

LegCo Panel on Public Service

**Measures for managing cases of misconduct and under-performance
in the civil service**

Supplementary Information

At the Panel meeting on 20 May 2005, arising from the discussion of Agenda Item III (on the measures for managing cases of misconduct and under-performance in the civil service), Members sought information on the following subjects. This paper provides the information sought.

	Response from the Administration
<p>(a) Number of cases received by the Civil Service Bureau in the past 12 months in relation to complaints lodged by civil servants against their supervisors on unfair or improper management</p>	<p>In the 12 months ending 31 March 2005, the Civil Service Bureau had received 30 complaints from civil servants against their supervisors on unfair or improper management.</p>
<p>(b) Number of disciplinary cases in the past three years where interdiction were ordered during the period of disciplinary proceedings with a breakdown as follows :</p> <p>(i) Number of cases where pay was suspended during the interdiction period; and</p> <p>(ii) Number of cases where pay was not suspended during the interdiction period and the maximum length of such period</p>	<p>The figures are provided in the <u>Annex</u>.</p>

Annex

In the three years ending 31 March 2005, we have ordered the interdiction of 402 officers -

Year	No. of interdiction cases ordered where pay was suspended in part or in full	No. of interdiction cases ordered where pay was not suspended	Total
2002/03	91	57	148
2003/04	90	54	144
2004/05	77	33	110
Total	258	144 ^(Note)	402

Note: These 144 cases may be further broken down as follows -

	<u>Length of interdiction where pay was not suspended</u>	<u>No. of cases</u>
(a)	less than 6 months	109
(b)	6 to 12 months	26
(c)	over 12 months	9

In all the 9 cases under (c) above, the length of interdiction with pay is due primarily to the time consumed by Police/ICAC investigations and, where applicable, criminal proceedings. The maximum length of interdiction is about 19 months.

2. At the Panel meeting on 20 May 2005, we advised Members that the number of active interdiction cases had steadily declined from about 150 in mid-2001 to about 80 cases in March 2005. The number of active interdiction cases as at the end of March in the past four years is appended below for Members' reference -

Position as at	No. of active interdiction cases where pay was suspended in part or in full	No. of active interdiction cases where pay was not suspended	Total no. of active interdiction cases
30 June 2001	76	73	149
31 March 2002	89	44	133
31 March 2003	68	33	101
31 March 2004	57	43	100
31 March 2005	58	24	82