

**LegCo Panel on Public Service
Follow-up to Meeting on 18 December 2000**

The Administration's Response

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

- In respect of the 290 teachers serving in government schools on non-civil service contract terms, the Administration undertook to consider whether their one/two years of service could be counted towards the three-year probationary period if and when they are recruited into the civil service in 2001.
- When individual departments and grades conduct recruitment to fill civil service vacancies, employees engaged by individual departments as temporary staff or on non-civil service contract terms can be a source of candidates. Individual departments/grades may recruit from among these staff to fill their civil service vacancies.
- As the staff were employed on terms distinct from civil servants, they will have to apply for civil service vacancies through recruitment exercises, to undergo a selection process, and, if selected, to be appointed on the same basis as new recruits.
- We recognise that as some of these non civil service contract staff have been serving in the department concerned on similar duties and on whom the department has prior performance records, the purpose of observation for the purpose of establishing their suitability for joining the civil service may have been partially met.
- Heads of departments/grades will thus be given the discretion to reduce the probation period in respect of individual new appointees, having regard to their previous records of service with the department concerned, including availability of appraisals on their performance and conduct, and the relevance of their duties and experience to the civil service rank they are appointed to, by not more than half of the normally required probation period.