

**LegCo Panel on Public Service**

**List of outstanding items for discussion**

(Position as at 17 March 2006)

**Proposed timing  
for discussion**

**1. 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.

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

**2. Resumption of open recruitment for selected grades included in the Second Voluntary Retirement Scheme**

The Administration proposes to consult the Panel on the resumption of open recruitment for selected grades that have been included in the Second Voluntary Retirement Scheme before the expiry of the recruitment freeze imposed on these grades in March 2008 for meeting new essential service needs and addressing manpower planning problems.

20 April 2006

**3. 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

15 May 2006

**Proposed timing  
for discussion**

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.

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.

The Administration advised on 14 March 2006 that having reviewed the position, it would not be ready to brief the Panel on the subject in April. The Administration maintained its proposal to arrange the briefing for the Panel at the meeting in May.

**4. 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

**5. 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

**Proposed timing  
for discussion**

**6. 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

**7. 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

**8. 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