

~~In principle, parents' support and involvement would facilitate the integration of children into their schools and help enhance their learning effectiveness. We consider that parents accompanying their children with special educational needs to attend school may not necessarily be an effective way to provide educational support. However, we encourage parents to communicate with the school so as to work out the most appropriate arrangement for their children, taking into account the children's individual needs.~~

Retired Civil Servants

10. **MR ALBERT HO** (in Chinese): *President, will the Government inform this Council of:*

- (a) *the respective numbers of civil servants at or above Master Pay Scale (MPS) Point 30 or at directorate level in bureaux and government departments who retired in 2004, 2005 and the first half of 2006, with a breakdown by bureaux and departments;*
- (b) *the number of cases in which the abovementioned retired civil servants at or above MPS Point 30 applied for taking up employment within two years from their retirement, with a breakdown by bureaux and departments, and the number of such cases approved, with a breakdown by the nature of work involved in the approved cases as follows:*

<i>Nature of work involved in the approved cases</i>		<i>Cases</i>	
<i>General classification of sectors</i>	<i>Post</i>	<i>Number</i>	<i>Sub-total</i>
<i>Full-time remunerated employment of a commercial nature</i>			
<i>Example: Commerce and trade</i>			
.....			
<i>Part-time remunerated employment of a commercial nature</i>			
<i>Example: Commerce and trade</i>			
.....			

<i>Nature of work involved in the approved cases</i>		<i>Cases</i>	
<i>General classification of sectors</i>	<i>Post</i>	<i>Number</i>	<i>Sub-total</i>
<i>Full-time remunerated employment of a non-commercial nature</i>			
<i>Example: Medical</i>			
.....			
<i>Part-time remunerated employment of a non-commercial nature</i>			
<i>Example: Education</i>			
.....			
<i>Honorary appointments or unremunerated service</i>			
<i>Example: Charity</i>			
.....			
<i>Total</i>			

- (c) *the number of cases in which the abovementioned retired directorate civil servants applied for taking up employment within three years from their retirement, with a breakdown by bureaux and departments, and the number of such cases approved, with a breakdown by the nature of work involved in the approved cases as follows; and*

<i>Nature of work involved in the approved cases</i>		<i>Cases</i>	
<i>General classification of sectors</i>	<i>Post</i>	<i>Number</i>	<i>Sub-total</i>
<i>Full-time remunerated employment of a commercial nature</i>			
<i>Example: Commerce and trade</i>			
.....			
<i>Part-time remunerated employment of a commercial nature</i>			
<i>Example: Commerce and trade</i>			
.....			
<i>Full-time remunerated employment of a non-commercial nature</i>			
<i>Example: Medical</i>			
.....			

<i>Nature of work involved in the approved cases</i>		<i>Cases</i>	
<i>General classification of sectors</i>	<i>Post</i>	<i>Number</i>	<i>Sub-total</i>
<i>Part-time remunerated employment of a non-commercial nature</i>			
<i>Example: Education</i>			
.....			
<i>Honorary appointments or unremunerated service</i>			
<i>Example: Charity</i>			
.....			
<i>Total</i>			

- (d) *the number of cases in which the retired civil servants mentioned in (a) above applied for post-retirement employment but were rejected as well as the reasons for rejection, with a breakdown by bureaux and government departments as well as salary scales (at or above MPS 30 or at directorate level)?*

PERMANENT SECRETARY FOR THE CIVIL SERVICE (in the absence of Secretary for the Civil Service) (in Chinese): President, under existing policy, all retired civil servants who wish to take up outside work (the principal part of which is carried out in Hong Kong) during their final leave period and/or within a specified control period from their retirement have to apply for prior permission. The control period is three years for officers remunerated at Directorate Pay Scale (DPS) Point 8 or equivalent and two years for other officers. Blanket permission is however given to officers remunerated on the Model Scale 1 Pay Scale to take up post-service outside work. Effective from 1 January 2006, all officers are also given blanket permission to take up unremunerated work with specified non-commercial organizations which include (a) charitable, academic or other non-profit-making organizations not primarily engaged in commercial operations; (b) non-commercial regional/international organizations; and (c) the Central Authorities.

The Head of Department (HoD)/Head of Grade (HoG) is the approving authority for post-service outside work for non-directorate officers. Applications from directorate officers are approved by the Civil Service Bureau and will be submitted to an independent Advisory Committee on Post-service Employment of Civil Servants (Advisory Committee) for advice. The Advisory

Committee publishes an annual report on its work, which provides an overview of post-service outside work applications handled in the year. A copy of the report is issued to the Legislative Council Panel on Public Service for reference each year.

The requested information is set out as follows:

- (a) In compiling civil service personnel statistics, it is our practice to classify civil servants according to different salary groups. We do not maintain statistics on civil servants at or above MPS Point 30 as a group. Instead, there are salary groups of MPS Point 34 to 44 and MPS Point 45 to 49, who are middle management/professional officers and senior management/senior professional officers respectively. As such, we can only provide the numbers of civil servants by bureaux/departments who retired from the service between 1 January 2004 and 30 June 2006, and whose ranks are within MPS Point 34 to 49 or DPS, or equivalent. Details are at Annex A.
- (b) As applications for post-service outside work from non-directorate officers are approved by the respective bureaux and departments, the Civil Service Bureau does not have ready details of such applications. In view of the limited time available and the substantial number of applications involved, we are not able to provide the detailed information relating to non-directorate officers as requested. We have however gathered from bureaux/departments the numbers of applications received/approved/rejected in respect of officers who retired between 1 January 2004 and the first half of 2006, and whose salary falls within MPS Point 34 to 49 or equivalent. The detailed information is set out in Annex B.
- (c) Applications from directorate officers are centrally approved by the Civil Service Bureau, and the requested information is now compiled and set out in Annex C.
- (d) The policy and arrangement governing post-service outside work are clearly set out in the Civil Service Regulations and relevant circulars. Civil servants are generally well aware of the approving criteria, and the need to avoid any real or perceived conflict of

interest in taking up post-service outside work. Hence, they will unlikely apply for outside work which may cause real or perceived conflict of interest. Of the officers at MPS Point 34 to 49 or equivalent and directorate officers who retired between 1 January 2004 and 30 June 2006, seven applications for post-retirement outside work were rejected as at 30 September 2006 on grounds that the proposed work may give rise to real or perceived conflict of interest. A table showing the seven rejected applications is at Annex D.

Annex A

Number of officers by bureaux/departments
who retired between 1 January 2004 and 30 June 2006

<i>Bureau/ Department</i>	<i>1 January 2004 to 31 December 2004</i>		<i>1 January 2005 to 31 December 2005</i>		<i>1 January 2006 to 30 June 2006</i>		<i>B/D Total</i>
	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	
Agriculture, Fisheries and Conservation Department	3	0	0	1	1	1	6
Architectural Services Department	24	4	15	0	7	2	52
Audit Commission	4	0	0	0	0	0	4
Auxiliary Medical Service	0	0	1	0	0	0	1
Beijing Office	0	1	0	0	0	0	1
Buildings Department	8	4	5	0	1	2	20
Census and Statistics Department	2	0	4	0	1	0	7
Civil Aid Service	0	0	0	0	1	0	1
Civil Aviation Department	3	0	4	1	1	0	9
Civil Engineering and Development Department	8	4	10	3	3	1	29
Civil Service Bureau	26	6	11	4	3	1	51
Commerce, Industry and Technology Bureau	4	0	0	3	0	0	7

<i>Bureau/ Department</i>	<i>1 January 2004 to 31 December 2004</i>		<i>1 January 2005 to 31 December 2005</i>		<i>1 January 2006 to 30 June 2006</i>		<i>B/D Total</i>
	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	
Companies Registry	1	0	1	0	0	0	2
Correctional Services Department	19	0	20	2	11	1	53
Customs and Excise Department	8	1	12	0	7	1	29
Department of Health	39	4	12	4	6	1	66
Department of Justice	4	2	7	2	1	1	17
Drainage Services Department	13	1	4	2	0	0	20
Economic Development and Labour Bureau	1	0	0	1	0	0	2
Education and Manpower Bureau	117	2	44	1	10	1	175
Electrical and Mechanical Services Department	16	1	5	3	4	1	30
Environment, Transport and Works Bureau	3	1	2	1	0	1	8
Environmental Protection Department	6	2	5	2	0	0	15
Financial Services and the Treasury Bureau	4	1	2	1	0	0	8
Fire Services Department	29	1	25	4	8	1	68
Food and Environmental Hygiene Department	19	1	36	0	2	0	58
Government Flying Service	4	0	1	0	1	1	7
Government Laboratory	12	2	1	0	1	1	17
Government Logistics Department	9	1	1	1	0	0	12
Government Property Agency	3	0	3	0	1	0	7

<i>Bureau/ Department</i>	<i>1 January 2004 to 31 December 2004</i>		<i>1 January 2005 to 31 December 2005</i>		<i>1 January 2006 to 30 June 2006</i>		<i>B/D Total</i>
	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	
Health, Welfare and Food Bureau	0	0	0	1	0	0	1
Highways Department	9	2	6	1	6	2	26
Home Affairs Bureau	2	1	3	0	0	0	6
Home Affairs Department	17	1	8	3	4	0	33
Hong Kong Observatory	5	1	0	0	1	0	7
Hong Kong Police Force	62	6	59	8	43	3	181
Hongkong Post	2	1	1	2	0	0	6
Housing Department	38	4	37	6	7	1	93
Housing, Planning and Lands Bureau	2	0	2	0	0	0	4
Immigration Department	26	2	19	3	9	0	59
Independent Police Complaints Council	0	0	1	0	1	1	3
Information Services Department	16	1	2	1	3	0	23
Inland Revenue Department	30	3	13	2	3	3	54
Innovation and Technology Commission	3	2	0	0	0	0	5
Intellectual Property Department	4	0	0	0	0	0	4
Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service	0	0	0	1	0	0	1
Judiciary	26	1	8	0	2	0	37
Labour Department	15	3	11	2	1	0	32
Land Registry	1	0	2	0	0	1	4
Lands Department	40	5	17	2	13	1	78
Legal Aid Department	4	1	0	2	1	0	8

<i>Bureau/ Department</i>	<i>1 January 2004 to 31 December 2004</i>		<i>1 January 2005 to 31 December 2005</i>		<i>1 January 2006 to 30 June 2006</i>		<i>B/D Total</i>
	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	
Leisure and Cultural Services Department	12	2	10	2	8	0	34
Marine Department	5	3	9	0	2	0	19
Office of the Government Chief Information Officer	12	1	1	1	0	0	15
Office of the Telecommunications Authority	9	0	2	0	1	1	13
Offices of the Chief Secretary for Administration and the Financial Secretary	3	1	4	1	2	0	11
Official Receiver's Office	4	0	0	1	0	0	5
Planning Department	8	2	3	2	0	0	15
Public Service Commission	0	0	0	0	1	0	1
Radio Television Hong Kong	6	0	3	1	1	0	11
Rating and Valuation Department	6	1	8	1	1	1	18
Security Bureau	1	0	0	1	0	0	2
Social Welfare Department	12	1	8	1	6	1	29
Student Financial Assistance Agency	2	1	0	0	0	0	3
Trade and Industry Department	1	0	0	0	0	0	1
Transport Department	5	1	3	0	0	0	9
Treasury	4	3	1	0	0	0	8
Water Supplies Department	17	3	5	1	2	0	28
Sub Total	798	92	477	82	188	32	1 669

<i>Civil servants working in public bodies</i>	<i>1 January 2004 to 31 December 2004</i>		<i>1 January 2005 to 31 December 2005</i>		<i>1 January 2006 to 30 June 2006</i>		<i>Total</i>
	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	<i>Officers at MPS 34 to 49¹</i>	<i>Officers at DPS²</i>	
Hong Kong Monetary Authority	10	1	3	0	0	0	14
Hospital Authority	79	2	26	0	9	0	116
Office of The Ombudsman	0	1	0	0	0	0	1
Sub Total	89	4	29	0	9	0	131
Total	887	96	506	82	197	32	1 800

Note: 1: MPS 34 to 49 means Master Pay Scale Point 34 to 49, or equivalent

2: DPS means Directorate Pay Scale, or equivalent

Annex B

Applications for Post-retirement Outside Work processed in respect of Officers at MPS 34 to 49 or equivalent who retired between 1 January 2004 and 30 June 2006

<i>Bureau/Department</i>	<i>Number of Applications¹</i>	<i>Number of Approved Cases</i>	<i>Number of Rejected Cases</i>
Architectural Services Department	15	15	0
Buildings Department	5	5	0
Census and Statistics Department	1	1	0
Civil Engineering and Development Department	3	3	0
Civil Service Bureau	188 ²	186 ²	2
Companies Registry	1	1	0
Correctional Services Department	15	15	0
Customs and Excise Department	2	2	0
Department of Health	115	115	0
Department of Justice	7	7	0
Drainage Services Department	4	4	0
Education and Manpower Bureau	273	271	2
Electrical and Mechanical Services Department	3	3	0
Environmental Protection Department	16	16	0
Fire Services Department	16	16	0
Food and Environmental Hygiene Department	17	17	0
Government Flying Service	1	1	0

<i>Bureau/Department</i>	<i>Number of Applications¹</i>	<i>Number of Approved Cases</i>	<i>Number of Rejected Cases</i>
Government Laboratory	7	7	0
Highways Department	15	15	0
Home Affairs Department	11	11	0
Hong Kong Observatory	1	1	0
Hong Kong Police Force	23	23	0
Housing Department	39	39	0
Immigration Department	25	25	0
Information Services Department	9	9	0
Inland Revenue Department	22	22	0
Intellectual Property Department	4	4	0
Judiciary	10	10	0
Labour Department	9	9	0
Land Registry	1	1	0
Lands Department	9	9	0
Legal Aid Department	10	10	0
Leisure and Cultural Services Department	35	35	0
Marine Department	4	4	0
Offices of the Chief Secretary for Administration and the Financial Secretary	3	3	0
Office of the Government Chief Information Officer	1	1	0
Office of the Telecommunications Authority	2	2	0
Planning Department	2	2	0
Radio Television Hong Kong	23	23	0
Social Welfare Department	6	6	0
Treasury	10	10	0
Water Supplies Department	2	2	0
Sub Total:	965	961	4

<i>Civil servants working in public bodies</i>	<i>Number of Applications¹</i>	<i>Number of Approved Cases</i>	<i>Number of Rejected Cases</i>
Hong Kong Monetary Authority	5	5	0
Sub Total:	5	5	0
Total:	970	966	4

1 A retiree may submit more than one application.

2 Of the 188 applications received, 186 applications were approved, including 139 paid part-time interpretation jobs of short duration and two unpaid jobs with non-profit-making organization taken up by the same retiree.

Annex C

Applications for Post-retirement Outside Work approved in respect of
Directorate Officers who retired between 1 January 2004 and 30 June 2006

(A) Paid Full-time Commercial Appointments

<i>Nature of Approved Outside Work</i>		<i>Bureau/Department</i>	<i>Number of Cases¹</i>
<i>Sector</i>	<i>Post</i>		
Commerce/Finance	Consultancy/ advisory service	Commerce, Industry and Technology Bureau	1
		Hong Kong Police Force	1
		Inland Revenue Department	2
	Corporate management	Civil Aviation Department	1
		Hong Kong Police Force	4
		Housing Department	1
		Social Welfare Department	2
	General administration	Government Logistics Department	1
		Home Affairs Department	1
Construction/ Engineering/Works	Consultancy/ advisory service	Water Supplies Department	1
		Lands Department	2
	Corporate management	Planning Department	1
		General administration	Information Services Department
Legal service	Legal practice	Department of Justice	3
		Hong Kong Police Force	1
Medical service	Clinical service	Department of Health	1
Security service	Security management	Correctional Services Department	1
		Hong Kong Police Force	3
Total:			28

1 A retiree may submit more than one application.

(B) Paid Part-time Commercial Appointments

<i>Nature of Approved Outside Work</i>		<i>Bureau/Department</i>	<i>Number of Cases¹</i>
<i>Sector</i>	<i>Post</i>		
Commerce/Finance	Consultancy/ advisory service	Home Affairs Department	1
		Inland Revenue Department	2
		Lands Department	1

<i>Nature of Approved Outside Work</i>		<i>Bureau/Department</i>	<i>Number of Cases¹</i>
<i>Sector</i>	<i>Post</i>		
	Corporate management	Civil Aviation Department	3
		Commerce, Industry and Technology Bureau	1
		Customs and Excise Department	2
		Hong Kong Police Force	2
		Inland Revenue Department	1
		Labour Department	1
	General administration	Civil Service Bureau	2
Construction/ Engineering/Works	Consultancy/ advisory service	Electrical and Mechanical Services Department	1
		Lands Department	1
	Corporate management	Civil Aviation Department	1
		Civil Engineering and Development Department	3
		Environmental Protection Department	1
		Housing Department	1
	Medical service	Consultancy/ advisory service	Department of Health
Clinical service		Department of Health	4
Others	Teaching	Inland Revenue Department	1
	Translation	Transport Department	2
Total:			32

1 A retiree may submit more than one application.

(C) Paid Full-time Non-commercial Appointments

<i>Nature of Approved Outside Work</i>		<i>Bureau/Department</i>	<i>Number of Cases¹</i>
<i>Sector</i>	<i>Post</i>		
Education	Executive management	Beijing Office	1
		Education and Manpower Bureau	1
Others (for example, international/public organizations)	Executive management	Health, Welfare and Food Bureau	1
		Leisure and Cultural Services Department	1
	Security management	Hong Kong Police Force	3
	Training	Hong Kong Police Force	1
Total:			8

1 A retiree may submit more than one application.

(D) Paid Part-time Non-commercial Appointments

<i>Nature of Approved Outside Work</i>		<i>Bureau/Department</i>	<i>Number of Cases¹</i>
<i>Sector</i>	<i>Post</i>		
Education	Consultancy/ advisory service	Planning Department	2
		Buildings Department	2
	Teaching/ academic research	Civil Service Bureau	10
		Department of Health	2
		Inland Revenue Department	5
		Social Welfare Department	2
		Transport Department	3
Charity	Consultancy/ advisory service	Radio Television Hong Kong	1
	Tutor	Office of the Government Chief Information Officer	2
Others (for example, international/public/ professional organizations)	Consultancy/ advisory service	Hong Kong Monetary Authority	1
		Hong Kong Observatory	1
	Teaching	Civil Service Bureau	1
		Inland Revenue Department	1
	Committee member	Office of the Government Chief Information Officer	1
Casework	Government Logistics Department	1	
		Total:	35

1 A retiree may submit more than one application.

(E) Honorary Appointments or Unpaid Services

<i>Nature of Approved Outside Work</i>		<i>Bureau/Department</i>	<i>Number of Cases¹</i>
<i>Sector</i>	<i>Post</i>		
Education	Executive Management	Information Services Department	1
		Buildings Department	3
	School management	Home Affairs Department	1
		Department of Health	2
	Teaching/ academic research	Environmental Protection Department	1
		Hong Kong Police Force	2

<i>Nature of Approved Outside Work</i>		<i>Bureau/Department</i>	<i>Number of Cases¹</i>
<i>Sector</i>	<i>Post</i>		
Commerce/Finance	Consultancy/ advisory service	Inland Revenue Department	1
	Corporate management	Highways Department	1
		Inland Revenue Department	1
	General administration	Education and Manpower Bureau	1
		Housing Department	1
Medical service	Executive management	Home Affairs Department	1
		Legal Aid Department	1
		Leisure and Cultural Services Department	2
	Advisory/ clinical service	Department of Health	2
Charity	Consultancy/ advisory service	Buildings Department	1
	Executive management	Legal Aid Department	3
	Council member	Buildings Department	1
		Correctional Services Department	1
		Home Affairs Department	1
Volunteer work	Buildings Department	1	
Others (for example, international/public/ professional organizations)	Council/board member	Buildings Department	3
		Home Affairs Department	1
		Leisure and Cultural Services Department	2
		Rating and Valuation Department	2
	Executive management	Environmental Protection Department	1
	Consultancy/ advisory service	Home Affairs Department	1
		Hong Kong Observatory	1
		Hong Kong Police Force	1
		Inland Revenue Department	1
	Speaker	Inland Revenue Department	2
Total:			44

¹ A retiree may submit more than one application.

Applications for Post-retirement Outside Work rejected in respect of Officers at MPS Point 34 to 49 or equivalent and Directorate Officers who retired between 1 January 2004 and 30 June 2006

<i>Bureau/Department</i>	<i>Number of Rejected Cases</i>	
	<i>Officers at MPS 34 to 49</i>	<i>Directorate officers</i>
Civil Aviation Department	0	1
Civil Service Bureau	2	0
Education and Manpower Bureau	2	0
Legal Aid Department	0	1
Transport Department	0	1

Progressive Block Tariff Structure

11. **MR ALBERT CHAN** (in Chinese): *President, at present, CLP Power Hong Kong Limited (CLP) adopts a progressive block tariff structure for domestic customers; the basic bi-monthly charge rate is 86.2 cents for each of the first 400 units, 93.2 cents for each of the next 600 units, and so on. Many members of the public have complained that this tariff structure is unfair to large households. In this connection, will the Government inform this Council whether:*

- (a) *it knows CLP's justifications for adopting the progressive block tariff structure for domestic customers;*
- (b) *it knows if CLP has, in formulating the progressive block tariff structure for domestic customers, considered its impact on large households; if it has, of the details; if not, the reasons for that; and*
- (c) *it has measures to ameliorate the above problem; if so, of the details of the measures; if not, the reasons for that?*

SECRETARY FOR ECONOMIC DEVELOPMENT AND LABOUR (in Chinese): *President,*