

**LegCo Panel on Public Service**

**List of outstanding items for discussion**

(Position as at 14 November 2003)

**Proposed timing  
for discussion**

**Part A Discussion items proposed by members**

**1. Review of civil service allowances**

At the request of members at the Panel meeting held on 25 April 2003, the Secretary for the Civil Service undertook to brief the Panel in July 2003 on the specific proposals on the priority items for the review which are listed in paragraph 7 of the information paper provided by the Administration for the meeting.

19 April 2004

The Administration proposes to brief the Panel in April 2004 on the Administration's review proposals in respect of individual allowances and the progress of staff consultation.

**2. Employment of non-civil service contract staff**

At the Panel meeting on 9 October 2003, Mr LEE Cheuk-yan expressed concern that non-civil service contract staff (NCSC staff) in various government departments are subject to substantial pay reduction and termination of employment as and when the departments decided to do so. Mr LEE considered that CSB should monitor the employment of NCSC staff by various government departments to ensure that they are paid at reasonable levels and to enhance their employment protection. He suggested that CSB be invited to brief the Panel on the subject and to provide the following information:

19 April 2004

- (a) Number of NCSC staff employed and terminated by individual departments in the past two years and the reasons of termination;
- (b) Extent of pay reduction applied to NCSC staff by individual departments in the past two years and any planned pay reduction to be applied to NCSC staff in the coming year; and

**Proposed timing  
for discussion**

- (c) How CSB monitors the situation to ensure that NCSC staff are paid at reasonable levels and to enhance their employment protection.

The Administration proposes to discuss the issues relating to the employment of NCSC staff in April 2004.

**3. Civil service disciplinary mechanism and procedures**

At the Panel meeting on 9 October 2003, Mr Albert CHAN referred to recent judicial review cases in which the court ruled in favour of the civil servants who launched the judicial review against the Government in respect of its decisions on disciplinary punishment. Mr CHAN considered that the Civil Service Bureau (CSB) should review the civil service disciplinary policies and procedures in the light of the court judgement to rectify any deficiencies of the existing policies and procedures. He suggested that CSB be invited to brief the Panel on the subject and to provide the following information:

17 May 2004

- (a) Number of civil servants who launched judicial review in the past three years against the Government in respect of its decisions on disciplinary punishment and the outcome of the judicial review cases; and
- (b) Implications of the recent court judgment on the existing civil service disciplinary policies and procedures.

The Administration proposes to update the Panel on the improvement measures to the civil service disciplinary mechanism and procedures in May 2004.

**Proposed timing  
for discussion**

**Part B Discussion items proposed by the Administration**

**4. Progress on the development of an improved civil service pay adjustment mechanism**

The Administration proposes to brief the Panel on the progress of the development of an improved civil service pay adjustment mechanism.

15 December 2003

**5. Reorganization of the Civil Service Training and Development Institute**

The Administration proposes to brief the Panel on the proposal to reorganize the Civil Service Training and Development Institute. The Administration plans to submit the proposal to the Establishment Subcommittee and Finance Committee on 7 January 2004 and 20 February 2004 respectively.

15 December 2003

**6. Civil service related initiatives in the 2004 Policy Address**

The Administration proposes to discuss the policy initiatives of the Civil Service Bureau featuring in the 2004 Policy Address of the Chief Executive.

16 January 2004

**7. Review of job-related allowances**

The Administration proposes to brief the Panel on the result of the review of job-related allowances payable to civilian staff.

16 January 2004

**8. Enhancements to commendation schemes**

The Administration proposes to brief the Panel on the progress of enhancing the existing commendation schemes for civil servants.

16 February 2004

**Proposed timing  
for discussion**

**9. Review of acting allowances**

The Administration proposes to discuss proposals to revise the mechanism for granting acting allowances.

16 February 2004

**10. Civil service-related issues in the 2004 Budget Speech**

The Administration proposes to discuss civil service-related issues which may feature in the 2004 Budget Speech.

15 March 2004

**11. Progress of reduction of civil service establishment**

The Administration proposes to report on latest progress of the implementation of the reduction of civil service establishment.

15 March 2004

**12. Civil Service Customer Service Award 2003-2004**

The Administration proposes to brief the Panel on the Civil Service Customer Service Award scheme launched by the Civil Service Bureau in 2003-04 to promote a customer-oriented service culture in the civil service.

17 May 2004

**13. Update on the development of an improved civil service pay adjustment mechanism**

The Administration proposes to update the Panel on the development of an improved civil service pay adjustment mechanism.

21 June 2004

**14. Training in the civil service**

The Administration proposes to update the Panel on the provision of training and development opportunities in the civil service.

21 June 2004