

**Supplementary Information on**  
**FCR(2012-13)25 : Head 112 – LEGISLATIVE COUNCIL COMMISSION**  
**for the FC Meeting on 11 May 2012**

As requested by the FC Chairman at the pre-meeting briefing with the Administration on 9 May 2012, supplementary information on the above FCai is appended below.

2. In the submission of the Subcommittee on Members' Remuneration and Operating Expenses Reimbursement of the Legislative Council to the Independent Commission on Remuneration for Members of the Executive Council and the Legislature, and Officials under the Political Appointment System of the HKSAR, the annual turnover rate of full-time staff of Legislative Council (LegCo) Members of one legislative year (i.e. the 2007-08 legislative year, the last legislative year of the Third term LegCo) was provided. The relevant figure was 34%. As regards the wastage rate of the Civil Service<sup>1</sup>, according to the latest figure, the wastage rate (including resignation and retirement) in 2010-11 was 2.9%. We would however like to point out that a direct comparison between the wastage rate of civil servants and that of full-time staff of LegCo Members is not too meaningful given the vast difference between the two in various fronts including job nature, career path, etc.

3. As with all organisations, staff turnover could be attributable to many reasons; salary may just be one of the reasons. As employers of their staff, LegCo Members have full discretion to decide how to apportion their Office Operation Expenses Reimbursement (OOER) between staffing and other operational expenses to suit their own needs. With the proposed 20% increase in OOER and the proposed roll-over arrangement for the OOER, LegCo Members would have more resources and more flexibility to plan ahead if they consider it appropriate to enhance the remuneration of their staff.

**Administrative Wing,**  
**Chief Secretary for Administration's Office**  
**10 May 2012**

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<sup>1</sup> Does not include judges and judicial officers, locally-engaged staff in Mainland and overseas Economics and Trade Offices and offices in the Independent Commission Against Corruption.