

立法會

Legislative Council

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Report of the Panel on Public Service for submission to the Legislative Council

Purpose

This report gives an account of the work of the Panel on Public Service (the Panel) during the 2007-2008 legislative session. It will be tabled at the meeting of the Legislative Council (LegCo) on 9 July 2008 in accordance with Rule 77(14) of the Rules of Procedure of LegCo.

The Panel

2. The Panel was formed by a resolution passed by LegCo on 8 July 1998 and as amended on 20 December 2000, 9 October 2002 and 11 July 2007 for the purpose of monitoring and examining government policies and issues of public concern relating to civil service and government-funded public bodies, and other public service matters. The terms of reference of the Panel are in **Appendix I**.

3. For the 2007-2008 session, the Panel comprises 10 members. Hon Howard YOUNG and Hon LI Fung-ying were elected Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

Major Work

Overview of the civil service strength, retirement and resignation

4. During the session, the Panel had reviewed the overall strength, and the retirement and resignation situation of the civil service over the past 25 years. The Panel noted that in his 2005 Policy Address, the Chief Executive reiterated the target set in 2003 to reduce the civil service establishment to around 160 000 by end 2006-2007. Through the implementation of two rounds of

service-wide Voluntary Retirement schemes, the imposition of a general civil service open recruitment freeze and with the concerted and continuous efforts of bureaux and departments in reengineering operations, streamlining procedures and pursuing other modes of service delivery, the target was met in March 2007. At the end of March 2007, the civil service establishment stood at 161 015, representing a reduction of about 18% as compared with the establishment of around 198 000 in early 2000.

5. The Panel noted with concern about the aging profile of the civil service. In 1983-1984, there were only around 26% of civil servants who were in the age group of 40-59. However, by 2006-2007, this age group of civil servants already soared to 67%. The Panel was worried about the succession plan in the civil service and whether there would be adequate staff of suitable calibre in the years ahead to continue providing the public with an effective, efficient and high quality service.

6. The Administration advised that the change in the age profile of the civil service was mainly attributed to the substantial expansion of the civil service in the 1980's and to its efforts in controlling the size of the civil service in the last decade or so. Another contributory factor was the introduction of the New Pension Scheme (NPS) in 1987 and the specification of the age of 60 as the normal retirement age for civil servants in the civilian grades on NPS. The Administration further advised the Panel that it was mindful of the need to constantly impart vigour into the civil service and maintain its vibrancy. With the lifting of the open recruitment freeze for most grades, the Administration expected a moderation of the aging profile of the civil service in time.

7. The Panel had also reviewed with the Administration the arrangements in relation to the resumption of open recruitment for grades included in the Second Voluntary Retirement (VR II) Scheme, the employment of non-civil service contract (NCSC) staff and replacement of NCSC positions by civil service posts, the entry system for new appointees to the civil service and the grade structure views of selected grades in the civil service.

Resumption of open recruitment for grades included in VR II Scheme

8. The VR II Scheme was launched in March 2003 and covered a total of 229 designated grades with identified or anticipated surplus staff. About 5 300 civil servants were approved to retire under the Scheme. All of them had retired and a corresponding number of posts had been deleted. To safeguard the integrity of the Scheme, a five-year open recruitment freeze had been imposed on the VR II grades from March 2003.

9. The Panel had reviewed the recruitment need of all the VR grades and agreed that there was a need to lift the open recruitment freeze imposed on VR II grades after its scheduled expiry on 21 March 2008 so as to enable bureaux

and departments to meet their service needs.

Non-civil service contract staff

10. The Panel continued to monitor the employment situation of NCSC staff in the civil service. The Panel noted that the Civil Service Bureau (CSB), jointly with bureaux and departments, conducted a special review on the employment situation of NCSC staff in 2006. The review identified some 4 000 NCSC positions that involved work that should more appropriately be performed by civil servants. The Panel noted that bureaux and departments concerned were taking action to replace these positions by civil service posts in phases. As at 31 October 2007, about 930 out of these 4 000 odd positions had already been phased out and their work undertaken by civil servants. The phasing out of the remaining NCSC positions would have regard to the end-dates of the existing employment contracts of the relevant NCSC staff and the lead-time for filling the replacement civil service posts.

11. Some members of the Panel were concerned about the small number of NCSC staff who could successfully transfer to the civil service through the open recruitment exercises. As the Administration had identified only 4 004 NCSC positions for conversion into civil service posts, and there was no "through train" arrangement for the NCSC staff concerned, many of them would lose their jobs.

12. The Panel passed a motion urging the Government to make its best endeavour to offer appointment to those NCSC staff who had not been able to be converted to civil servants, so as to prevent them from becoming jobless.

13. The Administration advised that bureaux and departments, in considering whether to recruit any staff, whether on civil service or NCSC terms, had to be satisfied that the manpower need was fully justified on operational ground, that the need had to be met by government-employed permanent or temporary staff, and that re-deployment of existing government-employed staff was not possible. In compliance with this principle, bureaux and departments reviewed their manpower position on a regular basis and adjusted their staff requirement as necessary to dovetail with changes in their operational needs. With regard to NCSC staff, bureaux and departments employed them for work that was seasonal or time-limited or part-time in nature, or work that was subject to market fluctuation, or work whose mode of delivery was under review or likely to be changed (for example, through outsourcing). Accordingly, the number and type of NCSC positions were not static, they varied from time to time having regard to individual bureaux and departments' operational requirements and circumstances. NCSC staff were therefore employed on a time-specific contract basis. When the work a NCSC staff was employed to do was completed or was phased out or was to be undertaken by a civil servant, his employment contract would not be renewed.

When new work of a temporary nature needed to be undertaken, the bureaux and departments concerned would recruit staff on NCSC terms and on a time-specific contract basis. The Administration therefore could not convert all NCSC positions by civil service posts. Where necessary, bureaux and departments would endeavour to provide outgoing NCSC staff with appropriate employment assistance.

14. The Panel also passed a motion, urging the Government to consider setting up an inter-departmental platform to enhance the communication with NCSC staff, so as to improve employee-employer and staff-management relations and boost the morale of NCSC staff.

3+3 entry system

15. The Panel was concerned about the implementation of the "3+3 entry system" for new appointees to the civil service whereby recruits would be appointed to basic ranks in civil service grades on three-year probationary terms, to be followed by three-year agreement terms, before they were considered for appointment on the prevailing permanent terms. Some members of the Panel considered that this arrangement was too harsh and had seriously affected the morale of new appointees. It might result in a drain of talents in the civil service. The Panel passed a motion urging the Government to abolish the "3+3" policy and practice for recruiting civil servants.

16. The Administration advised that the "3+3 entry system" was introduced in 2000 when there was a general freeze on the open recruitment of civil servants. The Government had to be extremely careful in appointing officers on permanent terms as they would work on a long term basis for the Government until retirement. Even during the most difficult years, the Government had not made redundant any civil servants. The "3+3 entry system" was considered a fair assessment system for the Administration to consider whether an officer was suitable for appointment on permanent terms.

17. The Administration advised that since 2000, about 600 new recruits had been appointed under the "3+3 entry system" and the new entry system did not seem to have caused a retention problem. Indeed, individual grades were allowed the flexibility to formulate their own recruitment policy and to propose variations from the basic entry system to cater for management needs and operational requirements. For instance, the disciplined services had indicated a strong need for staffing their services with permanent staff on security and stability grounds. CSB would thus consider offering further appointment on prevailing permanent terms to the staff concerned upon completion of a three-year probationary period. In the light of experience from more open recruitment exercises and feedback from Heads of Departments (HoDs), CSB would decide whether there was a need to review and/or revise the "3+3 entry system", and whether the system was deterring the Government from

recruiting/retaining suitable persons as civil servants.

Grade structure review

18. In November 2007, the Administration briefed the Panel on its plan to conduct grade structure reviews (GSRs) for the disciplined services grades, directorate grades and selected non-directorate civilian grades.

19. In considering the stable recruitment, retention and career progression situations of the directorate grades, and having regard to the fact that vacancies in the directorate grades were mainly filled by internal promotions, the Panel had queried why there was a need to conduct GSR for the directorate grades. Some members of the Panel also held the view that GSRs should not be conducted simply for the sake of review, and that GSRs should not be seen as a means to make way for upward pay adjustments of civil service.

20. The Administration advised that in order to ensure civil service pay was broadly comparable with the private sector so as to attract, retain, and motivate staff of a suitable calibre to provide the public with an efficient and effective service, it was the Government's policy to conduct a pay level survey (PLS) once every six years using the broadly-defined job family and job level method. In addition to PLS, the Government would also conduct a Starting Salaries Survey at three-yearly intervals, and a Pay Trend Survey (PTS) on a yearly basis. As all the three surveys did not cover the directorate grades, the grade structure and the terms and conditions of service for directorate officers might fail to keep abreast of the market situation, and any sudden and massive adjustments concerning the employment terms of directorate officers might not be in the best interests of the civil service and the community as a whole. To ensure the stability of the civil service and in view of the fact that the last comprehensive GSR for the directorate grades was conducted in 1989, the Administration considered it necessary to conduct another GSR for the directorate grades.

21. Regarding the GSR for non-directorate civilian grade, the Panel was concerned about the criteria for selection of specific non-directorate civilian grades for review and had discussed the related criteria with the Administration. The Panel noted that some grades and ranks were facing recruitment and retention difficulties, and that such problems had not been and could not be addressed through the service-wide PLS. The Administration, therefore, considered it necessary to conduct GSRs for those non-directorate civilian grades with proven recruitment and retention difficulties. Having considered the GSR requests made by heads of grade/HoDs, CSB considered that two non-directorate civilian grades, namely the Government Counsel grade and the Veterinary Officer grade, were facing proven recruitment and retention difficulties. The Administration therefore decided to conduct GSRs for these

two grades.

22. The Panel urged the Administration to analyze the reasons for the high wastage rate of the Government Counsel grade, and whether the "3+3 entry system" and/or the posting arrangements had any adverse impact on the recruitment and retention of officers.

23. The Panel noted that the relevant advisory bodies on civil service salaries and conditions of service had been invited to conduct the GSRs. The Administration expected that the reviews would be completed and recommendations would be submitted to the Administration by September/October this year. After the Administration had received their recommendations, CSB would study each of them in detail, consult the staff sides and make submissions to the Chief Executive-in-Council. For those recommendations endorsed by the Executive Council which involved changes to civil service salaries or grade structure, it would seek the approval of the Establishment Subcommittee and the Finance Committee of the Legislative Council.

Civil service recruitment policy and procedures

24. The Panel discussed in March 2008 the civil service recruitment policy, in particular the situations under which the entry requirements would be lowered during a recruitment exercise. The Panel noted that in the recruitment exercise for the post of Director of Broadcasting, the Administration could not identify a suitable candidate to fill the post in the first round of the recruitment exercise, despite that there were more than 20 candidates. The Panel expressed grave concern that the Administration had waived the university degree requirement for the post which had aroused strong skepticism among the public that the arrangement was tailor-made for a pre-determined candidate.

25. The Administration advised that it had followed the laid down procedures in the recruitment exercises for the Director of Broadcasting post, and the lowering of the academic qualification requirement was implemented in view of the failure to identify a suitable candidate for the post in the first recruitment exercise, and having regard to an assessment of potential candidates available in the market. The recruitment procedures were endorsed and monitored by the Public Service Commission, an independent statutory body overseeing the civil service recruitment and promotion matters.

Incorporation of Basic Law assessment into civil service recruitment

26. During the briefing by the Administration on issues relating to the civil service featuring in the Chief Executive's 2007-2008 Policy Address, the Panel was informed that an assessment on the knowledge of the Basic Law would be included in the civil service recruitment process.

27. Whilst the Panel accepted that candidates applying for posts whose duties involved political considerations should be tested on their understanding of the spirit and application of the Basic Law, the Panel had queried about the need for an assessment of Basic Law knowledge for applicants for posts in the operation grades, e.g. life-guards and Hawker Control Officers, and requested for exemption of the Basic Law assessment for such posts. Some members of the Panel expressed concern that the proposed incorporation of Basic Law assessment into civil service recruitment might turn into an assessment of the political inclination of the candidates.

28. The Panel noted the Administration's view that the aim of incorporating an assessment of the Basic Law in the civil service recruitment process was to promote the understanding of the Basic Law among Hong Kong people, and civil servants in particular. For civil service posts requiring academic qualifications at Form 5 or above, the Basic Law test would take the form of multiple choice questions and the test result of a candidate would be assigned an appropriate weighting not exceeding 10% of the overall assessment of the candidate. As for jobs requiring academic qualifications below Form 5, the candidates would only be asked one or two questions during the interview, and only when two candidates were found all equal in all other aspects of the assessment, appointment would be made based on the candidates' performance in answering the Basic Law questions.

Civil service pay adjustment

29. The Panel was very concerned about the civil service pay adjustment exercise and had been keeping a close eye on the Administration's work in this respect. Civil service salary adjustments were considered annually. Under the established annual civil service pay adjustment mechanism, the Government would conduct an annual PTS to track pay movements in the private sector.

30. The Panel noted that starting from last year, with the agreement of the staff sides and the Chief Executive-in-Council, the annual PTS collected pay adjustment data from both larger (i.e. with 100 or more employees) and smaller (i.e. with 50-99 employees) companies, which were assigned a 75% and 25% weighting respectively. This year's PTS, covering the 12-month period from 2 April 2007 to 1 April 2008, had collected the pay adjustment data (including

basic pay and variable pay such as bonuses) of 141 289 employees in 97 companies (consisting of 139 502 employees in 72 larger companies and a total of 1 787 employees in 25 smaller companies). The survey produced the gross pay trend indicators (PTIs), which represented the movements in private sector pay for different salary bands during the period from 2 April of the previous year to 1 April of the survey year. The payroll cost of civil service increments was then deducted from the gross PTIs (which took into account additional payments such as year-end bonuses) to produce the net PTIs.

31. The Panel noted that upon completion of the PTS, the Administration had sought the Chief Executive-in-Council's decision on the pay offers to be made to the staff sides of the four central consultative councils, having regard to six factors, namely (i) the net PTIs, (ii) the state of the economy, (iii) changes in the cost of living, (iv) the Government's fiscal position, (v) the pay claims of the staff sides, and (vi) the state of the civil service morale.

32. After considering the responses of the staff sides of the four central consultative councils to the pay offers, the Chief Executive-in-Council had decided that, with retrospective effect from 1 April 2008, civil service pay should be increased by 6.30% for the directorate and officers in the upper salary band, and by 5.29% for officers in the middle and lower salary bands.

33. The Panel held a meeting on 16 June 2008 to discuss the 2008-2009 civil service pay adjustment proposal from the Administration. The Panel was concerned about the pay adjustment of NCSC staff as salaries of NCSC staff were not adjusted together with those of civil servants. The Panel considered that NCSC staff should also enjoy the fruit of the economic recovery as the civil service.

34. Regarding subvented sector staff, the Panel was worried that even though the Administration would adjust generally the subventions for those bodies with funding price-adjusted on the basis of formulae including a factor of civil service pay adjustment, the concerned subvented bodies might not increase the salaries of their staff according to the civil service pay adjustment proposal.

35. The Administration advised that NCSC staff were not officers on the permanent establishment. Employment packages and pay adjustment mechanism for NCSC staff were distinct from those applicable to civil servants. Given the nature of the NCSC Staff Scheme, HoDs had the discretion to decide whether pay adjustments should be made for their NCSC staff and the level of adjustments. In doing so, HoDs would have regard to a host of considerations, including condition of the employment market, recruitment results, staff retention needs, cost of living, civil service pay adjustment, etc. The detailed management of NCSC staff rested with HoDs and CSB did not require bureaux and departments to submit returns on the pay adjustments for their NCSC staff.

36. At the request of the Panel, the Administration conducted an ad-hoc survey on the eight main user bureaux and departments of the NCSC Staff Scheme, namely the Leisure and Cultural Services Department, Hongkong Post, Education Bureau, Electrical and Mechanical Services Department, Department of Health, Food and Environmental Hygiene Department, Buildings Department and Social Welfare Department, on how they adjusted the pay of their NCSC staff. The Panel noted that about 90% of NCSC staff received a pay increase in 2007. About 10% of NCSC staff did not receive a pay increase in 2007, including those in the Registration and Electoral Office who were employed for a period of a few months, and some NCSC staff in the Social Welfare Department and Hongkong Post whose salaries were found to be commensurate with or higher than those for similar jobs in the private sector through salary surveys.

37. The Panel noted that remuneration of the staff of subvented bodies was a separate matter from the subventions granted by the Administration to these bodies. With the exception of the staff in the aided school sector who were paid according to the civil service pay scales, the Administration was generally not involved in the determination of the pay or pay adjustment of staff working in subvented bodies. Notwithstanding, the Administration would remind the subvented bodies to suitably offer pay adjustment to their staff.

Terms and conditions of service

Application of the "no double benefits rule" in the civil service

38. The Panel was concerned about the application of the "no double benefits rule" in granting housing benefits to civil servants. Some members were of the view that if the spouse of a civil servant worked in the private sector and received housing benefits from his/her employer, the civil servant should not be debarred from being granted civil service housing benefits, as the spouse should also have the rights to enjoy his/her own fringe benefits.

39. The Administration advised that the civil service housing, education and passage allowances were granted for specific purposes. If the housing need of a civil servant had been met, through benefits offered to his/her spouse by the Government or a private company, the civil servant would not be granted civil service housing allowance. Under the existing policy, a civil servant might opt either to take advantage of the benefits under his/her own terms of employment or those of his/her spouse. The option could be changed at any time if the officer and his/her spouse so wished.

40. The Panel also noted that in the past few years, there were 62 cases involving breach of the "no double benefits rule" by civil servants, but most of

the cases involved "technical breaches", i.e. the spouses of the civil servants failing to relinquish their resident status in public housing. There were few cases relating to breach of the rule by civil servants in claiming other fringe benefits, e.g. education and passage allowances.

Provision of medical benefits to serving civil servants, retired civil servants and eligible dependants

41. The introduction of a Drug Formulary by the Hospital Authority (HA) in 2005 was a cause of concern for the Panel, as many civil servants had complained that they had difficulty in bearing the high medical expenses for drugs/equipment/services classified as patient self-financed items by HA, especially for those civil servants and/or their eligible dependants who suffered from chronic diseases.

42. The Administration advised that civil service eligible persons (i.e. civil servants/pensioners and their eligible dependants, and other eligible persons) could apply to the Government for re-imburement of expenses for drugs/equipment/services which formed an essential part of the medical treatment as prescribed and certified by the attending HA doctors on medical grounds but were not available in HA's hospitals or clinics or were chargeable by HA.

43. The Panel also urged the Administration to speed up the related work for establishing an interface between the Government and HA computerized accounting systems so as to facilitate direct payment by the Government to HA for drugs/equipment/services required by civil servants but chargeable under the HA Drug Formulary.

Implementation of five-day week in the civil service

44. The Administration reported the outcome of the review on the implementation of the final phase of five-day work week in the civil service at the Panel meeting on 17 November 2007. While the Panel noted that the five-day work week had been implemented satisfactorily in the civil service, it was concerned that about 47 500 civil servants still had to work on a non-five-day work week basis. Given that the Administration had undertaken to continue to explore the feasibility of allowing as many civil servants as possible to work on a five-day week basis, the Panel requested that the Administration should consider, where practicable, rotating the staff in different posts so that more officers would have the opportunity to work on five-day week. The Panel was also concerned that in implementing the five-day work week, some civil servants had to work excessively long hours daily which might adversely affect their health and family life. The Administration was requested to consider reviewing the conditioned working

hours for the lower-ranking officers, especially those performing manual work requiring good physique, with a view to shortening the conditioned working hours, and, on individual basis, allowing officers to revert to a non-five-day week post if they so wished.

45. In response to the request of the Panel, the Administration had provided statistics regarding civil servants applying for training sponsorships before and after the introduction of the five-day work week.

Conversion of the status of Model Scale 1 staff

46. On 21 April 2008, the Panel was consulted on the proposal to allow serving Model Scale 1 (MOD 1) staff to opt to become Category A officers, with improvement in leave accumulation limit and job security; and to grant the same status to new recruits to the MOD 1 grades. At the same meeting, the Panel also received oral views from the Staff Side of the MOD 1 Staff Consultative Council and five other staff associations and unions.

47. The Panel noted that the request of the Staff Side of Model Scale 1 Staff Consultative Council for conversion to Category A status stemmed from a desire for greater security in employment and better safeguard in terms of disciplinary and related procedures. As such, the majority of the staff associations and unions giving views to the Panel had indicated support for the proposed conversion of MOD 1 staff to Category A status and expressed the wish for its early implementation.

48. The Panel noted that whilst expressing support in principle of the conversion proposal, the staff associations/unions considered that the proposal could not fully satisfy the demands of all serving MOD 1 staff. Some staff associations/unions had requested that for equity reason, the leave earning rate of serving MOD 1 staff converted to Category A status should be enhanced to align with that applicable to junior civil servants remunerated on the Master Pay Scale. Some staff associations/unions also requested that the period of time allowed for all serving MOD 1 staff to opt to convert from Category B to Category A status should be lengthened to one year.

49. The Panel also noted that the staff associations/unions held a strong view regarding the inter-departmental posting arrangement. Under the Administration's proposal, MOD 1 common grade staff who opted for and were converted to Category A status would be subject to inter-departmental posting at the discretion of the management to fill posts in the same grades. The staff associations/unions were worried that the Government might make use of this flexibility to speed up the outsourcing of government services. Due to variation in organization culture and job requirements and skills among different departments, the affected staff might find it difficult to adapt, thus

affecting their performance.

50. Considering the strong views expressed by the staff side on the Administration's proposal for introducing the inter-departmental posting arrangement, the Panel urged the Administration to further liaise with the staff side before coming up with a proposal for Members' consideration.

Civil servants standing for elections and participating in electioneering activities

51. The guiding principle underpinning the Government's policy on civil servants' participation in elections and electioneering activities was high on the agenda of the Panel.

52. When the Administration was invited to brief the Panel on the revision of civil service regulations and guidelines for civil servants in the four restricted groups who were on final leave to stand for National People's Congress (NPC)-related elections and undertaking NPC-related electioneering activities, the Panel expressed grave concern that the revision was made only days before the deadline for nomination of candidates for the election of the Hong Kong Special Administrative Region (HKSAR) Deputies to the NPC, which aroused strong public criticism and suspicion that the revision was tailor-made to facilitate the former head of Independent Commission Against Corruption, Mrs Fanny LAW, to stand for election as a HKSAR Deputy to the NPC. The Panel also expressed concern that the arrangement was unfair to other civil servants who intended to join the election as they would have little time to seek nominations given that the revision was announced only days before the deadline for nomination. The Panel was also of the view that the "sanitization period" for a civil servant to stand for elections or participate in electioneering activities after leaving his office should not be too short so as to prevent any abuse of official authority and maintain the impartiality of the civil service.

53. Some members of the Panel considered that the decision made by the Government recently in respect of civil servants in the four restricted groups standing for the NPC-related elections was hasty and inappropriate. The Panel passed a motion to this effect at the meeting on 18 February 2008.

54. The Administration advised that the various regulations and guidelines on civil servants' standing for elections and participating in electioneering activities were subject to review, and amendment as appropriate, from time to time by CSB, having regard to changing circumstances and needs. Prior to each of the relevant elections and where circumstances warranted, CSB would also update or revise the concerned regulations and guidelines as appropriate.

55. The revised guidelines on standing for elections or participating in electioneering activities relating to the HKSAR Deputies to the NPC and the Election Conference for the HKSAR Deputies Election to the NPC were issued by CSB in early January 2008 following a review conducted in the latter half of 2007 in accordance with the established practice stated above. The revised guidelines refined the restriction on standing for NPC-related elections and undertaking NPC-related electioneering activities by all those civil servants in the four restricted groups and were on their final leave, subject to certain conditions and safeguards. The Administration considered that the refinement decision was warranted having regard to the circumstances prevailing in Hong Kong since the reunification, and was in full accord with the guiding principle governing civil servants' participation in election and electioneering activities, namely, to strike the appropriate balance between civil servants enjoying their civil and political rights as citizens on the one hand, and civil servants remaining impartial and avoiding any actual or potential conflict of interest on the other.

Other issues

56. In the current session, the Panel also examined some other issues including the Civil Service Outstanding Service Award Scheme, and national studies and Basic Law training provided for civil servants.

57. During the period from October 2007 to June 2008, the Panel held a total of 10 meetings.

Council Business Division 1
Legislative Council Secretariat
2 July 2008

Legislative Council

Panel on Public Service

Terms of Reference

1. To monitor and examine Government policies and issues of public concern relating to the civil service and Government-funded public bodies, and other public service organizations.
2. To provide a forum for the exchange and dissemination of views on the above policy matters.
3. To receive briefings and to formulate views on any major legislative or financial proposals in respect of the above policy areas prior to their formal introduction to the Council or Finance Committee.
4. To monitor and examine, to the extent it considers necessary, the above policy matters referred to it by a member of the Panel or by the House Committee.
5. To make reports to the Council or to the House Committee as required by the Rules of Procedure.

**Legislative Council
Panel on Public Service**

Membership list for 2007 – 2008 session

Chairman Hon Howard YOUNG, SBS, JP

Deputy Chairman Hon LI Fung-ying, BBS, JP

Members Hon LEE Cheuk-yan
Hon Margaret NG
Hon James TO Kun-sun
Hon CHEUNG Man-kwong
Hon Mrs Sophie LEUNG LAU Yau-fun, GBS, JP
Hon TAM Yiu-chung, GBS, JP
Hon WONG Kwok-hing, MH
Hon KWONG Chi-kin
(Total : 10 members)

Clerk Mr Andy LAU

Legal Adviser Mr KAU Kin-wah

Date 11 October 2007