

**Panel on Public Service**

**List of outstanding items for discussion**  
(Position as at 17 October 2008)

**Proposed timing  
for discussion**

**1. Policy on post-service employment of former directorate civil servants**

Following press reports that the Government had given approval for the former Permanent Secretary for Housing, Planning and Lands and Director of Housing, Mr LEUNG Chin-man, to take up post-retirement employment with New World China Land Limited, a subsidiary of the Hong Kong New World Development Company Limited (NWDCL), there was wide public concern about retired senior civil servants or those who were on final leave taking up work outside the Government which might constitute real or potential conflict of interest with their former government duties. In this connection, Hon Margaret NG has written to SCS on 7 August 2008, setting out her concerns about the policy governing post-retirement employment of senior government officials. By copy of the letter to the Panel, Ms NG also requested that arrangements be made for the subject to be discussed at a meeting of the Panel in the new legislative session.

27 October 2008

Upon receipt of the report by CSB, on how Mr LEUNG Chin-man's application for permission to join New World China Land Limited was processed and approved, CE issued a statement on 15 August 2008 stating that he has noted, among other things, that Mr LEUNG was involved in the handling of the subject of the Hunghom Peninsula development and that one of the subsidiaries of NWDCL was one of the developers involved. CSB did not mention this nor did it analyze the public perception of the fact that Mr LEUNG was involved in the handling of the subject when processing Mr LEUNG's application and presenting relevant documentation to the Advisory Committee on Post-service Employment of Civil Servants (the Advisory Committee). In the circumstances, CE had requested SCS to consult the relevant policy bureaux again on Mr LEUNG's application

with due regard to his involvement in the Hunghom Peninsula development and present the relevant information to the Advisory Committee for further advice on Mr LEUNG's application.

NWDCL announced on 16 August 2008 that the company had agreed with Mr LEUNG Chin-man to resolve their employment contract. In view of this subsequent development, CE advised the media that a re-assessment of Mr LEUNG's application would not be necessary, but instead, a dedicated committee would be set up to examine the best way forward for handling post-service employment of civil servants, taking into account the need to prevent real and potential conflict of interest, the civil servants' right to pursue employment after ceasing government service, and the public's perception of former civil servants taking up employment outside the Government. On 30 September 2008, the Administration announced the appointment of the Chairman and 10 members of the Committee on Review of Post-service Outside Work for Directorate Civil Servants. The Committee is tasked to review the relevant policy and arrangements and to submit findings and recommendations to CE in mid 2009.

At the meeting on 14 October 2008, members agreed to hold a special meeting on 27 October 2008 and invite the Administration to brief the Panel on the policy governing post-service employment of former directorate civil servants as well as the processing and approval of Mr LEUNG's application.

## **2. Delegation of Chief Executive's power under section 20 of Public Service (Administration) Order**

The Administration proposes to brief the Panel on the proposed amendment to section 20 of Public Service (Administration) Order to expressly provide for the delegation of the Chief Executive ("CE")'s power to another public officer. This section provides that CE shall consider and act on representations made by civil servants.

November 2008

**3. Progress update on grade structure reviews**

The Administration proposes to update the Panel on the progress made in respect of the grade structure reviews.

November 2008

**4. Review of salaries and conditions of service for the disciplined services grades**

Proposed by Ms LI Fung-ying , Mr IP Wai-ming and Dr PAN Pey-chyou at the meeting on 14 October 2008. Ms LI requested that the item be scheduled for discussion at the regular Panel meeting in November 2008.

November 2008

**5. Civil Service Code**

Complementing the political appointment system, the Administration considers it appropriate to prepare and issue a Civil Service Code applicable to civil servants. The Code will set out the principles and values which civil servants are expected to uphold and the framework within which they are expected to work with appointees under the political appointment system. The Civil Service Code will also delineate the roles and responsibilities of civil servants under the political appointment system and safeguard the integrity and political impartiality of the civil service.

December 2008

At the meeting on 15 October 2007, members requested the Administration to produce a copy of the Civil Service Code and report the progress of the related work in due course.

At the meeting on 14 October 2008, Dr Margaret NG expressed concern that in view of the further expansion of the political appointment system, the Civil Service Code should be issued without delay. She requested the Administration to brief the Panel on the progress of the preparation of the Civil Service Code as soon as possible and by the end of 2008.

**6. Employment of Non-civil Service Contract (NCSC) Staff**

Proposed by Mr IP Wai-ming and Dr PAN Pey-chyou at the meeting on 14 October 2008. The members requested the Administration to review the employment of NCSC staff, including the terms and conditions of employment,

To be confirmed

arrangements for recruitment to fill civil service posts and application of the provisions relating to employment protection under the Employment Ordinance (Cap. 57) to NCSC staff.

**7. New entry system for the civil service**

Proposed by Mr IP Wai-ming and Dr PAN Pey-chyou at the meeting on 14 October 2008. The members expressed concern about the appointment of new recruits to the civil service on three-year probationary terms, to be followed by three-year agreement terms under the new entry system, which was implemented on 1 June 2000. They requested the Administration to review the aforesaid arrangements under the new entry system.

To be confirmed

**8. Policy on government outsourcing**

Proposed by Mr IP Wai-ming and Dr PAN Pey-chyou at the meeting on 14 October 2008. The members requested the Administration to review its policy on outsourcing.

To be confirmed

**9. Medical and dental benefits for civil servants**

Proposed by Mrs Regina IP at the meeting on 14 October 2008. She expressed concern about the provision of medical and dental benefits for civil servants and requested that the subject be discussed at a meeting of the Panel.

To be confirmed