, apart from some time-limited posts, the others were generally confirmed after review as posts without long-term operational needs. Therefore, the vacancies involved had not been filled before deletion. There was no sacking of serving staff.

(4)

The posts deleted as mentioned in items (1) and (2) of the reply were generally confirmed after review as posts without long-term operational needs, so the vacancies involved had not been filled before deletion. The post deletion arrangement did not give rise to staff redundancy. The Department will continue to, through adoption of management measures and digitalisation, re-prioritise and internally re-deploy their work, streamline work processes and capitalise on technology solutions to enhance efficiency. While streamlining the civil service establishment, the Department will continue to provide high-quality public services to members of the public.

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