

**Panel on Public Service**

**List of outstanding items for discussion**

(Position as at 11 January 2012)

**Proposed timing  
for discussion**

**1. Conditioned hours of work of the civil service**

Proposed by Mr LEE Cheuk-yan at the Panel meeting on 17 January 2011. Mr LEE considered it 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's response was issued vide LC Paper No. CB(1) 2978 /10-11 on 5 September 2011.

16 January 2012

At the Panel meeting held on 17 October 2011, members agreed to revisit the issue and to invite staff unions/associations of all civil service grades to attend the regular Panel meeting scheduled for 19 December 2011. At the request of the Administration and with the concurrence of the Panel Chairman and members, the discussion of the item with the concerned stakeholders is re-scheduled to 16 January 2012.

**Proposed timing  
for discussion**

**2. 2012 Starting Salaries Survey and 2012 Pay Level Survey**

The Administration has proposed to brief members on the work plan for the 2012 Starting Salaries Survey and 2012 Pay Level Survey.

20 February 2012

**3. Civil service-related issues featuring in the 2012/13 Budget**

The Administration has proposed to discuss with members on civil service-related issues featuring in the 2012/13 Budget.

20 February 2012

**4. Civil Service Outstanding Service Award 2011**

The Administration has proposed to report to the Panel the organization of the Civil Service Outstanding Service Award 2011.

1<sup>st</sup> quarter 2012

**5. Updated overview of medical and dental benefits for civil service eligible persons**

The Administration has proposed to update members on the provision of medical and dental benefits for civil service eligible persons.

1<sup>st</sup> quarter 2012

**6. Update on the provision of paternity leave to government employees**

The Administration has proposed to provide members with an update on the provision of paternity leave to government employees.

1<sup>st</sup> quarter 2012

**Proposed timing  
for discussion**

**7. Use of agency workers**

Last discussed at the Panel meeting on 20 December 2010. The Administration has proposed to update members on the use of agency workers by different bureaux/departments.

2<sup>nd</sup> quarter 2012

**8. Updated overview of the civil service establishment, strength, retirement and age profile**

The Administration has proposed to provide an updated overview of the civil service establishment, strength, retirement and age profile.

2<sup>nd</sup> quarter 2012

**9. An updated overview of post-service outside work for directorate civil servants**

Following the review of post-service outside work for directorate civil servants, the Administration has proposed to provide an updated overview of the subject for members' information.

2<sup>nd</sup> quarter 2012

**10. Overview of civil service disciplinary matters**

The Administration has proposed to brief members on the management of misconduct and under-performance in the civil service.

2<sup>nd</sup> quarter 2012

**11. 2012-13 Civil Service Pay Adjustment**

The Administration has proposed to brief members on the Government's decision on the civil service pay adjustment for 2012-2013.

2<sup>nd</sup> quarter 2012

**Proposed timing  
for discussion**

**12. Language proficiency requirements for civil service appointments**

Members agreed at the Panel meeting on 24 May 2010 to follow up the issue. At the Panel meeting on 20 June 2011, the Administration undertook to provide a paper to address members' concerns about ethnic minorities' difficulty in meeting the language proficiency requirements of respective Government departments/civil service grades. The Administration has indicated that the information paper is being prepared and it will update members on the item when ready.

To be confirmed

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

Dr Hon PAN Pey-chyou and Hon IP Wai-ming wrote to the Panel Chairman on 18 November 2011 proposing the Panel to follow-up on the Government's pay policy in the calculation of salaries of government school teachers. Their letter was tabled at the Panel meeting held on 21 November 2011 and subsequently circulated to members vide LC Paper No. CB(1)413/11-12 on 22 November 2011. With the concurrence of the Panel Chairman, the item is included in the Panel's List of Outstanding Items for Discussion.

To be confirmed