

Panel on Public Service

List of follow-up actions

(Position as at 9 January 2007)

Subject	Date of meeting	Follow-up actions required	Administration's response
1. <u>Employment of non-civil service contract (NCSC) staff</u>	<p>18.4.2005</p> <p>20.3.2006</p> <p>18.12.2006</p>	<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) To consider, after the special review on the employment of NCSC staff, 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.</p> <p>(c) In response to Members' concerns, the Administration undertook to provide the following information/documents:</p>	<p>For (a), the Panel last discussed the related issues on 18 December 2006.</p> <p>For (b), (c)(i) and (ii) and (d), the Administration's response was circulated to members on 9 January 2007 vide LC Paper No. CB(1)623/06-07(03).</p>

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		<p>(i) a written response to Hon LEE Cheuk-yan's submission dated 15 December 2006 (LC Paper CB(1)549/06-07(02));</p> <p>(ii) out of the 4004 NCSC staff posts which would be converted into civil service posts, the number (specifying the grades and ranks) of posts designated for low ranking officers; and</p> <p>(iii) how the NCSC positions could be replaced by civil service posts, including detailed information on the number of existing/anticipated civil service vacancies, the newly created posts, and existing vacant posts to be regraded (with specification on their grades and ranks) which would be used to phase out the 4004 NCSC positions (specifying the grades and ranks).</p> <p>(d) The Administration was requested to take follow-up action on the following motion passed at the meeting:</p> <p>“That this Panel expresses dissatisfaction that the findings of the review of the employment of non-civil service contract (NCSC) staff conducted on a department-by-department basis have failed to treat fairly the NCSC staff who have been employed for a long period of time, and requests that:</p> <p>(i) departments should conduct a review again to</p>	<p>The Administration's response to (c)(iii) is awaited.</p>

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		<p>ensure the conversion of the NCSC staff employed to fill the posts created to meet long-term needs to civil servants; and</p> <p>(ii) serving NCSC staff should be converted to civil servants by 'through train'"</p>	
<p>2. <u>Resumption of open recruitment for selected grades included in the Second Voluntary Retirement Scheme (VR II Scheme)</u></p>	<p>18.12.2006</p>	<p>(a) The Administration undertook to provide the Panel with regular updates (the first update to be provided at the end of 2006) on approval granted by the panel co-chaired by the Chief Secretary for Administration and the Financial Secretary for exemption from the recruitment freeze imposed on VR II grades, with relevant information including the number of posts approved for open recruitment and the grades involved.</p> <p>(b) To address Members' concerns, the Administration undertook to provide the following information:</p> <p>(i) the number of officers who have retired under the VR II Scheme in the 13 grades which are given special approval to conduct open recruitment to fill their vacancies in advance of the expiry of the recruitment freeze in March 2008;</p> <p>(ii) the anticipated wastage rate and the actual wastage rate of the 13 VR II grades which are granted special approval for recruitment in advance of the expiry of the recruitment freeze in March 2008; and</p>	<p>For (a), the Panel last discussed the related matters on 18 December 2006.</p> <p>The Administration's response to (b) was circulated to members on 9 January 2007 vide LC Paper No. CB(1)671/06-07(01).</p>

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		(iii) details of the expenditure on training of individual Health Inspectors.	
3. <u>Consultancy study on private certification of building submissions</u>	17.7.2006 (Joint meeting with the Panel on Planning, Lands and Works (PLW Panel))	<p>The Provisional Construction Industry Co-ordination Board's Task Force to Review the Construction Stage of the Development Process and the consultant conducting a study on private certification of building submissions were requested to take the following actions:</p> <p>(a) To take into consideration the views expressed by LegCo Members and deputations at the joint meeting on 17 July 2006, as well as those set out in the deputations' written submissions, in preparing the final report on the consultancy study and formulating recommendations on private certification; and</p> <p>(b) To provide the PS Panel and PLW Panel with the final report, and brief the two Panels on the final report in due course.</p>	The Administration's response is awaited.
4. <u>General recruitment freeze on civil service posts</u>	16.10.2006	The Panel noted that the Administration was reviewing whether the general recruitment freeze (including the current mechanism for application for exemption from the panel co-chaired by the Chief Secretary for Administration and the Financial Secretary) should continue to apply. The Administration undertook to report to the Panel, after the completion of the review by the end of the 2006-2007 financial year, on the outcome of the review and proposed policy changes, if any.	The Administration proposed to brief the Panel in March 2007 on the progress in containing the civil service establishment and implementation of the civil service recruitment freeze.

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<p>5. <u>Training and development for civil servants</u></p>	<p>16.10.2006</p>	<p>The Administration was requested to provide the following information:</p> <p>(a) Details of the Civil Service Exchange Programme with the Mainland, including the following information:</p> <ul style="list-style-type: none"> ● Details of the arrangements for the attachment of 43 Hong Kong civil servants to Mainland government offices/departments, including the criteria for selection of civil servants for attachment, the grades and ranks of the civil servants involved, the Mainland government offices/departments to which the civil servants were attached, and the duration of attachment; and ● Details of the arrangements for the secondment of 73 Mainland civil servants to the Hong Kong Special Administrative Region Government, including the ranks of Mainland civil servants involved, the bureaux/departments to which the Mainland civil servants were seconded (for disciplined services departments, please specify the divisions or units involved) and the positions held by them, and the duration of the attachment; <p>(b) Details of the thematic seminars, customized programmes meeting specific needs of departments, and induction seminars for new appointees to enhance civil</p>	<p>The Administration proposed:</p> <p>(a) to provide the Panel in January 2007 with an updated overview of the national studies training programmes and civil service exchange programmes organized by the Civil Service Bureau.</p> <p>(b) to brief the Panel in April 2007 on the provision of training and development in the civil service.</p>

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		<p>servants' understanding of the Basic Law, including the types of seminars/programmes, and the grades and ranks of the participants; and</p> <p>(c) Details of the various management-related training programmes.</p>	
<p>6. <u>Civil service disciplinary mechanism and procedures</u></p>	<p>16.10.2006</p>	<p>The Administration undertook to provide the following information:</p> <p>(a) Details of the dismissal cases since 2000-2001, including reasons for dismissal, and number and ranks of the officers involved; and</p> <p>(b) Measures and procedures in place to ensure the transparency and fairness of the civil service disciplinary mechanism and to ensure that the disciplinary mechanism will not be exploited to dismiss civil servants on political considerations.</p>	<p>The Administration proposed to brief the Panel in May 2007 on the measures to manage the civil servants' conduct and integrity, and handle misconduct and under-performance.</p>

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7. <u>Commendation schemes for civil servants</u>	16.10.2006	The Administration undertook to consider, in consultation with the staff side, a member's suggestion as follows: (a) To allow members of the public to participate in the selection of civil servants with outstanding performance for the award of commendations; and (b) To enhance the publicity of the outstanding work of individual civil servants who have been awarded commendations.	The Administration proposed to brief the Panel in January 2007 on the commendation schemes in the civil service.

Note: The Administration was reminded on 21 December 2006 to provide the information requested by members.

Council Business Division 1
Legislative Council Secretariat
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