

For information

Legislative Council Panel on Security

Deletion of One Permanent Post of Administrative Officer Staff Grade C in the Independent Police Complaints Council

Purpose

This paper informs Members of the proposed deletion of one permanent post of Administrative Officer Staff Grade C (AOSGC) (D2) in the Independent Police Complaints Council (IPCC).

Proposal

2. Since the commencement of the IPCC Ordinance (IPCCO) (Cap. 604) on 1 June 2009, IPCC has become a statutory body and started recruiting its own staff to replace the seconded civil servants working in its Secretariat. The Secretary-General post pitched at AOSGC level was filled by a seconded civil servant during the initial period of the operation of IPCC as an interim arrangement. With the appointment of its own Secretary-General on contract terms in January 2011, IPCC proposes, with the support of the Secretary for Security, the deletion of the permanent AOSGC post from the establishment of IPCC.

Justification

3. IPCC has its origin in the Police Group of the Office of the Unofficial Members of the Executive and Legislative Councils, which evolved into the Police Complaints Committee (PCC), an independent body commissioned by the then Governor in 1986. The body was renamed IPCC in December 1994 and became a statutory body on 1 June 2009 with the commencement of IPCCO. Section 6 of IPCCO empowers IPCC to appoint a Secretary-General and a Legal Adviser on terms of employment approved by the Chief Executive on the advice of IPCC, and also to appoint, on terms of employment determined by IPCC, such other employees as it requires to assist in performing its functions. Since then, through active recruitment, IPCC has replaced the majority of civil servants seconded from the Government. As at 29 March 2011, out of an establishment of 28 posts in IPCC, only eight posts are filled by seconded civil servants. It is IPCC's intention to replace all civil servants by IPCC employees within three years of the establishment of the statutory body, i.e. no later than end May 2012.

4. The AOSGC post was created upon the establishment of PCC secretariat vide FC Item B.123. When the statutory IPCC was established on 1 June 2009,

the post-holder of Secretary-General was seconded from the civil service. With IPCC appointed its own Secretary-General in January 2011, the AOSGC post is no longer required and can be deleted. The job description of the AOSGC post and an organisation chart of the secretariat of IPCC are respectively at Annexes A and B.

Financial Implications

5. At present, the full staff costs, including on-costs, of the civil service posts in IPCC are recoverable from IPCC. The deletion of the AOSGC post itself does not entail any financial implications. IPCC will be able to meet the financial implications arising from the appointment of the new Secretary-General on contract terms with its existing resources.

Establishment Changes

6. The establishment changes in respect of civil service posts in IPCC over the last three years are as follows –

Establishment (Note)	Number of posts			
	Existing (as at 29 March 2011)	As at 1 April 2010	As at 1 April 2009	As at 1 April 2008
A	1*	1	1	1
B	4	4	5	5
C	5 [@]	10	16	16
Total	10	15	22	22

Note:

A – ranks in the directorate pay scale or equivalent

B – non-directorate ranks, the maximum pay point of which is above MPS Point 33 or equivalent

C – non-directorate ranks, the maximum pay point of which is at or below MPS Point 33 or equivalent

* – including the civil service directorate post proposed for deletion

@ – including one civil service non-directorate post currently vacant

Way Forward

7. IPCC plans to submit the proposal to the Establishment Subcommittee on 8 June 2011 for recommendation to the Finance Committee for approval on 24 June 2011.

Security Bureau
Independent Police Complaints Council
March 2011

Job Description

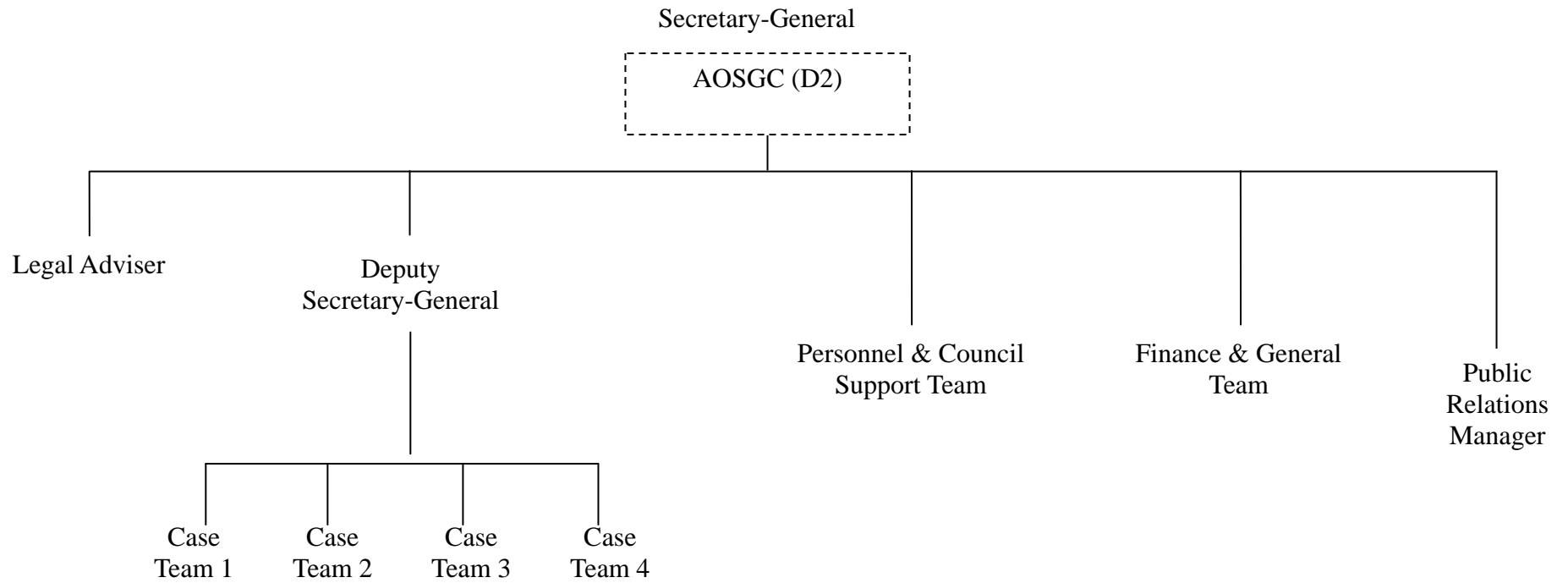
Secretary-General

Rank : Administrative Officer Staff Grade C (D2)
Responsible to : The Chairman of IPCC

Main Duties and Responsibilities –

1. To ensure that adequate and high-quality support and service is provided to IPCC.
2. To assume overall administration and supervision of the Secretariat.
3. To scrutinize investigation reports on reportable complaints, and formulate proposals and recommendations on matters that come under IPCC's purview.
4. To liaise with Government departments and other agencies on matters relating to IPCC.
5. To serve as controlling officer in the relevant Government's Head of Expenditure.
6. To attend meetings of the Legislative Council and represent IPCC in public and other forums as and when necessary.
7. To promote the interests and credibility of IPCC.

Organisation Chart of the Independent Police Complaints Council Secretariat



 Civil service directorate post proposed to be deleted.