

Panel on Public Service

List of outstanding items for discussion

(Position as at 14 March 2011)

**Proposed
timing for
discussion**

1. Requests for the conduct of grade structure reviews (GSR) for specific non-directorate civilian grades: assessment criteria

Last discussed at the meeting on 21 June 2010. Dr PAN Pey-chyou and Mr WONG Kwok-hing opined that specific non-directorate civilian grades which had requested the conduct of GSRs but to no avail should be invited to give views at a Panel meeting in due course.

April 2011

At the meeting on 17 January 2011, at the request of Dr PAN Pey-chyou, the Panel agreed to discuss the issue at its March regular meeting. The Administration, however, has indicated that it would need more time to prepare for discussion of this item, and has instead proposed to discuss this item in April 2011.

2. Overview of civil service disciplinary matters

The Administration has proposed to brief the Panel on the management of misconduct and under-performance in the civil service in the second quarter of 2011.

April 2011

3. Review of post-service outside work for directorate civil servants

Last discussed at the meeting on 19 October 2009. The Administration has proposed to brief the Panel on the Government's decision on the recommendations made by the Committee on Review of Post-service Outside Work

2nd quarter 2011

**Proposed
timing for
discussion**

for Directorate Civil Servants. At the meeting on 20 December 2010, Ms LI Fung-ying further proposed that the item should be discussed in the light of the recommendations of the Select Committee to Inquire into Matters Relating to the Post-service Work of Mr LEUNG Chin-man as soon as practicable.

4. Racial profile of the civil service

Proposed by the Administration in response to members' questions in this regard raised at the meeting on 24 May 2010, at which the Panel discussed "Language proficiency requirements for civil service appointments".

2nd quarter 2011

5. Language proficiency requirements for civil service appointments

Last discussed at the meeting on 24 May 2010. Members agreed to further follow up the issue. The Administration has indicated readiness to brief members on developments in this regard in the second quarter of 2011.

2nd quarter 2011

6. Employment of the disabled in the civil service

The Administration has proposed to brief members on the employment of the disabled in the civil service.

2nd quarter 2011

7. Progress update on the preparation of the Civil Service Outstanding Service Award 2011 and other commendation schemes for civil servants

The Civil Service Outstanding Service Award Scheme 2009 was discussed at the meeting on 21 December 2009. The Administration has proposed to update members on progress in preparing for the Civil Service Outstanding Service Award 2011 and other commendation schemes for civil servants.

2nd quarter 2011

**Proposed
timing for
discussion**

8. 2011-2012 Civil Service Pay Adjustment

The Administration has proposed to brief the Panel on the Government's decision on the civil service pay adjustment for 2011-2012.

2nd quarter 2011

9. Employment of non-civil service contract (NCSC) staff

Last discussed at the meeting on 15 November 2010. At the Panel meeting on 21 February 2011, Dr PAN Pey-chyou proposed to revisit the issue in due course to address concerns about the current arrangement that NCSC staff's experience was not taken into account and not counted towards the provision of incremental credits when they successfully applied for civil service posts, as a result of that they only received pay at the starting salary point.

To be confirmed

10. Hours of work of the civil service

Proposed by Mr LEE Cheuk-yan at the meeting on 17 January 2011. In Mr LEE's view, it was unfair that individual civilian grades in the civil service should have different conditioned hours of work of 44 and 45 hours a week, especially as those working 45 hours a week were not remunerated during meal breaks, so that their working hours were in fact 51 hours a week. He called for a comprehensive review of the situation to align the hours of work of the civil service, preferably to 44 hours a week so as to facilitate the implementation of five-day week. He also opined that the conditioned hours of work of all disciplined services grades should be the same, and that the meal break arrangements, such as the compensatory meal break arrangement, of the disciplined services grades, in particular the ambulancemen, should

To be confirmed

**Proposed
timing for
discussion**

be reviewed. Dr PAN Pey-chyou agreed with him on the need to discuss the meal break arrangements. The Administration agreed to provide a paper on the subject for members' reference.

11. Pay policy of the Government in the calculation of salaries of government school teachers

Proposed by Dr PAN Pey-chyou and Mr IP Wai-ming in response to complaints about the Education Bureau's failure to comply with the pay policy of the Government in the calculation of salaries of government school teachers. Relevant complaints and the Administration's response thereto have been issued to members vide LC Papers Nos. CB(1)1700/09-10(01), CB(1)2497/09-10(01) and CB(1)770/10-11 on 22 April, 12 July and 13 December 2010 respectively. The two members have also proposed that members of the Panel on Education be invited to join the discussion of this item.

To be confirmed