

For information

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 11 March 2008, Members passed the following motion -

“That, given the huge fiscal surplus, (this Panel) urges the Government to make its best endeavour to offer appointment to those non-civil service contract staff who have not been able to be converted to civil servants, so as to prevent them from becoming jobless.”

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

Response

3. Bureaux and departments (B/Ds), in considering whether to recruit any staff, whether on civil service or non-civil service contract (NCSC) terms, have to be satisfied that the manpower need is fully justified on operational ground, that the need has to be met by government-employed permanent or temporary staff, and that re-deployment of existing government-employed staff is not possible. In compliance with this principle, B/Ds review their manpower position on a regular basis and adjust their staff requirement as necessary to dovetail with changes in their operational needs.

4. With regard to NCSC staff, B/Ds employ them for work that is seasonal or time-limited or part-time in nature, or work that is subject to market fluctuation, or work whose mode of delivery is under review or likely to be changed (for example, through outsourcing). Accordingly, the number and type of NCSC positions are not static, they vary from time to time having regard to individual B/Ds' operational requirements

and circumstances. NCSC staff are therefore employed on a time-specific contract basis. When the work a NCSC staff is employed to do is completed or is phased out or is to be undertaken by a civil servant, his employment contract will not be renewed. When new work of a temporary nature needs to be undertaken, the B/D concerned will recruit staff on NCSC terms and on a time-specific contract basis.

5. In light of the foregoing, the Administration is not in a position to act in accordance with the motion set out in paragraph 1 above. Where necessary, B/Ds will endeavour to provide outgoing NCSC staff with appropriate employment assistance.

Civil Service Bureau
April 2008