

**List of posts remunerated at D4 or above (or equivalent) in bureaux and departments
(position as at 15 April 2003)**

Bureau/Dept	Post	Rank of post	Name
Agriculture, Fisheries and Conservation Department	Director of Agriculture, Fisheries and Conservation ¹	D6	* CHAN Chun-yuen, Thomas
			Mrs WEI Chui Kit-yee
			Dr LEE Hay-yue, Lawrence
Architectural Services Department	Director of Architectural Services	D5	* YUE Chi-hang
			PAU Shiu-hung
			CHAN Yat-sun, Kenneth
Audit Commission	Director of Audit ²	D6/D7	* CHAN Yin-tat, Dominic
			B G JENNEY
			R J HUTT
Beijing Office	Director, Beijing Office	D8	*# LEUNG Po-wing, Bowen
	Deputy Director, Beijing Office	D4	*# TAM Wing-pong
Buildings Department	Director of Buildings	D5	* WU Moon-hoi, Marco
			@ CHEUNG Hau-wai
			LEUNG Chin-man
			Dr CHOI Yu-leuk
Census and Statistics Department	Commissioner for Census and Statistics	D5	* HO Wing-huen, Frederick
			MOK Ni-heng, Benjamin
			Richard BUTLER
Chief Executive's Office	Private Secretary to Chief Executive	D4	* IP Man-fai, Robin
			YUEN Ming-fai, Richard
			LAW Chi-kong, Joshua

¹ Post retitled from Director of Agriculture and Fisheries to Director of Agriculture, Fisheries and Conservation w.e.f. 1.1.2000.

² Post upgraded to D6/D7 w.e.f. 1.10.1989.

Bureau/Dept	Post	Rank of post	Name
Offices of the Chief Secretary for Administration and the Financial Secretary	Director of Administration	D6	* WONG Ho-yuen, Andrew
			Mrs YAU TSANG Ka-lai, Carrie
			Richard John Freer HOARE
	Deputy Head, Central Policy Unit	D4	* LAI Kwok-ying, Albert
			LAU Lai-chiu, Patrick
			TSO Man-tai
	Deputy Director of Administration(1) ³	D4	* Ms CHANG King-yiu
	Head, Efficiency Unit	D4	* Colin SANKEY
			# Robert FOOTMAN
Civil Aviation Department	Director-General of Civil Aviation ⁴	D6	* LAM Kwong-yu, Albert
			Richard Alan Frank SIEGEL
			LOK Kung-nam, Peter
Civil Engineering Department	Director of Civil Engineering	D5	* TSAO Tak-kiang
			LAU Ching-kwong
			LO Yiu-ching
Civil Service Bureau	Permanent Secretary for the Civil Service	D8	* Mrs LAI KO Wing-yee, Rebecca
			# Ms WONG Sean-yee, Anissa ⁵
	Deputy Secretary for the Civil Service (1)	D4	* Miss MAK Yee-ming, Jennifer
			Ms WONG Sean-yee, Anissa
			Ms LEE Suk-yee, Sandra
Commerce, Industry and Technology Bureau	Permanent Secretary for Commerce, Industry and Technology (Commerce and Industry)	D8	*# Miss Denise YUE

³ Post upgraded to D4 w.e.f. 1.4.2001.

⁴ Post upgraded to D6 w.e.f. 1.10.1989.

⁵ Doubling-up appointment

Bureau/Dept	Post	Rank of post	Name
Commerce, Industry and Technology Bureau	Deputy Secretary for Commerce, Industry and Technology (Commerce and Industry) ^{1 6}	D4	* Raymond YOUNG
			Miss Yvonne CHOI
			TAM Wing-pong
	Permanent Secretary for Commerce, Industry and Technology (Information Technology and Broadcasting)	D8	*# HO Suen-wai, Francis
	Deputy Secretary for Commerce, Industry and Technology (Information Technology and Broadcasting) ^{1 7}	D4	* Mrs LAI CHAN Chi-kuen, Marion
			Ms Eva CHENG
			Mrs LAU NG Wai-lan, Rita
	Commissioner for Economic and Trade Affairs, USA	D6	* Ms Jacqueline Ann WILLIS
			PANG Tsan-wing, Kenneth
			Barrie WIGGHAM ⁸
	Director-General, London	D6	* Andrew LEUNG
			Ms LEE Suk-yee, Sandra
			John TSANG
	Principal Hong Kong Economic and Trade Representative, Tokyo	D6	* Alex FONG ⁹
			Miss CHEUNG Man-yee
			LEUNG Sai-wah, Paul

⁶ Post retitled from Deputy Secretary for Commerce and Industry (1) to Deputy Secretary for Commerce, Industry and Technology (Commerce and Industry)¹ w.e.f. 1.7.2002.

⁷ Post retitled from Deputy Secretary for Information Technology and Broadcasting (1) to Deputy Secretary for Commerce, Industry and Technology (Information Technology and Broadcasting)¹ w.e.f. 1.7.2002.

⁸ The rank of the post was D8 then.

⁹ A supernumerary D4 post was created to accommodate the officer.

Bureau/Dept	Post	Rank of post	Name
Commerce, Industry and Technology Bureau	Director-General, Hong Kong Economic and Trade Affairs, Washington	D4	* Edward YAU ¹⁰
			Chris JACKSON ¹¹
			MAK Ching-hung, Clement ¹⁰
	Permanent Representative of the HKSAR of China to the World Trade Organisation	D4	* LAW Chi-kong, Joshua ¹¹
			Stuart HARBINSON ¹¹
			WONG Wing-ping, Joseph ¹¹
	Special Representative for Hong Kong Economic and Trade Affairs to the European Communities	D4	* Chris JACKSON ¹¹
			WONG Ho-yuen, Andrew
			Peter LO
Companies Registry	Registrar of Companies	D4	*# Gordon JONES
Constitutional Affairs Bureau	Permanent Secretary for Constitutional Affairs	D6 ¹²	*# MAK Ching-hung, Clement
	Deputy Secretary for Constitutional Affairs(1)	D4	* LAI Yee-tak, Joseph
			IP Man-fai, Robin
			MAK Ching-hung, Clement
Correctional Services Department	Commissioner of Correctional Services	D6 equivalent	* PANG Sung-yuen
			NG Ching-kwok
			LAI Ming-kee
Customs and Excise Department	Commissioner of Customs & Excise	D6 equivalent	* WONG Hung-chiu, Raymond
			TSANG Chun-wah, John
			LI Shu-fai, Lawrence

¹⁰ Supernumerary D3 posts were created to accommodate the officers.

¹¹ Supernumerary D6 posts were created under the flexible ranking system to accommodate the officers.

¹² Post created on a supernumerary basis by holding against a vacant D8 post, pending review in the light of experience.

Bureau/Dept	Post	Rank of post	Name
Department of Health	Director of Health ¹³	D6	* Dr CHAN FUNG Fu-chun, Margaret
			Dr LEE Shiu-hung
			Dr THONG Kah-leong
Department of Justice	Director of Public Prosecutions	D6 equivalent	* I Grenville CROSS
			Peter V T NGUYEN
			John WOOD
	Law Draftsman	D6 equivalent	* YEN Yuen-ho, Tony
			James FINDLAY
			James O'GRADY
	Law Officer (Civil Law)	D6 equivalent	* LAI Ying-sie, BENEDICT
			Ian G M WINGFIELD
			Peter ALLAN
	Law Officer (International Law)	D6 equivalent	* Ian G M WINGFIELD
			David J LITTLE
			David M EDWARDS
	Solicitor General	D6 equivalent	* Robert ALLCOCK
			Daniel FUNG
			@ Anthony DUCKETT
			Bertrand E D DE SPEVILLE
	Director of Administration and Development	D6	* Miss Annie TAM ¹⁴
			HO Chi-ming, Kevin
			@ CHEUNG Hok-kwong, Peter
			Mrs TAN KAM Mi-wah, Pamela

¹³ Medical and Health Department was re-organised to become Department of Health and Hospital Services Department on 1.4.1989 and the post of Director of Health was created on the same date.

¹⁴ A supernumerary D4 post was created to accommodate the officer.

Bureau/Dept	Post	Rank of post	Name
Drainage Services Department	Director of Drainage Services	D5	* CHEUNG Tat-kwing, Raymond
			John COLLIER
			NG Yee-yum
Economic Development and Labour Bureau	Permanent Secretary for Economic Development and Labour (Labour)	D8	*# CHEUNG Kin-chung, Matthew
	Permanent Secretary for Economic Development and Labour (Economic Development)	D8	*# Ms LEE Suk-yee, Sandra
	Commissioner for Tourism ¹⁵	D6	* Ms Eva CHENG
			Mrs LAI KO Wing-yee, Rebecca
			Mike J T ROWSE
	Deputy Secretary for Economic Development and Labour (Economic Development) ¹⁶	D4	* Ms Miranda CHIU
			Ms KWAN Sik-ning, Maria
			Leo KWAN
Education and Manpower Bureau	Permanent Secretary for Education and Manpower	D8	*# Mrs LAW FAN Chiu-fun, Fanny
	Deputy Secretary for Education and Manpower (1)	D4	* CHOK Kin-fun, Philip
			CHEUNG Kin-chung, Matthew
			Ms Jacqueline Ann WILLIS
Electrical and Mechanical Services Department	Director of Electrical and Mechanical Services	D5	* LAI Sze-hoi
			LEUNG Cham-tim
			Hugh PHILLIPSON
Environment, Transport and Works Bureau	Permanent Secretary for the Environment, Transport and Works (Environment and Transport)	D8	*# Mrs LAU NG Wai-lan, Rita

¹⁵ Post upgraded to D6 w.e.f. 8.6.2001.

¹⁶ Post retitled from Deputy Secretary for Economic Services (1) to Deputy Secretary for Economic Development and Labour (Economic Development)¹ w.e.f. 1.7.2002.

Bureau/Dept	Post	Rank of post	Name
Environment, Transport and Works Bureau	Deputy Secretary for the Environment, Transport and Works (Environment and Transport)T1 ¹⁷	D4	* TANG Kwok-wai, Paul
			HO Chi-ming, Kevin
			LEUNG Sai-wah, Paul
	Permanent Secretary for the Environment, Transport and Works (Works)	D8	* LO Yiu-ching
			# LEE Shing-see
	Deputy Secretary for the Environment, Transport and Works (Works)1 ¹⁸	D4	* KWOK Ka-keung, Keith
			Mrs HUNG KWOK Wai-ching, Stella
			KWOK Ka-keung, Keith
Environmental Protection Department	Director of Environmental Protection ¹⁹	D5	* Robert John Steen LAW
			# Dr Stuart Bennett REED
Financial Services and the Treasury Bureau	Permanent Secretary for Financial Services and the Treasury (Financial Services)	D8	*# John Anthony MILLER
	Deputy Secretary for Financial Services and the Treasury (Financial Services)1 ²⁰	D4	* Miss AU King-chi
			Mrs LAI KO Wing-yee, Rebecca
			Mrs WEI CHUI Kit-yee, Lessie
	Government Economist	D4	*# TANG Kwong-yiu

¹⁷ Post retitled from Deputy Secretary for Transport (1) to Deputy Secretary for the Environment, Transport and Works (Transport and Works)T1 on 1.7.2002, and to Deputy Secretary for the Environment, Transport and Works (Environment and Transport)T1 w.e.f. 1.4.2003

¹⁸ Post retitled from Deputy Secretary for Works (Programme and Resources) to Deputy Secretary for the Environment, Transport and Works (Transport and Works)W1 from 1.7.2002, and to Deputy Secretary for the Environment, Transport and Works (Works)1 from 1.4.2003.

¹⁹ Post upgraded to D5 w.e.f. 1.10.1989.

²⁰ Post retitled from Deputy Secretary for Financial Services (1) to Deputy Secretary for Financial Services and the Treasury (Financial Services)1 w.e.f. 1.7.2002.

Bureau/Dept	Post	Rank of post	Name
Financial Services and the Treasury Bureau	Commissioner of Insurance	D4	* TANG Kwok-bun, Benjamin
			WONG Chi-kong, Alan
			@ LAM Ka-tai, Ros
			Mrs TAN KAM Mi-wah, Pamela
	Permanent Secretary for Financial Services and the Treasury (Treasury)	D8	*# LAI Nin, Alan
	Deputy Secretary for Financial Services and the Treasury (Treasury) (1) ²¹	D4	* YING Yiu-hong, Stanley
			Mrs LAM CHENG Yuet-ngor, Carrie
			HO Chi-ming, Kevin
	Deputy Secretary for Financial Services and the Treasury (Treasury)(2) ²²	D4	* Martin McKenzie GLASS
Fire Services Department	Director of Fire Services	D6 equivalent	* LAM Chun-man
			HSU King-ping
			TSANG Kwong-yu
Food and Environmental Hygiene Department	Director of Food and Environmental Hygiene	D6	* LEUNG Wing-lup, Gregory
			# Mrs LAU NG Wai-lan, Rita
Government Property Agency	Government Property Administrator ²³	D4	* Ms KWAN Sik-ning, Maria
			LAI Kwok-ying, Albert
Government Supplies Department	Director of Government Supplies	D5	* Mrs HUNG KWOK Wai-ching, Stella
			LEUNG Wing-lup, Gregory
			Nigel C L SHIPMAN
Health, Welfare and Food Bureau	Permanent Secretary for Health, Welfare and Food	D8	*# Mrs YAU TSANG Ka-lai, Carrie

²¹ Post retitled from Deputy Secretary for the Treasury (1) to Deputy Secretary for Financial Services and the Treasury (Treasury) (1) w.e.f. 1.7.2002.

²² Post upgraded to D4 for three years from 8.6.2001 to 7.6.2004, and retitled from Deputy Secretary for the Treasury (2) to Deputy Secretary for Financial Services and the Treasury (Treasury) (2) w.e.f. 1.7.2002.

²³ Post upgraded to D4 w.e.f. 27.2.1998.

Bureau/Dept	Post	Rank of post	Name
Health, Welfare and Food Bureau	Deputy Secretary for Health, Welfare and Food (Food and Environmental Hygiene) ²⁴	D4	* CHAN Yuk-tak, Eddy
			Mrs HUNG KWOK Wai-ching, Stella
			TANG Kwok-wai, Paul
	Deputy Secretary for Health, Welfare and Food (Health) ²⁵	D4	* YIU Kei-chung, Thomas
			LEUNG Wing-lup, Gregory
			Mrs HO KO Suet-yiu, Doris
Highways Department	Director of Highways ²⁶	D6	* MAK Chai-kwong
			LO Yiu-ching
			LEUNG Kwok-sun
Home Affairs Bureau	Permanent Secretary for Home Affairs	D8	*# Ms LEE Lai-kuen, Shelley
	Deputy Secretary for Home Affairs(1) ²⁷	D4	* KWAN Wing-wah, Leo
			LO Yat-fai
			Mrs HUNG KWOK Wai-ching, Stella
Home Affairs Department	Director of Home Affairs	D6	* Miss WONG Wing-chen, Janet ²⁸
			Ms LEE Lai-kuen, Shelley
			# WONG Wing-ping, Joseph
Hong Kong Observatory	Director of Hong Kong Observatory ²⁹	D5	* LAM Chiu-ying
			LAM Hung-kwan
			LAU Chi-kwan, Robert

²⁴ Post retitled from Deputy Secretary for the Environment and Food (A) to Deputy Secretary for Health, Welfare and Food (Food and Environmental Hygiene) w.e.f. 1.7.2002.

²⁵ Post retitled from Deputy Secretary for Health and Welfare (1) to Deputy Secretary for Health, Welfare and Food (Health) w.e.f. 1.7.2002.

²⁶ Post upgraded to D6 w.e.f. 30.10.1998.

²⁷ Post upgraded to D4 w.e.f. 5.6.1996.

²⁸ Double-up appointment

²⁹ Post upgraded to D5 w.e.f. 1.10.1989.

Bureau/Dept	Post	Rank of post	Name
Hong Kong Police Force	Commissioner of Police	D8 equivalent	* TSANG Yam-pui
			HUI Ki-on
			LI Kwan-ha
	Deputy Commissioner of Police, Operations	D4/D5 equivalent	* LEE Ming-kwai
			LAU Yuk-kuen
			WONG Tsan-kwong
	Deputy Commissioner of Police, Management	D4/D5 equivalent	* FUNG Siu-yuen
			LEE Ming-kwai
			TSANG Yam-pui
Housing Department	Deputy Director of Housing (Strategy)	D4	*# Ms CHUNG Lai-kwok, Elaine
	Deputy Director of Housing (Business Development)	D4	* TONG Wing-shing, Vincent ³⁰
			WU Moon-hoi, Marco
			Mrs LAW FAN Chiu-fun, Fanny
Housing, Planning and Lands Bureau	Permanent Secretary for Housing, Planning and Lands (Housing)	D8	*# LEUNG Chin-man
	Permanent Secretary for Housing, Planning and Lands (Planning and Lands)	D8	*# TSANG Chun-wah John
	Deputy Secretary for Housing, Planning and Lands (Planning and Lands) ¹ ³¹	D4	* TSO Man-tai, Thomas
			LAU Lai-chiu, Patrick
			MAK Chun-fong, Canice
Immigration Department	Director of Immigration	D6 equivalent	* LAI Tung-kwok
			LEE Siu-kwong
			Mrs IP LAU Suk-yee, Regina

³⁰ Double-up appointment

³¹ Post retitled from Deputy Secretary for Planning and Lands (Lands and Planning) to Deputy Secretary for Housing, Planning and Lands (Planning and Lands)¹ w.e.f. 1.7.2002.

Bureau/Dept	Post	Rank of post	Name
Information Services Department	Director of Information Services ³²	D6	* Miss CHOI Ying-pik, Yvonne
			CHAN Chun-yuen, Thomas
			Mrs YAU LEE Che-yun, Irene
Information Technology Services Department	Director of Information Technology Services ³³	D5	* WONG Chi-kong, Alan
			LAU Kam-hung
			Dr Colin Charles GREENFIELD
Inland Revenue Department	Commissioner of Inland Revenue	D6	* LAU MAK Yee-ming, Alice
			@ E C D'SOUZA
			Mrs SIN LAW Yuk-lin, Agnes
			WONG Ho-sang
Innovation and Technology Commission	Commissioner for Innovation and Technology	D6	* Mrs KWOK TAM Pui-yi, Sarah ³⁴
			# HO Suen-wai, Francis
Intellectual Property Department	Director of Intellectual Property	D5	* Stephen Richard SELBY
			# Ms TAI Yuen-ying, Alice
Invest Hong Kong	Director-General of Investment Promotion	D6	*# Mike J T ROWSE
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	Secretary-General for Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	D4	*# LEE Lap-sun
Judiciary	Judiciary Administrator	D8	* TSUI Chi-keung, Wilfred
			# Ms TAI Yuen-ying, Alice
Labour Department	Commissioner for Labour	D6	* Mrs TAN KAM Mi-wah, Pamela
			CHEUNG Kin-chung, Matthew
			Ms Jacqueline Ann WILLIS

³² Post upgraded to D6 w.e.f. 27.2.1998.

³³ Post upgraded to D5 w.e.f. 1.4.1989.

³⁴ Double-up appointment

Bureau/Dept	Post	Rank of post	Name
Land Registry	Land Registrar	D4	* Kim Anthony SALKELD
			Anthony Geoffrey COOPER
			PANG Tsan-wing, Kenneth
Lands Department	Director of Lands ³⁵	D5	* LAU Lai-chiu, Patrick
			Robert Douglas POPE
			Darwin CHEN
Legal Aid Department	Director of Legal Aid ³⁶	D6 equivalent	* CHAN Shu-ying
			Mrs CHEUNG CHENG Po-lin
			Patrick Ronald MOSS
Leisure and Cultural Services Department	Director of Leisure and Cultural Services	D6	* Ms WONG Sean-ye, Anissa
			# LEUNG Sai-wah, Paul
Marine Department	Director of Marine	D6	* TSUI Shung-yiu
			Ian Barry DALE
			Allan Charles PYRKE
Office of the Telecommunications Authority	Director-General of Telecommunications ³⁷	D6	* WONG Sik-kei
			# Alexander A ARENA
Official Receiver's Office	Official Receiver	D4 equivalent	* Edward Thomas O'CONNELL
			# Anthony Roblin HEARDER
Planning Department	Director of Planning	D5	* FUNG Chee-keung, Bosco
			PUN Kwok-shing, Peter
			Robert Ian William UPTON

³⁵ Buildings and Lands Department was re-organised to become Buildings Department and Lands Department on 1.8.1993. The post of Director of Buildings and Lands was ranked at D6 but the post of Director of Lands created after the re-organisation is ranked at D5.

³⁶ Post upgraded to D6 equivalent w.e.f. 1.10.1989.

³⁷ Post upgraded to D6 w.e.f. 25.5.2001.

Bureau/Dept	Post	Rank of post	Name
Post Office	Postmaster General	D5	* CHIANG Yam-wang, Allan
			LUK Ping-chuen
			Robert FOOTMAN
Printing Department	Government Printer	D5	* TSUI Kwan-ping, David ³⁸
			TANG Kwok-bun, Benjamin ³⁹
			Harry MYERS
Radio Television Hong Kong	Director of Broadcasting ⁴⁰	D5	* CHU Pui-hing
			Miss CHEUNG Man-yee
			Charles Stuart WILKINSON
Rating and Valuation Department	Commissioner of Rating and Valuation ⁴¹	D5	* PANG Tsan-wing, Kenneth
			Barry WOODROFFE
			Gordon BLENKINSOP
Security Bureau	Permanent Secretary for Security	D6 ⁴²	*# TONG Hin-ming, Timothy ⁴³
	Deputy Secretary for Security (1)	D4	* TONG Hin-ming, Timothy
			WONG Hung-chiu, Raymond
			Mrs YAU TSANG Ka-lai, Carrie
Social Welfare Department	Director of Social Welfare	D6	* Mrs LAM CHENG Yuet-ngor, Carrie
			LEUNG Kin-pong, Andrew
			Ian Robert STRACHAN
Territory Development Department	Director of Territory Development	D6	* WONG Hung-kin
			LEE Shing-see
			CHOW Che-king

³⁸ A supernumerary D3 post was created to accommodate the officer.

³⁹ A supernumerary D4 post was created to accommodate the officer.

⁴⁰ Post upgraded to D5 w.e.f. 1.10.1989.

⁴¹ Post upgraded to D5 w.e.f. 1.10.1989.

⁴² Post created on a supernumerary basis by holding against a vacant D8 post, pending review in the light of experience.

⁴³ Doubling-up appointment.

Bureau/Dept	Post	Rank of post	Name
Trade and Industry Department	Director-General of Trade and Industry ⁴⁴	D6	* HO Chi-ming, Kevin
			LAW Chi-kong, Joshua
			LAI Nin, Alan
Transport Department	Commissioner for Transport	D6	* Robert FOOTMAN
			Mrs LAW FAN Chiu-fun, Fanny
			Mrs YAM KWAN Pui-ying, Lily
Treasury	Director of Accounting Services	D5	* SHUM Man-to
			Brian DAGNALL
			Alan RICHARDSON
University Grants Committee Secretariat	Secretary-General, University Grants Committee	D4	* CHEUNG Po-tak, Peter
			Nigel FRENCH
			L F SPARK
Water Supplies Department	Director of Water Supplies	D6	* KO Chan-gock, William
			Hugh PHILLIPSON
			HU Man-shiu

Notes

- * Incumbent Officers
- # First holders of the posts
- @ Officers acting in the posts for administrative convenience to cover the temporary absence of the substantive holders

Remarks

- There are no D4 or above officers in Auxiliary Medical Service, Civil Aid Service, Civil Service Training and Development Institute, Government Flying Service, Government Laboratory, Government Land Transport Agency, Secretariat for Independent Police Complaints Council, Official Languages Agency, Public Service Commission, Registration and Electoral Office, Student Financial Assistance Agency and Television and Entertainment Licensing Authority.
- ICAC officers, judicial officers and other non-civil servants are not included in the list.
- Officers acting in the posts for administrative convenience to cover the temporary absence of the substantive holders for less than 6 months are not included in the list.

⁴⁴ Post retitled from Director-General of Trade to Director-General of Trade and Industry w.e.f. 1.7.2000.