

立法會

Legislative Council

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Report of the Panel on Public Service for submission to the Legislative Council

Purpose

This report gives an account of the work of the Panel on Public Service during the 2010-2011 legislative session. It will be tabled at the Council meeting on 13 July 2011 in accordance with Rule 77(14) of the Rules of Procedure.

The Panel

2. The Panel was formed by a resolution passed by the Legislative Council (LegCo) on 8 July 1998 and as amended on 20 December 2000, 9 October 2002, 11 July 2007 and 2 July 2008 for the purpose of monitoring and examining government policies and issues of public concern relating to civil service and government-funded public bodies, and other public service matters. The terms of reference of the Panel are in **Appendix I**.

3. The Panel comprises 11 members, with Hon Mrs Regina IP and Hon IP Wai-ming elected as Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

Major Work

Appointment and employment

Employment of non-civil service contract (NCSC) staff

4. The Panel has been closely following up the NCSC staff scheme

which was introduced in 1999. In 2006, the Civil Service Bureau (CSB) conducted a special review in collaboration with bureaux/departments (B/Ds) on the employment situation of NCSC staff. The review identified some 4 000 NCSC positions which would gradually be replaced by civil service posts as the work involved should more appropriately be performed by civil servants. As at 30 June 2010, about 3 390 positions had been phased out. Since the 2006 review, B/Ds had identified another 780 NCSC positions which involved work that should more appropriately be carried out by civil servants. As at November 2010, about 460 of the 780 NCSC positions had been replaced by civil service posts.

5. The Administration provided the updated position report on the employment of NCSC staff to the Panel during the session. The Panel noted that as at 30 June 2010, a total of 15 867 full-time NCSC staff were employed by B/Ds, and that about 4 091 of them had been employed for more than five years. Some members considered that these NCSC staff with a length of continuous service of five years or more should be converted to civil servants in order to keep up the staff morale. Panel members in general considered the progress in replacing NCSC positions by civil service posts too slow. Panel members were particularly concerned about the employment situation of NCSC staff in certain departments (such as the Leisure and Cultural Services Department (LCSD), the Buildings Department, Radio Television Hong Kong and the Hongkong Post), which employed a few hundred to over 1 000 NCSC staff in each of the departments.

6. The Administration advised that the 4 091 NCSC staff were employed by B/Ds mainly to meet urgent or unforeseen service needs, unexpected surge in short-term service demand, or to deliver service which was subject to market fluctuations or the mode of delivery was under review or likely to be changed. One example was the provision of services in public museums and public libraries by LCSD. As the relevant reviews had been completed, LCSD was taking steps to convert the NCSC positions concerned into civil service posts.

7. Some members expressed concern that relevant working experience of NCSC staff was normally not counted towards the provision of incremental credits when these staff successfully applied for civil service posts and they were only offered pay at the starting salary point. The Administration advised that under the overall civil service recruitment policy, civil servants were normally recruited to the basic ranks of concerned grades. However, where there were no suitable

candidates from a lower rank of a particular grade for promotion to a higher rank of the same grade, the Heads of Department (HoDs)/Heads of Grade concerned could seek approval for direct recruitment of outside candidates or civil servants of other grades to the promotion rank concerned. There was also a general policy that the appointment authority could grant incremental credits where there were proven needs.

Employment of persons with disabilities in the civil service

8. The Panel discussed the policy on employment of persons with disabilities (PWDs) in the civil service at its meeting on 16 May 2011. Panel members were concerned about the assistance available to PWDs who applied for vacancies in the civil service and the number of Government employees with disabilities. The Panel noted that the number of civil servants with disabilities had remained at around 2% of the strength of the civil service over the years. As at 31 March 2010, 3 316 PWDs were working in the Government. According to the Administration, measures were in place to provide employment opportunities for PWDs through enabling civil service job applicants with disabilities to compete with able-bodied applicants. For example, candidates with a disability who met the basic entry requirements for a post in the civil service would not be subject to any shortlisting criteria, and would be automatically invited to attend selection interviews. Besides, on-the-job assistance such as in the form of modifications of work areas and facilities was available to PWDs working in the Government to facilitate their performance of their duties.

9. Some members considered that the Government should take a lead in employing PWDs. Noting that some B/Ds had an exceptionally small number of PWD staff, some members suggested that consideration should be given to setting a benchmark target for employing PWDs for each B/D (say, 2% of their respective numbers of posts), as this would foster the employment of PWDs by the Government and help encourage the private sector to follow suit. The Administration, however, considered that the proposed benchmark could only be arbitrarily set as there was no objective basis for determining the percentage. Moreover, it might also invite criticism of adversely affecting the right of able-bodied applicants to have equal opportunities of joining the civil service. Instead of going for the benchmarking approach, the Administration would continue to remind all B/Ds the importance of complying with the prevailing policy on employment of PWDs in the civil service, cultivating peer acceptance of disabled staff. Panel members suggested that the Equal Opportunities Commission (EOC)

could be consulted on ways of setting the benchmark. Panel members also suggested that the Administration should conduct surveys to gain a better understanding of the difficulties encountered by PWDs working in the Government and provide the necessary assistance to them as far as practicable.

Racial profile of the civil service

10. The Panel received a briefing by the Administration on the findings of a voluntary and anonymous survey conducted by CSB in 2011 on the racial profile of the civil service, which was conducted having regard to the Code of Practice on Employment under the Race Discrimination Ordinance (the Code of Practice) issued by EOC. The Code of Practice encouraged employers to take reasonably practicable steps to regularly monitor and review the implementation of their equal opportunities policies, and to gain an appreciation of the composition of the workforce by racial group for comparison with benchmarks such as census data. For the purpose of the survey, all officers serving on civil service terms as at 31 March 2011 had been invited to complete a questionnaire by answering questions on race and monthly salary.

11. According to the Administration, a total of 26 671 civil servants, i.e. 17% of the 156 781 civil servants serving on 31 March 2011, had responded to the survey. Of the respondents, 26 446 (99.2%) were of Chinese ethnicity whereas 225 (0.8%) were of non-Chinese ethnicities (the “ethnic minorities”). The five largest ethnic minority groups, in descending order of their size, were White, Indian, Mixed, Pakistani, and Bangladeshi. The Administration highlighted that while the proportion of ethnic minority respondents (i.e. 0.8%) in the survey was lower than that of the working ethnic minorities who were permanent residents of the Hong Kong Special Administrative Region (i.e. 1.7%) in the 2006 Population By-census, the distribution of individual ethnic minority groups in the two were broadly comparable.

12. Panel members were concerned about whether civil servants who were ethnic minorities enjoyed equal opportunities for promotion. While noting the Administration's advice that race was not a factor in assessing the suitability of a serving civil servant for promotion to the higher ranks, members suggested that CSB should also consider conducting a survey on the ethnic minority civil servants to seek their views on their opportunities for promotion. Some members requested the Administration to exercise flexibility as far as practicable in the Chinese language proficiency requirements, particularly in written

Chinese, for appointments to civil service posts with a view to fostering racial harmony.

Acceptance of qualifications under the new "334" academic structure for civil service appointments

13. The Panel received a briefing by the Administration on proposed arrangements concerning general entry requirements, language proficiency requirements and specific subject requirements, etc. for the purpose of civil service appointments under the new academic structure (commonly known as the '334' structure) which had been implemented since the 2009-2010 school year. Under the new academic structure, the Hong Kong Diploma of Secondary Education (HKDSE) Examination would replace the Hong Kong Certificate of Education Examination (HKCEE) and the Hong Kong Advanced Level Examination (HKALE). The Panel noted that at present, the entry requirements (including language proficiency requirements) for most non-degree civil service grades were generally benchmarked against specific secondary education levels, or the HKCEE and/or HKALE results. With the abolition of HKCEE and HKALE, the Administration needed to devise an arrangement whereby attainments under the new senior secondary academic structure and results in HKDSE would be deemed as comparable to those under the 'old' structure and HKCEE / HKALE for the purpose of civil service appointments.

14. Panel members suggested that the Administration should conduct a review after implementation of the new arrangement and report the review outcome to the Panel. The Administration advised that CSB would conduct a review in collaboration with the Education Bureau and relevant bodies, such as Hong Kong Council for Accreditation of Academic and Vocational Qualifications and the Hong Kong Examinations and Assessment Authority, in the light of experience gained from the implementation of the new arrangement.

Use of agency workers

15. In 2009, the Panel noted the new trend of the Administration engaging workers supplied by employment agencies (i.e. agency workers) to deliver services such as general office support and customer service. To address concerns expressed by Panel members regarding the conditions of work of the agency workers and measures to prevent abuses and middle-man exploitation, CSB conducted a review in 2009 and

devised guidelines for the use of agency workers for general reference by B/Ds. A new measure was also introduced to safeguard the wage level of the agency workers. After discussion of the new guidelines by the Panel in January 2010, the guidelines were promulgated in April 2010, and CSB had since been ensuring strict compliance with the guidelines by B/Ds.

16. The Administration provided an updated position report on the use of agency workers to the Panel during the session. The Panel noted that as at 30 September 2010, there were 2 260 agency workers providing general office and technical support in different B/Ds. Pointing out that the criteria for using NCSC staff and agency workers were similar, some members opined that the Administration should review the use of agency workers and consider engaging at least NCSC staff to take up the work currently performed by the agency workers, since the salaries and fringe benefits of NCSC staff were better than those of agency workers.

17. The Administration explained that agency workers were only used to meet urgent or unforeseen service needs or unexpected surge in service demands for the short term. As a general guideline, the short-term service demands under the circumstances where agency workers could be used should last for no more than nine months, while NCSC staff would usually be employed for at least one year. The Administration also undertook to make greater monitoring efforts to ensure the proper use of agency workers and to maintain consistency in the use of such workers within individual B/Ds.

Outsourcing

18. The Panel discussed the findings of the latest review conducted by the Efficiency Unit (EU) on outsourcing activities across the Government and on measures being taken to ensure that outsourcing arrangements were properly designed and managed. Noting that 78% of departments reported that challenges had been encountered in monitoring service delivery and compliance, some members considered that EU should help the departments concerned address the reported challenges. EU advised that it would continue to give support to departments on outsourcing through publication of best practice guides, conducting training courses, and providing advice. Departments were also advised to exercise care in ensuring that their own staff would not be overloaded with additional management duties arising from outsourcing of services.

19. Some members considered that outsourcing of Government services would aggravate labour exploitation, increase the workload of civil servants who had to monitor the performance of contractors' staff, and affect the quality of outsourced services. The Administration advised that in May 2004, the Administration promulgated a mandatory requirement on wage rates for government service contracts for tender assessment. Where the service contract was complicated, a "two-envelope" approach to tender evaluation would be adopted to avoid always awarding contracts to the lowest bidder and minimize the incentive to cut cost by exploiting workers. A service-wide Demerit Point System had also been introduced to sanction unscrupulous contractors.

20. Some members considered that the outsourcing surveys might not be able to provide objective evaluation since the surveys were conducted on departments and not on the staff or service users. Some members further suggested that a tertiary institution should be commissioned to conduct the outsourcing surveys instead. Some members were concerned that the 2010 survey did not provide detailed information on the challenges reported by 78% of the responding departments in monitoring service delivery and compliance. Nor had it conducted any analysis of the quality of the outsourced services, or the proportion of wage cost in the annualized expenditure on outsourcing. EU advised that while the survey was only one of the many tools for assessing the quality of outsourced services, the design of the outsourcing surveys would be improved in the light of members' comments.

Conditions of service

Medical and dental benefits to civil service eligible persons

21. The Panel received a briefing by the Administration on the updated position of the provision of medical and dental benefits for serving and retired civil servants and their eligible dependants (hereafter referred to as civil service eligible persons) at the meeting on 16 March 2011. The Panel noted that the Administration intended to further improve the provision of civil service medical benefits in 2011-2012, which included setting up additional dental surgeries and procuring specialist dental equipment, as well as an increased provision of \$90 million (i.e. 31% over the 2010-2011 revised estimates) for the payment and reimbursement of medical fees and hospital charges for civil service

eligible persons¹ in 2011-2012.

22. Panel members were however disappointed to note that the Administration upheld its position not to include Chinese medicine within the scope of civil service medical benefits. Some members considered that Chinese medicine should be covered as the Government should fulfill its contractual obligation of providing the best available medical attendance and treatment for civil servants. The Administration explained that the scope of medical benefits for civil service eligible persons was defined as those medical services provided by the Government or the Hospital Authority (HA). As the Department of Health (DH) and HA did not offer any standard Chinese medicine general outpatient service, Chinese medicine did not fall within the scope of civil service medical benefits. In response to the Panel's concern, the Administration advised that it would closely monitor relevant developments and review its stance regarding the inclusion of Chinese medicine in the scope of civil service medical benefits, should there be significant changes to the nature and mode of service delivery of Chinese medicine clinics in future.

Policy on overtime work compensation

23. The Panel discussed the policy on granting compensation for overtime work, as there were concerns from individual grades, such as the Liaison Officers (LOs), who alleged that the Home Affairs Department (HAD) had abused overtime work arrangements in handling their irregular hours of work. The Administration advised that overtime work was work undertaken over and beyond an officer's conditioned hours, and the conditioned hours of work of different grades were set having regard to a host of factors. These factors included the job nature and requirements of the grades, as well as the advice of the three relevant advisory bodies on civil service salaries and conditions of service. The conditioned hours of individual grades had been reflected in their relevant pay scales.

24. Some Panel members suggested that in order to address concerns

¹ Under the existing policy, civil service eligible persons can apply to the Administration for reimbursement of expenses on drugs or equipment or other treatment services which form an essential part of the medical treatment as certified by the attending HA or DH doctors on medical grounds, and are not available in HA/DH or are chargeable by HA. This arrangement enables civil service eligible persons to have access to the necessary drugs for treatment, even though such drugs are classified as self-financed items in HA's Drug Formulary.

expressed by LOs, consideration should be given to splitting the 44-hour-per-week conditioned hours of work into 11 four-hour slots for the LOs. The proposed shift work pattern could provide LOs with the flexibility required to make up for their work undertaken outside office hours. The Administration informed members that HAD had been conducting a trial scheme to implement varied hours of attendance at work for LOs who performed building management related duties. The trial scheme aimed to better utilize the working hours of LOs and reduce their overtime work. Although the conditioned hours of LOs would not be reduced under the scheme, flexibility was allowed in adjusting shift work arrangements to make up for duties performed outside normal office hours.

25. Some members also queried about the difference in the conditioned hours of work for staff of the Fire Stream of the Fire Services Department (FSD) which were 54 per week, while the disciplined services departments generally worked 48 hours per week. The Administration advised that in November 2008, the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) had reviewed the Fire Stream's request. SCDS indicated that it was open to proposals to reduce the conditioned hours of the staff concerned subject to the fulfillment of three pre-requisites, i.e. cost neutrality, no additional staffing requirement and no reduction of service to the community. Some members considered it difficult to fulfill all the three pre-requisites, and stressed the need to ensure reasonable conditions of service for fire officers. Panel members requested the Administration to provide detailed information on the changes over the years in the conditioned hours of work of civil servants, in particular the Fire Stream in FSD.

Legal assistance for eligible civil servants

26. At its meeting on 16 March 2011, the Panel discussed CSB's decision to discontinue the Private Solicitors Scheme (PSS) previously run by the Food and Environmental Hygiene Department (FEHD) having regard to the overlap in the coverage of PSS and the service-wide legal assistance scheme operated by CSB.

27. The Panel noted the concerns expressed by relevant FEHD staff associations that frontline staff of the Hawker Control Officer Grade who performed hawker control duties were prone to direct conflict, and sometimes bodily contacts, with alleged offenders in the discharge of enforcement duties. They considered that there was a continued need for PSS as the coverage of the service-wide legal assistance scheme did

not include provision of legal assistance during the investigation process. Staff associations stressed that the continued provision of PSS was one of the conditions accepted by the Administration when the Foreman Grade was regraded to the Hawker Control Officer Grade in 1994, and that the same undertaking was given when FEHD was established in 2000.

28. Panel members in general considered that the relevant staff associations' request for resumption of the provision of PSS reasonable. Some members suggested that consideration could be given to expanding the scope of the service-wide legal assistance scheme in such a way that legal assistance would also be made available to the civil servant concerned during the investigation process. Panel members also considered that as PSS had been in operation for over 20 years, it should be regarded as part and parcel of the employment terms of the staff concerned. At the meeting on 16 March 2011, the Panel passed the following motion -

"That this Panel urges the Government to immediately resume the Private Solicitors Scheme for frontline enforcement staff of the Food and Environmental Hygiene Department."

29. Panel members also followed up the concerns raised by the staff associations that the discontinuation of PSS might contravene, among others, the Employment Ordinance (Cap. 57), according to which undertakings including practices long established over the years were part and parcel of the employment terms of the staff concerned and should not be unilaterally taken back. The Panel requested the Legal Services Division of the LegCo Secretariat to conduct a study in this regard and provide legal advice to the Panel.

Grade structure reviews for non-directorate civilian grades

30. The Panel noted that individual non-directorate civilian grades, such as the Artisan (Beach/Swimming Pool) stream and the Environmental Protection Inspector grade, had concerns about the criteria adopted by the Administration for assessing requests for the conduct of grade structure reviews (GSRs). On 18 April 2011, the Panel discussed the assessment criteria with representatives of the concerned civilian grades and the Administration. Panel members were particularly concerned about the criterion that a GSR would be considered for a specific non-directorate civilian grade if the Administration considered that there were fundamental changes to the job nature, job complexity and level of responsibilities of that grade. Some members considered that

this criterion had been flexibly interpreted by the Administration to its advantage, so that the changes to job nature, job complexity and level of responsibilities of the civilian grades represented at the Panel meeting all did not constitute fundamental changes to justify conduct of GSRs for these grades.

31. The Administration pointed out that almost all civil service grades had undergone different degree of changes in job nature, job complexity and level of responsibilities as a result of social changes, enactment of new legislation, and rising public aspiration for better quality public services. However, only very few GSRs for non-directorate civilian grades had been conducted in the past 20 to 30 years. These were GSRs conducted in 2008-2009 for selected non-directorate civilian grades facing proven and persistent recruitment and retention difficulties, namely the Veterinary Officer grade and the Government Counsel grade, and a comprehensive review of the Amenities Officer and Recreation and Sport Officer grades in 2001 to rationalize the distinct but closely related responsibilities of the two grades. The Administration advised that there was difficulty in providing quantifiable guidelines for applying the criterion relating to fundamental changes, but every GSR request would be assessed on its own merits. To address members' concern, the Administration advised that non-directorate civilian grades could also make requests for conduct of GSRs to the Standing Commission on Civil Service Salaries and Conditions of Service. The Standing Commission, being an independent body, would on its own volition assess whether such GSR requests were justified.

Civil Service Pay

2010-2011 Civil Service Pay Adjustment

32. The Chief Executive-in-Council decided on 14 June 2011 that, with retrospective effect from 1 April 2011, civil service pay should be increased by 7.24% for civil servants in the directorate and upper salary band, and 6.16% for civil servants in the middle and lower salary bands. The Panel discussed the pay adjustment with the Administration at its meeting on 20 June 2011. While noting the general positive response of the staff sides to the pay adjustment, some members were concerned that NCSC staff recruited by individual B/Ds and the subvented sector staff might not receive the same pay increases. To address the concerns, the Secretary for the Civil Service undertook to pay close attention to the pay increases granted to the NCSC staff for 2011-2012. The Administration

would also, through the relevant controlling officers, remind the subvented bodies concerned that the additional subventions from the Government were meant to allow room for pay adjustment for their staff.

Determination of Government school teachers' salaries

33. The Panel followed up the concerns expressed by Government school teacher organizations that Government school teachers with more experience were paid less than those with less experience, and Government school teachers were paid less than their counterparts in aided schools with the same number of years of service. At the Panel meeting on 20 June 2011, the "salary differential" in the teaching profession was discussed. Representatives of Government school teacher organizations queried whether this practice had breached Government's policy to encourage a healthy turnover of teachers between schools in the public sector and other principles of Government's pay policy.

34. The Administration pointed out that the salary differential between the Government school sector and the aided school sector could be attributed mainly to the different arrangements on the grant of increments for relevant experience (ICEs) in the civil service² and in the aided school sector. The prevailing arrangement in the civil service was that ICEs would be granted to an appointee when there was recruitment difficulty and when there was a specific need for the experience possessed by the appointee. The different approaches were unexceptional since teachers in the civil service and teachers in the aided sector were under different employers, different management and subject to different terms and conditions of service. The Administration explained that the policy of "healthy turnover of teachers" only aimed to ensure that teachers would not be made worse off when they moved among Government and aided schools. It was not intended that teachers in the civil service and teachers in the aided sector should compare and catch up each other in terms of pay. The Administration advised that the calculation of Government school teachers' salaries had been handled in

² Government school teachers belong to one of the three teaching grades (namely the two graduate grades of Education Officer and Primary School Master/Mistress and the non-graduate Certificated Master/Mistress grade) in the civil service. All Government school teachers, irrespective of the grades they belong to, are civil servants and are governed by Civil Service Regulations (CSRs). Accordingly, the entry pay of Government school teachers (whether as new recruits or as serving civil servants appointed on transfer) should be determined in accordance with CSR 130(1) or CSR 130(2) as appropriate, unless otherwise determined by the Secretary for the Civil Service under exceptional circumstances (as provided for under CSR 130(5)).

line with the established pay policy.

35. Notwithstanding the Administration's explanation, some Panel members considered that "salary differential" had a divisive effect on teachers concerned and had given rise to grievances in the teaching profession. Panel members passed the following motion on 20 June 2011-

"That this Panel urges the Administration to review afresh the salaries and terms of employment of government school teachers and make compensation for their loss of income arising from previous mistakes."

Proposed amendments to disciplined services legislation and overview of disciplinary mechanism

Proposed amendments to disciplined services legislation

36. The Panel has been following up the remedial action taken by the Administration to address the judgment handed down by the Court of Final Appeal (CFA) in March 2009 that certain provisions of the Police (Discipline) Regulations (P(D)R) (Cap. 232A) explicitly prohibiting legal representation for a police officer subject to disciplinary hearings were inconsistent with Article 10 of the Hong Kong Bill of Rights, and were thus unconstitutional. The Panel noted that the CFA judgment also had read-across implications for the Disciplined Services Legislation³ (DSL) and the Traffic Wardens (Discipline) Regulations (Cap. 374J) (hereafter collectively referred to as Subsidiary Regulations) which contained provisions similar to those in P(D)R. The Panel discussed the progress of the proposed legislative amendments to the Subsidiary Regulations in June 2010 and April 2011.

37. The Panel noted from the Administration that the relevant amendment regulations were planned to be introduced into LegCo in mid-2011 or later. Pending the passage of legislative amendments to address the CFA judgment, the disciplined services departments concerned had put in place administrative measures to allow a civil servant subject to disciplinary hearing under the Subsidiary Regulations to apply for legal or other forms of representation at the disciplinary

³ The Disciplined Services Legislation refers to the Customs and Excise Service Ordinance (Cap. 342), the Fire Services Ordinance (Cap. 95), the Government Flying Service Ordinance (Cap. 322), the Police Force Ordinance (Cap. 232) and the Prisons Ordinance (Cap. 234).

hearing, and to approve such applications where fairness so required.

Civil service disciplinary mechanism

38. The Panel discussed the disciplinary procedures adopted to make sure that all disciplinary cases were dealt with fairly and promptly on 18 April 2011. Addressing members' concerns about the approach in dealing with disciplinary cases, the Administration advised that the Administration would investigate and examine carefully the circumstances of each disciplinary case. Where a misconduct was established against a civil servant, the disciplinary authority would consider the level of punishment having regard to a host of factors, such as the nature and gravity of the misconduct, the rank and service and disciplinary record of the civil servant concerned, etc. The Panel was also briefed on the disciplinary punishments imposed on civil servants after completion of disciplinary proceedings in recent years, and provided with a breakdown of such cases for members' information.

Control regime for post-service outside work for directorate civil servants

39. Following the publication of the report of the Committee on Review of Post-service Outside Work for Directorate Civil Servants (the Review Committee) in July 2009, the Administration conducted consultation with serving directorate civil servants, the staff sides of the central staff consultative councils and the departmental/grade management on the recommendations therein. When discussing the outcome of the staff consultation exercise on 19 October 2009, the Panel noted that the Administration would obtain legal advice on the Review Committee's recommendations before formulating its stance for the consideration and decision of the Chief Executive-in-Council.

40. In December 2010, the report of the LegCo Select Committee to Inquire into Matters Relating to the Post-service Work of Mr LEUNG Chin-man was published. The report also recommended modifications to the existing control regime governing the taking up of post-service outside work by directorate civil servants. The Panel urged the Administration to come up with its view on whether the control regime would be tightened up. The Administration explained that CSB was carefully studying all these recommendations, their legal implications and the views of various stakeholders. At the request of the Panel, the Administration will provide a paper on the updated developments to the Panel before the end of the current legislative session. The Panel plans to hold a special meeting in July 2011 to discuss the paper.

Other issues

41. The Panel received briefings from the Administration on CSB's policy initiatives in 2011, and an updated overview of the provision of leadership and management training for civil servants. The Panel also discussed the Civil Service Outstanding Service Award Scheme 2011 and other commendation schemes for civil servants, as well as a funding application for replacement of obsolete systems in the 1823 Call Centre.

Meetings held

42. From October 2010 to June 2011, the Panel held a total of 10 meetings.

Council Business Division 1
Legislative Council Secretariat
4 July 2011

Legislative Council

Panel on Public Service

Terms of Reference

1. To monitor and examine Government policies and issues of public concern relating to the civil service and Government-funded public bodies, and other public service organizations.
2. To provide a forum for the exchange and dissemination of views on the above policy matters.
3. To receive briefings and to formulate views on any major legislative or financial proposals in respect of the above policy areas prior to their formal introduction to the Council or Finance Committee.
4. To monitor and examine, to the extent it considers necessary, the above policy matters referred to it by a member of the Panel or by the House Committee.
5. To make reports to the Council or to the House Committee as required by the Rules of Procedure.

**Legislative Council
Panel on Public Service**

Membership list for 2010 – 2011 session

Chairman Hon Mrs Regina IP LAU Suk-ye, GBS, JP

Deputy Chairman Hon IP Wai-ming, MH

Members Hon LEE Cheuk-yan
Dr Hon Margaret NG
Hon CHEUNG Man-kwong
Hon TAM Yiu-chung, GBS, JP
Hon LI Fung-ying, SBS, JP
Dr Hon LEUNG Ka-lau
Hon WONG Sing-chi
Dr Hon PAN Pey-chyou
Hon LEUNG Kwok-hung

(Total : 11 members)

Clerk Ms Joanne MAK

Legal Adviser Mr YICK Wing-kin

Date 14 October 2010