

Examination of Estimates of Expenditure 2003-04

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

Reply Serial No.

HPLB(PL)084

Question Serial No.

0700

Head : 118 - Planning Department Subhead (No. & title) : --

Programme : (5) – Technical Services

Controlling Officer : Director of Planning

Director of Bureau : Secretary for Housing, Planning and Lands

Question : Under Programme (5), one of the matters requiring special attention in 2003-04 is that the Planning Department intends to develop a competency-based performance management system. Please provide the specific details and the figure of the expenditure involved.

Asked by : Hon. TIEN Pei-chun, James

Reply :

Competencies are the knowledge, skills, abilities and attitude required by an officer to perform effectively in a job. Based on the job requirements, different competencies are identified for different grades in government departments. The competencies identified can be used for various human resources functions, including performance appraisal, training and development, recruitment, promotion, as well as manpower and succession planning. The competency-based performance management system has been widely used by many government departments and different grades in the civil service.

With the technical support from the Civil Service Training & Development Institute, the Planning Department will conduct a study to identify the competencies for the Survey Officer(Planning) grade. Upon completion of the study later this year, a competency-based performance management system will be developed for this grade. Such a system has already been developed and applied for the Town Planner grade in the department.

As the development and application of the system will be undertaken by existing staff, there will be no additional cost involved.

Signature _____

Name in block letters _____

B C K FUNG

Post Title _____

Director of Planning

Date _____

20 March 2003