



Room 2006, 20th floor, Murray Building, Garden Road, Central, Hong Kong
Tel: 848 2551 Fax: 845 3489
香港中環花園道美利大廈20樓2006室 • 電話: 848 2551 傳真機: 845 3489

(ACE Paper 39/96)
for information

MANPOWER SITUATION IN THE ENVIRONMENTAL PROTECTION DEPARTMENT

This paper provides information on the structure and establishment of the EPD, upon its creation in April 1986, on 1 April 1991 and 1 April 1996.

2. The EPD was created from an amalgamation of the previous Environmental Protection Agency and units previously responsible for the enforcement of environmental related legislation in the Labour Department, Agriculture and Fisheries Department, Engineering Development Department, Urban Services Department and Marine Department. Its establishment upon creation included 91 posts for environmental professionals and 52 posts for technical staff, in a total establishment of 225 posts. The emphasis of the department's activities in 1986 and the next few years was on the monitoring of the environment, formulation of environmental policy, development of proposals for new or amended environmental legislation, planning of environmental infrastructure and the development of EIA procedures.

3. By 1991 the department had grown considerably, most of the increase being in technical posts due to the implementation of environmental legislation, particularly the licensing provisions of the Water Pollution Control Ordinance which were first implemented in 1988. The departmental establishment was 857 posts, made up of 255 professionals, 319 technical posts and 283 administrative and other posts.

4. The development continued to expand through the early 1990s in response to the need to implement additional environmental legislation to manage the development and operation of waste facilities, and to keep pace with the rapid growth in the number of environmental impact assessments. During this stage, the growth in technical posts was again more rapid than in professional posts, and to manage the duties of the expanded department more effectively, local control offices were progressively established to provide a convenient location in each district for people to obtain environmental information, apply for pollution control licences and to respond to complaints relating to localised pollution. Starting with two local control offices in 1990, there are now six covering the whole territory.

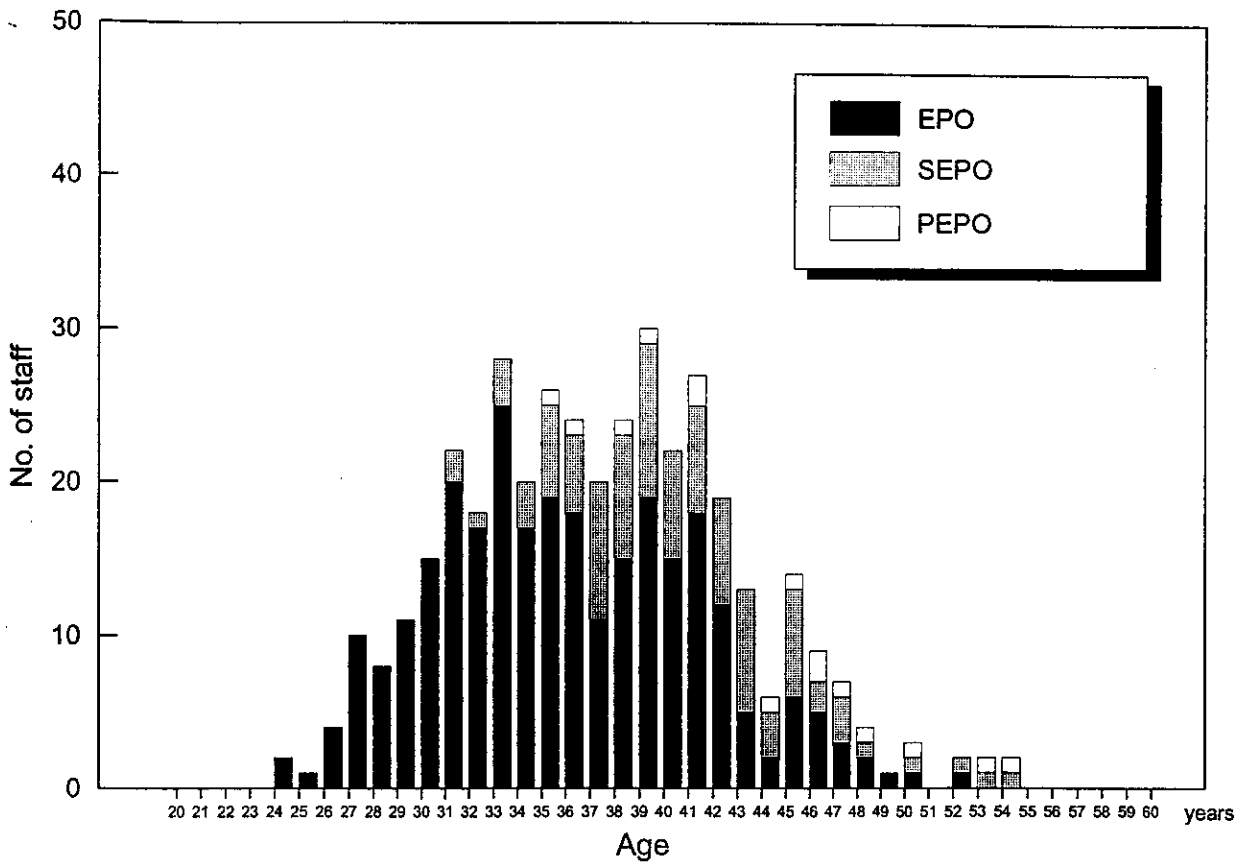
5. Over the ten years since it was established, the EPD has grown rapidly, with total establishment increasing from 225 in 1986 to 1539 at present, an increase of 584%. The same level of expansion has not occurred in the number of managerial posts, with the senior directorate (D2-D5) increasing from three posts in 1986 to 8 posts today, an increase of 166%. A review of the EPD directorate, carried out recently by external management consultants, recommended some changes and expansions in the management structure, and the administration is now considering how to put the recommendations into effect.

6. In the annex to this paper, members will find information on the number of posts in each rank, the age and length of service of post-holders, as an average for each rank, and the wastage rate over the last five years.

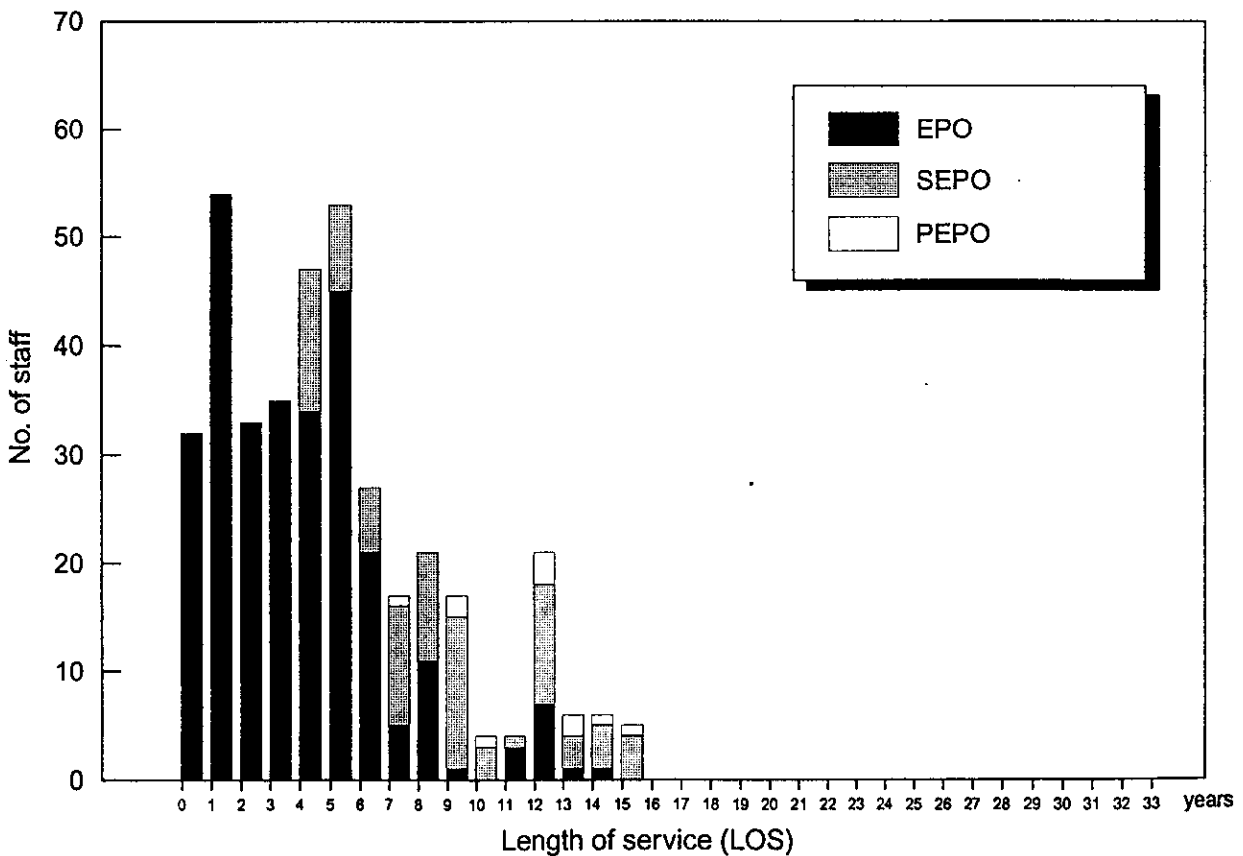
Environmental protection Department
July 1996

Statistics on Establishment

Rank \ Year	1986	1991	1996
D5	1	1	1
D3	-	1	1
D2	2	3	5
D1	6	13	18
SEPO	20	69	98
EPO	62	168	278
Total EPI grade	52	319	661
Total other grades	82	283	477
Total establishment	225	857	1,539



Age profile of EPO grade as at 1.6.1996



**Length of service of profile of EPO grade as at 1.6.1996
(include only those entered at AEPO/EPO rank)**

Rank	No. of staff	Proportion in grade	Average age (range)
ADs, DD & DEP	6	1.50 %	47 (41 - 51)
PEPO	15	3.75 %	45 (35 - 54)
SEPO	96	24.00 %	41 (31 - 54)
EPO	283	70.75 %	36 (24 - 52)
Overall	400	100.00 %	38 (24 - 54)

Average age of different ranks of EPO grade as at 1.6.1996

Rank	No. of staff	Proportion in grade	Average LOS (range)
ADs, DD & DEP	1	0.26 %	14.42 (14.42 - 14.42)
PEPO	11	2.87 %	11.86 (7.09 - 15.51)
SEPO	88	22.98 %	8.96 (4.41 - 15.79)
EPO	283	73.89 %	3.97 (0.01 - 14.76)
Overall	383	100.00 %	5.36 (0.01 - 15.79)

Average length of service (LOS) of different ranks of EPO grade as at 1.6.1996

Grade \ Date	1.4.86	1.4.91	1.4.96
EPO	91 (-)	225 (180%)	401 (57%)
EPI	52 (-)	319 (513%)	661 (107%)
Others	82 (-)	283 (245%)	477 (69%)
Overall	225 (-)	857 (281%)	1,539 (80%)

Growth in establishment – The establishment of the EPD as at 1.4.1986, 1.4.1991 and 1.4.1996 is shown in the table above. The percentage of growth over the previous 5 years is shown in brackets.

Grade \ Year	1991/92	1992/93	1993/94	1994/95	1995/96
EPO	17 (6.1%)	10 (3.1%)	14 (4.1%)	18 (4.7%)	17 (4.3%)
EPI	25 (7.1%)	36 (8.4%)	47 (9.4%)	34 (5.8%)	38 (5.9%)
Others	7 (2.2%)	15 (4.3%)	17 (4.4%)	11 (2.5%)	7 (1.5%)
Overall	49 (5.1%)	61 (5.5%)	78 (6.4%)	63 (4.4%)	62 (4.1%)

Wastage – The wastage in the past 5 years is shown in the table above. The percentage of wastage against the strength at the close of the year is shown in brackets.

I.D.No.ACE.Wk3

Organisation Chart of Environmental Protection Department

as at 13 May 1996

