

Panel on Public Service

List of outstanding items for discussion (Position as at 13 November 2008)

Proposed timing for discussion

1. Grade structure reviews: recommendations of the advisory committees

The Administration proposes to update the Panel on the progress made in respect of the grade structure reviews in December 2008 if the grade structure review reports can be submitted by the relevant advisory bodies on civil service salaries and conditions of service to the Chief Executive by end November 2008.

15 December 2008

As proposed by Ms LI Fung-ying , Mr IP Wai-ming and Dr PAN Pey-chyou at the meeting on 14 October 2008, the item should cover issues relating to the review of salaries and conditions of service for the disciplined service grades.

2. Draft 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.

15 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.

3. 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 (the 3+3 system), which was implemented on 1 June 2000. They requested the Administration to review the aforesaid arrangements under the new entry system.

19 January 2009

As requested by Ms LI Fung-ying at the meeting on 20 October 2008, the discussion paper for this item should address her concerns on whether the 3+3 system will in effect facilitate the Government to dismiss civil servants through forced redundancy, and whether the stringent arrangement under the 3+3 system adopted by the Government would set a bad example for employers in the private sector.

To illustrate the impact of the 3+3 system on the recruitment and retention of civil servants, Mrs Regina IP also requested the Administration to provide figures on applications for civil service posts and wastage of the civil service before the introduction of the 3+3 system and the latest figures in these two aspects.

4. Impact on workload and working hours arising from the implementation of a Five-day Week

Proposed by Dr Margaret NG at the Panel meeting on 20 October 2008. Dr NG expressed concern about the discrepancies in workload and working hours of civil servants in different bureaux and departments. She requested the Administration to review the implementation of five-day week in the Government, with special regard to the impact on workload and working hours of civil servants, and provide an information paper for discussion with the Panel at a future meeting.

First Quarter of
2009

5. 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, 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. The Administration would report on the latest position of the employment of NCSC staff.

First quarter of
2009

6. Public consultation document by the Committee on Review of Post-service Outside Work for Directorate Civil Servants

The Administration proposes to brief members on the public consultation document by the Committee on Review of Post-service Outside Work for Directorate Civil Servants.

16 February 2009

7. Civil service-related issues featuring in the 2009 Budget Speech

The Administration proposes to brief members on the civil service-related issues featuring in the 2009 Budget Speech.

16 March 2009

8. 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.

First Quarter of
2009

9. Disciplinary mechanism and related procedures for disciplined services and civilian grades

Proposed by Dr Margaret NG at the Panel meeting on 20 October 2008. The Administration was requested to provide an information paper on the subject for discussion with the Panel in due course. The paper should include information on the principles and considerations for determining the percentage of salary and/or allowance paid to interdicted

Second quarter of
2009

officers in the disciplined service grades; the application in actual cases, etc. Dr NG also suggested that relevant staff associations should be invited to participate in the discussion of this item.

10. Integrity enhancement initiatives for civil servants

The Administration proposes to brief members on its integrity enhancement initiatives for civil servants.

Second quarter of 2009

11. Grade structure reviews: way forward

The Administration proposes to brief members on the way forward for the grade structure reviews.

Second quarter of 2009

12. 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.

Second Quarter of 2009

13. 2009-2010 civil service pay adjustment

The Administration proposes to brief members on the 2009-2010 civil service pay adjustment.

15 June 2009

14. Report by the Committee on Review of Post-service Outside Work for Directorate Civil Servants

The Administration proposes to brief members on the report by the Committee on Review of Post-service Outside Work for Directorate Civil Servants

June/July 2009