

**LegCo Panel on Public Service**

**List of outstanding items for discussion**

(Position as at 18 November 2005)

**Proposed timing  
for discussion**

**1. Development of an improved pay adjustment mechanism for the civil service: Progress update on pay level survey**

The Administration proposes to brief the Panel on the latest progress of the conduct of a pay level survey for the civil service and the next steps forward.

19 December 2005

**2. Creation of directorate posts to provide support to the expanded Commission on Strategic Development (CSD)**

The Administration proposes to brief the Panel on the creation of the following posts to provide the necessary support to the expanded CSD –

19 December 2005

- 1 post of Administrative Officer Staff Grade B1 (D4) as Secretary to CSD, to be offset by the deletion of 1 AOSGB (D3) post; and
- 1 post of Administrative Officer Staff Grade C (D2) as Assistant Secretary to CSD.

The Administration intends to submit the staffing proposal to the Establishment Subcommittee (ESC) for endorsement at the meeting scheduled for 18 January 2006 and to the Finance Committee (FC) for approval at the meeting scheduled for 17 February 2006.

**3. Enhanced training programmes**

The Administration proposes to brief members on the measures taken to enhance the provision of training opportunities open to civil servants, including self-learning, e-learning and classroom training.

16 January 2006

**Proposed timing  
for discussion**

**4. 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 will end on 21 November 2005.

The Administration proposes to brief the Panel on 16 January 2006 on the change proposals arising from the review and the feedback received during staff consultation.

16 January 2006

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 FC for approval. The Administration intends to submit the proposals to FC at the meeting scheduled for 19 May 2006.

20 April 2006

**5. Civil service establishment and related matters**

The Administration proposes to brief the Panel on the progress in containing the civil service establishment and implementation of the civil service recruitment freeze.

28 February 2006

The Administration also proposes that the concern expressed by Hon LI Fung-ying, Hon WONG Kwok-hing and Hon KWONG Chi-kin, in their joint letter dated 11 October 2005 to the Chairman of the Panel (LC Paper No. CB(1)36/05-06(01)), on the impact of the civil service recruitment freeze on disciplined services departments be covered under this item.

If necessary, the subject of the "suggested approach on directorate establishment proposals" may be covered under this item. The subject was referred to the Panel for follow-up after an informal discussion session among members of FC on 15 April 2005. At the meeting of ESC held on 13 October 2005, members noted that the Administration would put forward proposals to create a number of directorate posts for implementation of the various new initiatives featuring in the Chief Executive's 2005/2006 Policy Address. Noting the possible implications of such proposals on the stance agreed by

**Proposed timing  
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the various political parties on directorate staffing proposals, members of ESC agreed that the subject be brought to individual political groups to see if internal discussions should be arranged in this respect. They also noted that the subject had been referred to the Panel for follow-up.

**6. Civil service-related issues featuring in the Budget Speech 2006**

The Administration proposes to discuss civil service-related issues which may feature in the 2006 Budget Speech.

28 February 2006

Given that the Financial Secretary will present the Budget on 22 February 2006, the Administration proposes that the Panel meeting originally scheduled for 20 February 2006 be deferred for a few days. With the concurrence of the Chairman, the meeting is tentatively re-scheduled for Tuesday, 28 February 2006.

**7. 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.

20 March 2006

**8. National studies programme for civil servants**

The Administration proposes to give the Panel an up-dated overview of the national studies training programmes organized by the Civil Service Bureau (CSB).

20 March 2006

**9. 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

20 March 2006

**Proposed timing  
for discussion**

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)).

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.

**10. 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 April 2006

The Administration proposes to provide an update on the employment of NCSC staff as at 31 December 2005.

**11. 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**

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

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

15 May 2006

**13. 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

**14. 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