

**Panel on Public Service**

**List of outstanding items for discussion**

(Position as at 10 October 2011)

**Proposed timing  
for discussion**

**1. Attractiveness of civil service jobs**

The Administration has proposed to brief members on an overview of the attractiveness of civil service jobs.

October 2011

**2. Update on National Studies and Basic Law training for civil servants**

The Administration has proposed to update members on the national studies and Basic Law programmes and related training activities offered to civil servants.

November 2011

**3. 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. The Administration's response to Dr PAN's concern was issued to members vide LC Paper No. CB(1)2886/10-11 on 11 August 2011.

November 2011

At the meeting on 16 May 2011, Dr PAN Pey-chyou highlighted a complaint he received regarding the recruitment of NCSC staff in Hongkong Post to meet long-term service needs. The Chairman directed that

**Proposed timing  
for discussion**

the issue be discussed in conjunction with the captioned item.

The Administration has proposed to brief members on the employment situation of NCSC staff.

**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.

To be confirmed

**5. Direct appointment of personal chauffeurs and personal secretaries for principal officials under the accountability system**

Proposed by members at the meeting on 16 May 2011. Members were concerned about the impact of the direct appointment arrangement on the civil service system and the contract terms of such direct appointments made. The Panel agreed that members of the Panel on Constitutional Affairs and the Secretary for Constitutional and Mainland Affairs should be invited to discuss the matter, in particular, the desirability of continuation of this arrangement of employing persons from outside by direct appointment in the light of its impact on the affected civil service grades. Members also agreed that the Administration's paper for this item should provide information on the background to the direct appointment arrangement and records of relevant discussion in the past. It should also provide information on whether the employees concerned who were employed by direct appointment were subject to the control and management of the Civil Service Bureau and past experience in this regard.

To be confirmed

**Proposed timing  
for discussion**

**6. Political neutrality of civil servants**

Proposed by the Chairman at the meeting on 20 June 2011. Expressing concern about complaints alleging the use of government resources and the involvement of civil servants of the "Administrative Officer" grade in election campaigns, the Chairman requested the Civil Service Bureau to investigate into the matter and report the outcomes to the Panel.

To be confirmed

**7. 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. The Administration's response to Ms LAU's letter was issued vide LC Paper No. CB(1)2954/10-11 on 29 August 2011.

To be confirmed

**8. Hours of work of the civil service**

Proposed by Mr LEE Cheuk-yan at the 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

To be confirmed

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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.

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