



本會檔案 Our Ref. HKGLAA/2018-003  
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Mr. WONG Wai Lun, Michael, JP,  
Secretary for Development,  
Development Bureau,  
18/F, West Wing, Central Government Offices,  
2 Tim Mei Avenue, Tamar, Hong Kong

29 January 2019

Dear Mr. WONG,

### Leadership in H/GLTMS

First of all, we would like to express our sincere gratitude to the grade management for the successful creation of three new Chief Landscape Architect (CLA) posts in 2018 in several works departments. Apart from leading the landscape teams to deliver the essential tasks, these directorate grade officers ameliorated the structure of the Landscape Architect (LA) Grade.

It is undeniable that a steady and strong leadership is important in policy-making level. We noted that the Head/Greening, Landscape and Tree Management Section (H/GLTMS), who plays the key role in supporting government to steer the policy and direction for greening, landscape and tree management matters, has encountered its fourth personnel change since 2010. The frequent changes of leadership has in fact hampered the progressive development of GLTMS in discharging its functions and affect the continuation of greening policies. As most of the LA Grade officers are working directly under the leadership of H/GLTMS, we would like to appeal to you of the utmost importance for appointment of the right candidate in steering our colleagues to achieve a quality, green and sustainable living environment in Hong Kong.

With reference to the letter issued by the Hong Kong Institute of Landscape Architects on 15 November 2013 (copy attached), we concur with the view that local public administration and professional knowledge in landscape design and maintenance, green infrastructure development and vegetation management are essential requirements for the right candidate. Candidates from overseas lacking adequate local



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experience had difficulty in appreciating the local challenges and formulating appropriate measures to cater for the complex political and social environment in Hong Kong. In addition, they were not familiar with the public administrative procedures and government structure and this further hindered smooth implementation of policies and engaging the public and counterparts. For direct and effective communication with the councilors, media and the public, the ability to use local language should also be an important criteria in the selection of the right candidate.

As there is a need to steer the policy work and maintain continuity of the policy, it is not desirable to appoint one on contract basis for a short term. Our civil servants have the commitment to serve the community and we can fulfill the above requirements. The LA Grade is the most relevant civil service grade already conversant with the local cultural aspirations, professionally trained and experienced in greening, landscape and tree management.

We would highly appreciate it if the grade management can review the recruitment approach for selecting suitable candidates to take up the post of H/GLTMS in leading us in creating a greener and sustainable environment.

Yours sincerely,

(Simon NG)  
Chairman

Hong Kong Government Landscape  
Architects Association

(Ryan LIN)  
Chairman

Hong Kong Chinese Civil Servants'  
Association  
(Landscape Architects Branch)

c.c.

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