

Panel on Public Service

List of follow-up actions

(Position as at 12 October 2009)

Subject	Date of meeting	Follow-up actions required	Administration's response
1. <u>Briefing by the Secretary for the Civil Service on the policy initiatives of the Civil Service Bureau featuring in the Chief Executive's 2008-2009 Policy Address</u>	20.10.2008	The Administration was requested to look into and provide information on the phenomenon quoted by a member where, as a result of the implementation of the revised starting salaries of the teaching grades in 2007, certificated masters/mistresses (CMs) converted to graduate masters/mistresses after the new starting salaries took effect in August 2007 received salaries allegedly higher than those received by CMs similarly converted before August 2007.	The Administration's response is awaited.
2. <u>Employment of non-civil service contract (NCSC) staff</u>	16.2.2009	Regarding the table entitled "Employment of Non-Civil Service Contract Staff by Bureau/Department/Office" attached to the Administration's reply (tabled at the meeting and issued to members vide LC Paper No. CB(1)815/08-09 (02) on 17 February 2009) to the Chairman's letter on employment of NCSC staff, the Administration was requested to provide in two months' time a further breakdown of the table in terms of the following criteria to be satisfied for employing NCSC staff: to meet service needs which were time-limited, seasonal, or subject to market fluctuations; or which required staff on a part-time basis; or which required tapping the latest expertise in a given field in the market; or where the mode of delivery of the service was under review or likely to be changed.	The Administration's response was issued vide LC Paper No. CB(1) 2235/08-09 on 10 July 2009.

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3. <u>Government outsourcing</u>	29.5.2009	<p>The Administration was requested to provide the following information to the Panel –</p> <ul style="list-style-type: none"> (a) The number of workers employed under the some 4 000 contracts for the delivery of public services awarded to the private sector over the past eleven years, and information on the wages of workers concerned; (b) A paper to set out the difficulties encountered by government departments as revealed in past outsourcing surveys; (c) Supplementary information on the engagement of agency workers by bureaux and departments; (d) Outcome of the Administration's consideration of the Chairman's suggestion that the Efficiency Unit should provide channels for gauging civil servants' views in the course of conducting the biennial outsourcing reviews, such as by consulting civil service staff unions/associations and Departmental Consultative Committees, so as to ensure that civil servants' views on outsourcing could be properly heeded. A sample of the questionnaire used for conducting the surveys should also be provided; and (e) Written responses to the following cases: <ul style="list-style-type: none"> (1) The case highlighted in the submission from the Land Inspectors Union tabled at the meeting; 	The Administration's response is awaited.

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		<p>(2) The case regarding use of security guards employed by contractors to perform the duties of court ushers as highlighted in the submission from the Hong Kong Federation of Civil Service Unions. In particular, the response should explain how concerns about court security so arising would be addressed; and</p> <p>(3) The two cases regarding the Lands Department and the Marine Department respectively as elaborated in the submission from the Public Services Committee of the Hong Kong Confederation of Trade Unions.</p>	
4. <u>Review of performance pledges</u>	29.6.2009	The Administration was requested to provide a comparison of the achievement rates of performance targets before and after Government services were contracted out, in particular those of the Hongkong Post and the Food and Environmental Hygiene Department.	The Administration's response was issued vide LC Paper No. CB(1)2359/08-09 on 22 July 2009.