

LegCo Panel on Public Service

List of follow-up actions

(Position as at 18 February 2005)

Subject	Date of meeting	Follow-up actions required	Administration's response
1. <u>Review of civil service allowances</u>	25.4.2003	The Administration undertook to consider some Members' suggestion that the Overseas Education Allowance (OEA) scheme should apply to schooling in the Mainland, instead of in the United Kingdom. In other words, schooling in the United Kingdom would no longer be eligible for OEA.	The Administration's initial response was circulated to members vide LC Paper No. CB(1)2346/03-04(01) on 15 July 2004. The Administration undertook to take Members' suggestion into account when drawing up detailed change proposals under Phase two of the Review on Civil Service Allowances.
2. <u>Policy governing post-retirement employment of civil servants</u>	17.5.2004	(a) The Administration undertook to review the existing post-retirement employment mechanism, covering the following aspects, and to complete the review by end of 2004: (i) To examine whether the length of the six-month	The Administration's initial response was circulated to members vide LC Paper No. CB(1)2346/03-04(01)

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		<p>sanitization period was appropriate and to make reference to overseas practices in this aspect; to consider members' views, as follows:</p> <ul style="list-style-type: none"> ● The sanitization period for retired directorate officers should be lengthened, e.g. two or three years; and ● The sanitization period should be counted from the date on which the retired officers left the civil service, instead of the date of cessation of active service. In other words, the officers should not be allowed to take up any other employment during the period of their pre-retirement leave. <p>(ii) To examine how the transparency of the mechanism could be enhanced, taking into account the need to strike a balance between the rights of individual civil servants to pursue employment or business after retirement on the one hand and the public interests and the aspirations of the community regarding the integrity and impartiality of the civil service on the other.</p> <p>(iii) In connection with item (ii) above, to seek legal advice on whether the disclosure of information would infringe the privacy rights of the retired officers concerned.</p> <p>(iv) To consider whether more restrictions should be imposed on the post-retirement employment of</p>	<p>) on 15 July 2004. In response to the Panel's request, the Administration undertook to report to the Panel the outcome of the review on the existing post-retirement employment mechanism in March 2005.</p> <p>The proposed item is included in the list of outstanding items for discussion by the Panel.</p>

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		<p>directorate officers.</p> <p>(v) To consult the following parties on the review:</p> <ul style="list-style-type: none"> ● The Advisory Committee on Post-retirement Employment; ● Civil servants; and ● The Department of Justice. <p>(vi) To consider how the mechanism should be applied to officers joining the civil service under the new entry terms on or after 1 June 2000, i.e. those who would be eligible for Civil Service Provident Fund instead of pension upon retirement.</p> <p>(b) The Administration undertook to convey members' views expressed at the Panel meeting to the Advisory Committee on Post-retirement Employment.</p>	
<p>3. <u>Policy governing post-retirement employment of civil servants</u></p>	<p>21.12.2004</p>	<p>(a) The Administration undertook to report the outcome of its review of the existing post-retirement employment mechanism to the Panel in March 2005.</p> <p>(b) The Administration undertook to look into the approved cases of post-retirement employment of civil servants and:</p> <p>(i) remind the retired civil servants concerned of the terms of approval, such as the type of activities that they were not permitted to take part in during their approved employment; and</p>	<p>The Administration's response awaited.</p>

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		<p>(ii) strengthen the monitoring mechanism to ensure that the retired civil servants concerned had complied with the terms of approval.</p> <p>(c) The Administration undertook to follow up on further complaints about the possible conflict of interests between the post-retirement employment of the former Deputy Director of Housing and her previous service in the Government, including an allegation that she had been involved in lobbying District Council members to support the proposal of change of land use for a site in Tsing Yi, and to provide a report on the outcome of the investigation within two months, i.e. by 21 February 2005.</p>	
<p>4. <u>Civil Service Customer Service Award Scheme</u></p>	<p>21.12.04</p>	<p>The Administration undertook to consider a member's proposal of putting in place a new award scheme to commend those retired civil servants who had participated in voluntary and/or charitable activities after their retirement, and to provide a paper to report the outcome to the Panel in due course.</p>	<p>The Administration's response awaited.</p>
<p>5. <u>Containing the size of the civil service</u></p>	<p>17.1.05</p>	<p>(a) In response to members' concern about the exemption from the general recruitment freeze granted for 16 Government departments to conduct recruitment, the Administration undertook to provide information on the number, grades and ranks of the posts involved, with a breakdown by bureaux/departments.</p>	<p>The Administration's response on (a) was circulated to members vide LC Paper No. CB(1)940/04-05(01) on 18 February 2005.</p>

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		<p>(b) In response to members' concern about the need for deletion of the vacant directorate posts, the Administration undertook to provide the following information with a breakdown by bureaux/departments:</p> <ul style="list-style-type: none"> (i) Number of directorate posts on the civil service establishment; (ii) Number of directorate posts filled; (iii) Number of directorate posts left vacant; and (iv) Number of directorate posts frozen. 	<p>The Administration's response on (b) awaited.</p>
<p>6. <u>Policy governing post-retirement employment of civil servants</u></p>	<p>17.1.05</p>	<p>In response to members' concern about the approval given for directorate officers to take up post-retirement employment during their final leave period:</p> <ul style="list-style-type: none"> (a) the Administration undertook to seek legal advice on whether the Administration's disclosure of the information about individual applications for post-retirement employment would infringe the privacy rights of the applicants concerned; if yes, to consider to what extent and in what ways information on the applications could be disclosed. (b) subject to the legal advice on item (a) above, the Administration was requested to provide as far as possible the following information about the applications for post-retirement employment submitted by directorate officers in the years 2002 to 2004: 	<p>The Administration's response awaited.</p>

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		<p>(i) Names of the applicants, the last posts they held in the Government and the ranks concerned;</p> <p>(ii) The prospective employment to be taken up by the applicants;</p> <p>(iii) For those approved applications, to provide the following information:</p> <ul style="list-style-type: none">● whether the applicants concerned were allowed to take up the employment during their final leave period; if yes, the reasons;● the length of their final leave period; and for those applicants whose final leave period exceeded the normal upper limit of one year, the reasons for giving approval for them to accumulate such a long period of leave; and● the length of the sanitization period imposed on the applicants; <p>(iv) For those applications which were not approved, to provide reasons for not approving the applications.</p> <p>(c) To consider a Member's suggestion that the Central Policy Unit or the Civil Service Bureau should conduct an opinion poll to ascertain the expectations of the public on the policy governing the post-retirement employment of civil servants, in particular, on whether directorate officers should be allowed to take up employment during their final leave period.</p>	

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7. <u>Employment of non-civil service contract (NCSC) staff</u>	17.1.05	<p>In response to members' concern about the employment of NCSC staff, the Administration undertook to provide, for the meeting in April 2005 when the Administration would brief the Panel on the employment of NCSC staff, updated information on the following items:</p> <p>(a) Number of NCSC staff whose jobs are comparable to certain civil service jobs, with a breakdown by bureau/department, and measures that the Administration will take to address the situation; and</p> <p>(b) Training for NCSC staff.</p>	The Administration's response awaited.
8. <u>Civil service training</u>	17.1.05	The Administration undertook to consider providing information on the training programmes open to civil servants at different levels.	The Administration's response awaited.