

## **LEGISLATIVE COUNCIL PANEL ON PUBLIC SERVICE**

### **Written Response to the Motion on Employment of Non-Civil Service Contract Staff**

#### **Introduction**

At the meeting of the Panel on Public Service held on 15 March 2007, Members passed the following motion -

“That this Panel urges government departments to accord priority to non-civil service contract staff with relevant working experience in conducting open recruitment for pensionable civil servants.”

2. This paper sets out the response of the Civil Service Bureau to the above motion.

#### **Civil Service Recruitment Policy**

3. It is our long-established policy to fill civil service vacancies through an open, fair and competitive recruitment process. In filling civil service openings through open recruitment, we welcome all interested candidates who meet the relevant basic entry requirements to apply for the jobs, and compete on the basis of their overall merits.

4. The entry requirements for civil service grades and ranks are set with reference to academic or professional qualifications, technical skills, working experience, language proficiency and other qualities or attributes as required on the basis of the operational need of the grades/ranks concerned. All applicants must meet the basic entry requirements in order to be considered for appointment. Applicants who meet the basic entry requirements are required to go through a competitive selection process, including interviews and written examinations (as necessary). The appointment authority would, having regard to the job requirements,

select candidates on the basis of their ability, working experience and performance in written examinations and interviews, etc. Generally speaking, NCSC staff who have met the basic entry requirements of the job and possess working experience relevant to the job should enjoy a competitive edge over other candidates in the selection process.

5. We would also like to take the opportunity to clarify that for persons appointed to the civil service on or after 1 June 2000 on new entry terms, they are eligible to join the Civil Service Provident Fund Scheme, instead of being eligible for pension, upon satisfactory completion of their probation and/or agreement.

Civil Service Bureau  
April 2007