

LegCo Panel on Public Service**List of follow-up actions**
(Position as at 17 June 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.

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2. <u>Civil Service Customer Service Award Scheme</u>	21.12.04	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.	The Administration's response awaited.
3. <u>Review of policy on post-service employment of former directorate civil servants</u>	21.3.05	<p>The Administration undertook to take the following actions:</p> <p>(a) To provide information on the existing policy and mechanism governing post-retirement employment of former non-directorate civil servants;</p> <p>(b) To seek legal advice on a member's request for information on the approved applications where the former directorate officers are involved, directly or indirectly, in the bidding for any government land, property, projects or contracts;</p> <p>(c) To seek legal advice on a member's suggestion that the approval for applications for post-retirement employment by directorate officers be deferred until the implementation of the revised mechanism, and consider in what ways the processing of applications for post-retirement employment could be enhanced between now and the implementation of the revised mechanism; and</p>	<p>The Administration's response to items (a) to (b) and its initial response to (c) was circulated to members vide LC Paper No. CB(1)1514/04-05(01) on 11 May 2005.</p> <p>The Administration's further response to item (c) was circulated to members vide LC Paper No. CB(1)1614/04-05(01) on 23 May 2005.</p>

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		<p>(d) To provide written response to the following motion passed at the Panel meeting:</p> <p>“本事務委員會不接受公務員事務局《有關前房屋署副署長／房屋局副局長鍾麗嫻女士退休後就業事宜》的調查報告，以及要求政府就該事件進行獨立調查，並向立法會和公眾提交報告。”</p> <p>(English translation) “That this Panel does not accept the Civil Service Bureau’s investigation report on “Post-retirement Employment of Ms Elaine Chung, Former Deputy Director of Housing/Deputy Secretary for Housing”, and requests the Government to conduct an independent investigation into the matter and present a report to the Legislative Council and the public.”</p>	<p>The Administration’s response to (d) was circulated to members vide LC Paper No. CB(1)1263/04-05(01) on 13 April 2005.</p>

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4. <u>Employment of non-civil service contract (NCSC) staff</u>	18.4.05	<p>The Administration was requested to take the following actions:</p> <p>(a) To review the policy governing the employment of NCSC staff and provide written response to the following motion passed at the Panel meeting:</p> <p>“本事務委員會促請政府立即研究把長期僱用的非公務員合約職位納入常額編制之內，改為長期聘用，並在 7 月前提交研究結果。”</p> <p>(English translation) “That this Panel urges the Government to immediately study the inclusion of the posts filled by non-civil service contract staff over a period of time in the permanent establishment by converting them to posts in respect of which appointment is offered on a long-term basis, and to present the outcome of the study before July.”</p> <p>(b) In connection with item (a) above, to make reference to the recent arrangements of the Hospital Authority for offering appointment on a long-term basis to its contract staff.</p> <p>(c) To provide the list of NCSC posts by bureau/department.</p>	The Administration's response awaited.

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		<p>(d) For each NCSC post, to provide the following information:</p> <ul style="list-style-type: none"> (i) Which of the following three types of service needs that the NCSC post was created for: <ul style="list-style-type: none"> ● To meet service need that was short-term or did not require keeping staff on a long-term basis; ● To meet service need that required staff on a part-time basis; ● To meet service need where the mode of delivery of the service was under review or likely to be changed. (ii) For those NCSC posts which were created to meet service need where the mode of delivery of the service was under review or likely to be changed, to provide the target date for completing the review; (iii) When the NCSC post was created and the planned duration of the post (e.g. one year, two years, three years); and (iv) Length of the contract offered to the NCSC staff occupying the post and years of service of the staff concerned. <p>(e) To provide a breakdown of the number and percentage of NCSC staff with monthly salary below \$8,000 (e.g. below \$3,000\$3,000 to 3,999, \$4,000 to \$4,999, and \$5,000 to \$5,999, etc.) (Annex B to the paper provided by the Administration (LC Paper No. CB(1)1248/04-05(03)).</p>	

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		(f) To provide the Panel with a regular update on the employment of NCSC staff once every six months.	
5. <u>Measures for managing cases of misconduct and under-performance in the civil service</u>	20.5.05	<p>The Administration undertook to provide the following information:</p> <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; and</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>	The Administration's response was circulated to members vide LC Paper No. CB(1)1783/04-05(01) on 14 June 2005.
6. <u>Impact of government outsourcing programme on civil servants</u>	20.5.05	<p>(a) The Administration was requested to consider providing the following information:</p> <p>(i) Amount of savings achieved through government outsourcing programmes in 2004-05 in terms of administration cost and staff cost respectively; and</p>	The Administration's response was circulated to members vide LC Paper No. CB(1)1795/04-05(01) on 15 June 2005.

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		<p>(ii) Total number of staff employed by government contractors under all the government outsourcing programmes currently in force.</p> <p>(b) The Administration also undertook to provide the following information:</p> <p>(i) Copies of the "Serving the Community by using the Private Sector – A General Guide to Outsourcing" published by the Efficiency Unit in 2003; and</p> <p>(ii) Findings of the outsourcing surveys conducted in 2000 and 2002, with the same details of the survey conducted in 2004 as set out in paragraph 7 of the paper provided by the Administration (LC Paper No. CB(1)1460/04-05(01)).</p>	