

Appendix II

The impact of outsourcing on staff deployment and their promotion prospect

Some major services (such as security guard services, cleansing services, computer maintenance, professional sound and technical support services for cultural venues) were outsourced many years ago by the Municipal Councils. Most of these services were not operated by government staff and have little effect on staff deployment and promotion prospect.

Other outsourcing initiatives have been carefully planned with due regard to staffing implications, and would be launched to tie in with natural wastage and the Voluntary Retirement Scheme as far as possible. Staff will be adequately consulted and briefed on any impending outsourcing schemes. The aim is to work out a coordinated and balanced approach to avoid creating staff redundancy. Staff affected by the outsourcing schemes have been absorbed and re-deployed to other posts within LCSD or the civil service. Most of the deleted posts are in the basic recruitment rank and would have little impact on the promotion prospect of staff.