

Panel on Public Service

List of outstanding items for discussion
(Position as at 11 December 2008)

**Proposed timing
for discussion**

1. 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 concern that 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 a comparison of the numbers of applications for civil service posts and the wastage of the civil service before and after the introduction of the 3+3 system, including a breakdown on the recruitment and wastage figures for the disciplined service grades, which had obtained special permission for exemption from the general open recruitment freeze from 2000 to 2007 and where the 3+3 system did not apply.

**Proposed timing
for discussion**

2. Implementation of Five-day Week in the Government

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. At her request, the Administration agreed to provide an update on the implementation of five-day week in the Government, with special regard to the impact on workload and working hours of civil servants, for discussion with the Panel at a future meeting.

19 January
2009

3. 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

4. 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

5. 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

**Proposed timing
for discussion**

6. 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

7. 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 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.

Second quarter of
2009

As agreed at the meeting on 17 November 2008, the paper on this item would include a report on the progress in standardizing the disciplinary proceedings, in particular on whether staff concerned were allowed to make video or audio recording of the proceedings.

8. Integrity enhancement initiatives for civil servants

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

Second quarter of
2009

9. Grade structure reviews: way forward

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

Second quarter of
2009

**Proposed timing
for discussion**

10. 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

11. 2009-2010 civil service pay adjustment

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

15 June 2009

12. 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