

LegCo Panel on Public Service

List of outstanding items for discussion

(Position as at 23 February 2006)

**Proposed timing
for discussion**

1. Employment of non-civil service contract (NCSC) staff

At the Panel meeting held on 13 October 2005, Hon WONG Kwok-hing and Hon LEE Cheuk-yan expressed concern about the up-to-date position on the employment of NCSC staff, including the number of NCSC staff currently employed by various government departments and the duration of contracts offered to the staff concerned. They requested the Administration to update the Panel on the employment of NCSC staff.

20 March 2006

At the Panel meeting held on 21 November 2005, Hon WONG Kwok-hing and Hon LEE Cheuk-yan noted the Administration's proposal to update the Panel on the above subject at its meeting on 20 April 2006. They requested that the discussion of the subject be advanced to the Panel meeting in January 2006 so as to enable the Administration, before deciding on the allocation of funds in the 2006-2007 Estimates to be published in February 2006, to take into account the Panel's views on the need for renewal of contract of NCSC staff and conversion of some of the NCSC posts to civil service posts. In this connection, the Administration was requested to brief the Panel on its plans, if any, for the conversion of those NCSC posts with long-term service needs to civil service posts.

In its written reply dated 13 December 2005, the Administration explained that as it needed time to collect and compile the relevant statistics from bureaux/departments, the earliest possible date it could provide an update on the statistics of NCSC staff would be April 2006. The Administration also advised that the Panel on Manpower discussed the matter on the extension of temporary jobs in the public sector (involving both temporary jobs outsourced either to the private sectors or non-governmental organizations by Government and some NCSC posts directly employed by the Government departments) at its meeting on 19 January 2006. The

**Proposed timing
for discussion**

information paper provided by the Economic Development and Labour Bureau to the Panel on Manpower was issued to members of the Panel on Public Service vide LC Paper No. CB(1)973/05-06 on 22 February 2006. Having reviewed the current position, the Administration proposes to update the Panel on Public Service on the latest position of employment of NCSC staff at its meeting on 20 March 2006.

2. Civil servants' right to strike

At the Panel meeting held on 13 October 2005, Hon LEE Cheuk-yan expressed concern about the existing regulations forbidding civil servants from participating in a strike. Mr LEE pointed out that while the right to strike is one of the fundamental rights of the residents of Hong Kong as stipulated in Article 27 of the Basic Law, some civil servants had been warned by their departmental management that they would be considered as absent from duty without approval if they participated in a strike. Mr LEE then wrote to the Clerk to Panel on 31 October 2005 providing more details of the subject (LC Paper Nos. CB(1)251/05-06(01) and (02)).

20 March 2006

The Administration proposes to deal with the following issues at the Panel meeting on 20 March 2006:

- (a) To clarify that civil servants' right to strike is protected by the Basic Law; and
- (b) To address the concerns raised by Hon LEE Cheuk-yan with regard to the deduction of salary for absence from duty in a trade dispute.

3. Review of fringe benefit type of civil service allowances

The Administration provided an information paper on 22 September 2005 to brief the Panel on the latest position of the review of fringe benefit type of allowances including the latest package of change proposals for staff consultation (LC Paper No. CB(1)2298/04-05). The consultation period ended on 21 November 2005. The Administration briefed the Panel on 16 January 2006 on the change proposals arising from the review and the feedback received during staff consultation.

**Proposed timing
for discussion**

The Administration proposes to seek the Panel's views on the final proposals on the review on 20 April 2006 before the proposals are submitted to the Finance Committee (FC) for approval. The Administration intends to submit the proposals to FC at the meeting scheduled for 19 May 2006.

20 April 2006

4. Flexible work arrangements in the Government

At the Panel meeting held on 21 November 2005, Hon LEE Cheuk-yan requested that the feasibility of implementing the five-day week arrangement in the civil service be discussed at a meeting of the Panel in the 2005-2006 session. In its written reply dated 13 December 2005, the Administration proposed to present a paper to the Panel on "flexible work arrangements in the Government" in May 2006.

15 May 2006

At the LegCo Question and Answer Session held on 12 January 2006, the Chief Executive announced that the Administration would set up a working group to examine the proposal and implementation details of introducing a five-day week in the civil service with effect from 1 July 2006. At the Panel meeting held on 16 January 2006, members urged the Administration to brief the Panel on the subject as early as practicable, preferably before May 2006. The Administration advised that as it would take time for the working group to examine the proposal and for staff consultation, it remained the Administration's plan to brief the Panel on the above subject at its meeting to be held on 15 May 2006. Nevertheless, the Administration undertook to review the situation in due course and consider whether the briefing for the Panel could be advanced to April.

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

The Administration proposes to present to the Panel an overview of the measures taken by the Government in managing cases of misconduct and under-performance in the civil service.

15 May 2006

**Proposed timing
for discussion**

6. Promotion of good Human Resource Management (HRM) practices in the civil service

The Administration proposes to update the Panel on initiatives implemented by the Civil Service Bureau to promote good HRM practices and measures.

15 May 2006

7. Progress update on pay level survey and the development of an improved pay adjustment mechanism for the civil service

The Administration proposes to brief the Panel on the latest progress of the conduct of the pay level survey and the development of an improved civil service pay adjustment mechanism.

19 June 2006

8. Promotion of occupational safety and health in the civil service

The Administration proposes to brief the Panel on the initiatives and progress in promotion of occupational safety and health in the civil service.

19 June 2006

9. Civil Service Outstanding Service Award Scheme 2006

The Administration proposes to brief members on the outcome of the Civil Service Outstanding Service Award Scheme in 2005; and the outline of the Award Scheme to be launched in 2006.

To be confirmed