

**立法會**  
**Legislative Council**

LC Paper No. CB(1) 256/01-02

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**Legislative Council**  
**Panel on Public Service**

**Minutes of meeting**  
**held on Thursday, 11 October 2001 at 2:30 pm**  
**in Conference Room A of the Legislative Council Building**

**Members present** : Hon TAM Yiu-chung, GBS, JP (Chairman)  
Hon LI Fung-ying, JP (Deputy Chairman)  
Hon LEE Cheuk-yan  
Hon CHEUNG Man-kwong  
Hon HUI Cheung-ching, JP  
Hon CHAN Kwok-keung  
Hon Bernard CHAN  
Hon Andrew WONG Wang-fat, JP  
Hon Howard YOUNG, JP  
Hon Albert CHAN Wai-yip

**Member attending** : Hon Abraham SHEK Lai-him, JP

**Members absent** : Hon Michael MAK Kwok-fung  
Hon LEUNG Fu-wah, MH, JP

**Clerk in attendance** : Miss Salumi CHAN  
Chief Assistant Secretary (1)5

**Staff in attendance** : Ms Pauline NG  
Assistant Secretary General 1  
  
Mr S C TSANG  
Senior Assistant Secretary (1)7

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Action

**I. Election of Chairman and Deputy Chairman**

Election of Chairman

Mr TAM Yiu-chung, Chairman of the Panel for the 2000-2001 session, presided over the election of the Chairman of the Panel for the 2001-2002 session and invited nominations for the chairmanship.

2. Mr TAM Yiu-chung was nominated by Mr CHAN Kwok-keung and the nomination was seconded by Ms LI Fung-ying. Mr TAM accepted the nomination.

3. As Mr TAM Yiu-chung was nominated, Ms LI Fung-ying, Deputy Chairman of the Panel for the 2000-2001 session, presided over the election. There being no other nominations, Mr TAM Yiu-chung was declared Chairman of the Panel for the 2001-2002 session. He then took over the chair.

Election of Deputy Chairman

4. The Chairman invited nominations for the deputy chairmanship. Ms LI Fung-ying was nominated by Mr CHAN Kwok-keung and the nomination was seconded by Mr CHEUNG Man-kwong. Ms LI accepted the nomination. There being no other nominations, Ms LI Fung-ying was declared Deputy Chairman of the Panel for the 2001-2002 session.

**II. Schedule of meetings for the 2001-2002 session**

5. Members endorsed the proposed schedule of meetings tabled at the meeting. They agreed that regular meetings of the Panel for the 2001-2002 session be held on the third Monday of each month at 10:45 am. As the third Monday of May 2002 was a public holiday, members also agreed that the regular meeting for that month be rescheduled for Thursday, 23 May 2002 at 2:30 pm.

**III. Items for discussion at the next meeting**

6. Members noted the list of outstanding items and agreed that the following items be discussed at the next regular Panel meeting on 19 November 2001:

- (a) Briefing by the Secretary for the Civil Service on the Chief Executive's 2001 Policy Address (proposed by the Panel); and

- (b) Civil Service Provident Fund Scheme — Progress Update (proposed by the Administration).

7. On paragraph 6(a) above, members agreed that the Secretary for the Civil Service be invited to brief members on the Civil Service Bureau (CSB)'s policy objective and initiatives in the coming year, particularly the following areas:

- (a) Review of organizational structure and curbing expenditure of the civil service, subvented organizations and other public organizations  
In view of the Administration's objective of achieving a "small government" and the earlier remarks made by the Chief Secretary for Administration and the Financial Secretary that public organizations were expected to review their organizational structure and curb expenditure, members were concerned about the implications of this move on the effectiveness, efficiency and morale of the civil service, subvented organizations and other public organizations;
- (b) Voluntary Retirement Scheme — Progress Update  
The Administration would be requested to update the Panel on the progress of the implementation of the Voluntary Retirement Scheme, in particular, the position of the applications from staff of the Food and Environmental Hygiene Department (FEHD). According to staff feedback, some of the applicants of FEHD had still not been informed of the result of their applications or the date of release, thus affecting staff morale of the department; and
- (c) Implications of the accountability system on the civil service  
Members were aware that the subject of "System of accountability for principal officials" had been covered by the Chief Executive's 2000 and 2001 Policy Addresses, and discussed at meetings of the Panel on Constitutional Affairs in the 2000-2001 session. The Administration would be required to brief this Panel on the implications of the accountability system on the civil service.

8. The Chairman directed that the Administration be requested to provide a paper to cover the three areas mentioned above and any other areas which the Administration might wish to highlight.

9. On paragraph 6(b) above, members noted that the Administration would brief the Panel on the Government's progressive contribution rate schedule under the Civil Service Provident Fund Scheme and the proposed extension/creation of two posts in CSB to carry out the implementation work. Members also noted that the Administration planned to submit the staffing proposal to the Establishment Subcommittee on 12 December 2001.

Other items

10. Mr LEE Chuek-yan expressed concern about the implication of this year's civil service pay adjustment on the subvented sector. Mr LEE recalled that Members had been informed vide the Legislative Council Brief issued by CSB in early June 2001 that the cost of the proposed pay adjustment to take effect on 1 April 2001 for the civil service and subvented organizations in terms of salaries and allowances was estimated to be \$3,975 million in 2001-2002. However, according to some minor staff of schools, the pay adjustment had not been extended to them. The Chairman directed that the Administration be requested to provide an information paper to address Mr LEE's concern.

11. Mr Albert CHAN expressed concern about the disciplinary mechanism in the civil service. He considered that the procedures involved were not fair to the civil servants concerned. Members agreed that the subject be included in the list of outstanding items for discussion.

12. Ms LI Fung-ying requested to be updated on the Administration's improvement measures for strengthening the management of staff with indebtedness problem.

*(Post-meeting note: A copy of the information paper provided by the Administration on "Indebtedness in the Civil Service" (issued vide LC Paper No. CB(1) 2167/00-01) was re-circulated to Ms LI Fung-ying on 12 October 2001.)*

**IV. Any other business**

13. There being no other business, the meeting ended at 2:45 pm.

Legislative Council Secretariat

8 November 2001