

Information Paper

**Legislative Council Panel on Public Service**

**Staff Consultation Mechanism in the Civil Service –  
Supplementary Information**

At the Panel Meeting on 20 June 2005, arising from the discussion of Agenda Item IV (on staff consultation mechanism in the civil service), Members sought information relating to the staff consultation mechanism in the civil service. This paper provides the information sought.

**Supplementary Information**

Whether the Committee on Freedom of Association of the International Labour Organization (ILO) had made any further comments on the Government's response to the four recommendations in the Committee's 334<sup>th</sup> Report; if yes, please provide the Committee's or ILO's comments and the Government's further response, if any

2. As of 6 July 2005, we have not received any further comments from the Committee on Freedom of Association of the ILO on the Government's response to the four recommendations made by the Committee on the concerned case in its 334<sup>th</sup> Report. We shall keep the Panel posted on developments in this regard.

List of the staff associations/unions constituting the Staff Side of the four Central Consultative Councils which opened their membership to non-civil service contract (NCSC) staff

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3. The list is provided at **Appendix**.

List of the Departmental Consultative Committees (DCC) which had included the representatives of NCSC staff as a standing arrangement

4. All the staff side representatives on the DCC are either elected or nominated by the staff members/staff associations they represent. There are three

major types of staff representatives. A staff representative may represent officers in (a) a particular grade; or (b) a particular division/regional office. Also, a staff association is normally given representation on the DCC if its paid-up membership comprises at least 25% of the officers of the particular grade(s) or a minimum of 500 staff, whichever is the less. In most DCCs, there is a combination of these three types of representatives. The staff representation on the DCC is not based solely on the terms of appointment of the staff concerned.

5. Heads of Departments or Grades are encouraged to communicate direct with the NCSC staff they employ on matters affecting the employment of the staff and to consider putting in place suitable communication channels, drawing reference to existing communication channels for civil servants such as the DCC as appropriate.

6. As a general principle, NCSC staff may convey their views and concerns at the DCC meetings through the DCC representatives. Moreover, NCSC staff in many bureaux/departments participate in the election of grade/divisional representatives. Indeed, at the moment, some NCSC staff have been elected to sit on the DCC as staff side representatives. The departments concerned include the major users of NCSC staff such as the Food and Environmental Hygiene Department; Leisure and Cultural Services Department; Department of Health; and Student Financial Assistance Agency.

*Civil Service Bureau*  
*July 2005*

**List of the Constituent Staff Associations/Unions of  
the Central Consultative Councils which Opened their Membership  
to Non-Civil Service Contract (NCSC) Staff**

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**1. Senior Civil Service Council (SCSC) (高級公務員評議會)**

Of the staff associations represented on the SCSC, the following staff association opens its membership to NCSC staff:

Hong Kong Chinese Civil Servants' Association (香港政府華員會)

**2. Model Scale 1 (MOD 1) Staff Consultative Council (第一標準薪級公務員評議會)**

The following constituent staff associations/unions currently on the Staff Side of the MOD 1 Council admit NCSC staff to their associations/unions:

- (a) Hong Kong Chinese Civil Servants' Association
- (b) Hong Kong Civil Servants' General Union
- (c) Government Employees Association
- (d) Government Staff Union
- (e) Hong Kong Government Water Supplies Department Employees Union
- (f) Agriculture, Fisheries and Conservation Department Staff Association
- (g) Government Property Attendants Association

**3. Police Force Council (PFC) (警察評議會)**

The membership of the constituent staff associations of the PFC is confined to the police grade. The question of membership of NCSC staff does not apply to these associations because the police grade has no NCSC staff.

**4. Disciplined Services Consultative Council (DSCC) (紀律部隊評議會)**

The membership of the constituent staff associations/unions of the DSCC is mainly confined to the disciplined services grades. The question of membership of NCSC staff does not apply to them because there are no NCSC staff serving as disciplined services staff.