

LegCo Panel on Public Service**List of follow-up actions**

(Position as at 11 April 2006)

Subject	Date of meeting	Follow-up actions required	Administration's response
1. <u>Employment of non-civil service contract (NCSC) staff</u>	18.4.2005 13.10.2005 28.2.2006	<p>(a) The Administration was requested to provide the Panel with a regular update on the employment of NCSC staff once every six months.</p> <p>(b) The Administration was requested to provide the number of NCSC staff currently employed by various bureaux/departments and the duration of contracts offered to the staff concerned.</p> <p>(c) The Administration was requested to provide a breakdown of NCSC posts by bureau/department, showing the duration of the posts and whether the posts were created for any of the following purposes:</p> <ul style="list-style-type: none"> (i) To meet service need that was short-term or did not require keeping staff on a long-term basis; (ii) To meet service need that required staff on a part-time basis; (iii) To meet service need where the mode of delivery of the service was under review or likely to be changed; and (iv) To meet service need on a long-term basis. 	<p>For (a), an update on the employment of NCSC staff as at 31 December 2005 was included in the discussion paper provided by the Administration for the Panel meeting on 20 March 2006 (LC Paper No. CB(1)1067/06-06(03)).</p> <p>For (b), the required information was provided in the discussion paper for the Panel meeting on 20 March 2006 and the supplementary information tabled at that meeting.</p> <p>For (c), please refer to (e).</p>

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	20.3.2006	<p>(d) In connection with item (c)(iv) above, the Administration was requested to consider converting the NCSC posts concerned to civil service posts.</p> <p>(e) On (c) above, members were advised by the Secretary for the Civil Service (SCS) at the Panel meeting on 20 March 2006 that Civil Service Bureau (CSB) did not have the required information and it needed to concentrate its efforts in the following six months to conduct a special review of the NCSC staff situation on a department-by-department basis. However, SCS was requested to take the following actions to address members' concerns:</p> <p>(i) To review whether there was an abuse of the NCSC Staff Scheme by ascertaining whether the NCSC posts were created for any of the five purposes set out in paragraph 3(a) to (e) of the discussion paper for the Panel meeting on 20 March 2006 (LC Paper No. CB(1)1067/05-06(03)). In this connection:</p> <ul style="list-style-type: none"> ● Priority should be given to the 10 124 NCSC posts in the following eight bureaux/departments which had employed 5% or more of the total number of NCSC staff (as at 31 December 2005): <p style="text-align: center;">1. Buildings Department (800 posts) (5.1%)</p>	The Administration's response to (d) and (e) awaited.

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		<p>2. Department of Health (1 060 posts) (6.8%)</p> <p>3. Education and Manpower Bureau (1 339 posts) (8.5%)</p> <p>4. Electrical and Mechanical Services Department (1 036 posts) (6.6%)</p> <p>5. Food and Environmental Hygiene Department (1 006 posts) (6.4%)</p> <p>6. Leisure and Cultural Services Department (LCSD) (1 995 posts) (12.7%)</p> <p>7. Post Office (1 952 posts) (12.4%)</p> <p>8. Social Welfare Department (936 posts) (6%)</p> <p>● Priority should also be given to the posts filled by the 2 318 NCSC staff who had been continuously employed for five years or more (as at 31 December 2005).</p> <p>(ii) In connection with (i) above, to confirm whether the NCSC posts (such as Library Assistant and Assistant Librarian posts) in public libraries of LCSD were created for any of the five purposes set out in paragraph 3(a) to (e) of the discussion paper for the Panel meeting on 20 March 2006. For details of the posts involved, please refer to the information sheet tabled by Hon LEE Cheuk-yan at the Panel meeting on 20 March 2006 (LC Paper No. CB(1)1123/05-06(02));</p>	

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		<ul style="list-style-type: none"><li data-bbox="990 287 1805 604">(iii) To review whether the terms and conditions of employment offered to the NCSC staff were reasonable, and in this connection, to provide a breakdown of the 1 995 NCSC posts of LCSD, i.e. the department which had employed the greatest number of NCSC staff, showing the pay level, any pay adjustments and fringe benefits offered to each of the staff concerned since the posts were created;<li data-bbox="990 652 1805 842">(iv) To review whether the NCSC Staff Scheme had any adverse impact on bureaux/departments, e.g. whether it had given rise to any imbalances in manpower situation, any succession problems, and any adverse impact on quality of service;<li data-bbox="990 890 1805 1477">(v) To consider, after the review, whether some of the NCSC posts, in particular those created to meet service need on a long-term basis or those filled by NCSC staff continuously for five years or more, should be converted to civil service posts. If some of the NCSC posts were subsequently converted to civil service posts and NCSC staff who had been continuously employed for five years or more were selected to fill the posts, consideration should be given to waive the requirement for the staff concerned to complete the three-year probationary period and three-year agreement period (i.e. the “3 + 3” period) before they were considered for appointment on permanent terms; and	

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		(vi) To report to the Panel on the outcome of the review and provide the information requested by members in due course.	
2. <u>Civil servants' right to strike</u>	20.3.2006	<p>(a) To address members' concern that the present drafting of Civil Service Regulation (CSR) 610(1) and (2) implied that civil servants participating in a strike were considered as absent from duty without reasonable excuse, the Administration undertook to examine whether and how technical amendments should be made to improve the drafting. In this connection, the Administration was invited to consider a member's suggestion that CSR 610 should be amended to reflect the basis rationale underlying the Regulation, i.e. the "no work, no pay" principle.</p> <p>(b) In response to members' concern about the practice of placing in the personnel files of the staff concerned a copy of the letter from the departmental management to the staff whose salary had been deducted for absence from duty when they participated in a strike, the Administration undertook to provide an information paper, setting out the purposes for which the information contained in staff's personnel files would be used.</p>	The Administration's response was circulated to members vide LC Paper No. CB(1)1289/05-06(01) on 11 April 2006.