

Panel on Public Service

List of outstanding items for discussion

(Position as at 13 May 2011)

**Proposed
timing for
discussion**

1. 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".

June 2011

2. 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.

June 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 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.

Preferably not
later than June
2011

In the midst of controversies surrounding the recent employment of Mr LEUNG Chin-man by Chow Tai Fook Enterprises, the parent company of New World

**Proposed
timing for
discussion**

Development, Mr WONG Sing-chi and Ms LI Fung-ying urged at the Panel meeting on 18 April 2011 that the above item should be discussed as soon as practicable. In response, the Administration explained that relevant legal issues had yet to be sorted out because the imposition of additional restrictions on post-service outside work for directorate civil servants would have implications not only on civil service regulations but also on the relevant provisions of the Basic Law and the Hong Kong Bill of Rights Ordinance (Cap. 383). At members' request, the Administration agreed to confirm when the item would be ready for discussion.

4. 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

5. Disclosure of the illness of directorate civil servants

Proposed by Ms Emily LAU, who has written to the Panel on Constitutional Affairs (CA Panel) requesting it to discuss the mechanism for disclosure of the illness of Principal Officials and directorate civil servants. Since the CA Panel does not handle issues related to directorate civil servants, Ms LAU's letter has been referred to the Panel on Public Service for follow-up. The Chairman has directed that the item on "Disclosure of the illness of directorate civil servants" be included in the Panel's list of outstanding items for discussion.

To be confirmed

**Proposed
timing for
discussion**

6. 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

7. 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 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.

To be confirmed

**Proposed
timing for
discussion**

8. 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

The two members wrote to the Chairman on 4 April 2011 to urge that the issue be discussed as early as practicable, and propose that relevant deputations be invited to give views when the item was discussed. Their letter as well as the letter dated 18 April 2011 from the Education Employees General Union making the same request were tabled at the meeting on 18 April 2011. At the Chairman's request, the Administration agreed to check and confirm when this item would be ready for discussion.