

**LegCo Panel on Public Service
Meeting on 18 December 2000**

**Follow-up to Agenda Item IV
Pay, fringe benefits and employment protection
for government employees serving on agreement terms**

Government Employees on Contract Terms

- Breakdown of the number of non-civil service contract staff (including temporary staff employed previously) as at 30 June 2000 -

By duration since first employed

Duration since first employed	No. of NCSC staff
1 year or less	4 475 (59%)
1-2 years	1 373 (18%)
2-3 years	468 (6%)
more than 3 years	1 248 (17%)
TOTAL	7 564 (100%)

Note: Figures include staff offered new employment after expiry of previous employment and break in service and part-time staff employed intermittently.

By nature of employment

Nature of employment	No. of NCSC staff
Full-time	6 250 (83%)
Part-time	1 314 (17%)
TOTAL	7 564 (100%)

- Breakdown of the 19 cases with contract gratuity plus MPF contributions of less than 10% -

Rate of contract gratuity plus MPF contributions	Number of cases
5%	4
7.5%	5
8%	10
TOTAL :	19

- We have briefed the Panel on 18 December 2000 regarding our plans to update the arrangements and guidelines for employment of non-civil service contract (NCSC) staff. In this regard, we have promulgated the updated arrangements and guidelines in a revised circular issued on 9 January 2001.
- In issuing the revised circular, we have taken the opportunity to clarify the scope of the NCSC scheme and remind heads of department that they should not employ NCSC staff for jobs which should be undertaken by civil servants on a long-term basis, especially if they see a continued need for permanent staffing by civil servants to meet the service needs of their departments in the long run. We will continue to monitor the situation of employment of NCSC staff by departments.
- Regarding the question of whether the service of teachers serving in government schools on non-civil service contract terms could be counted towards the three-year probationary period, we are studying the issue and the implications and will give a reply as soon as we have reached a conclusion.

