

For information

Legislative Council Panel on Public Service

Pay Adjustment Cycles for Non-Civil Service Contract staff

Purpose

This paper provides supplementary information regarding the pay adjustment cycles for Non-Civil Service Contract (NCSC) staff.

Supplementary information

2. During the discussion on the pay adjustment arrangements for NCSC staff in the eight main user bureaux/departments (B/Ds)¹ of the NCSC Staff Scheme on 17 December 2007, Members asked the Administration to provide information regarding the pay adjustment cycles for their NCSC staff.

3. B/Ds conduct periodic reviews on the pay of their NCSC staff to ensure that it remains competitive with the prevailing pay levels in the market place, and enables them to recruit and retain NCSC staff. Reviews are conducted at different times of a year. Where justified, pay revisions are implemented on a prospective date after the conclusion of pay reviews and/or upon contract renewal of serving NCSC staff. In the past three years (i.e. from 2005 to 2007), the pay adjustment effective dates adopted by the eight main user B/Ds are set out below -

| B/D | Effective date of pay adjustment to NCSC staff ² | | |
|------|---|-------------------------------------|-------------------------------|
| | 2005 | 2006 | 2007 |
| LCSD | 1 January or 1 August | 1 August | 1 August |
| PO | 1 July | 1 July | 13 July |
| EDB | Upon contract renewal | 1 October or upon contract renewal | 1 September |
| EMSD | Upon contract renewal | 1 August or upon contract renewal | 1 August |
| DH | 1 January or 1 December | 1 April or 1 November | 1 April or 1 June or 1 August |
| FEHD | 1 January or upon contract renewal | 1 January | 1 October |
| BD | 1 January or upon contract renewal | No pay adjustment | 1 August |
| SWD | 1 June or upon contract renewal | 1 November or upon contract renewal | Upon contract renewal |

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¹ The eight main user B/Ds of the NCSC Staff Scheme are the Leisure and Cultural Services Department (LCSD), Hongkong Post (PO), Education Bureau (EDB), Electrical and Mechanical Services Department (EMSD), Department of Health (DH), Food and Environmental Hygiene Department (FEHD), Buildings Department (BD) and Social Welfare Department (SWD).

² Where more than one effective date is stated, pay adjustments for different groups of NCSC staff took effect on different dates.