

Panel on Public Service**List of Follow-up Actions**
(Position as at 19 July 2012)

Subject	Date of meeting	Follow-up actions required	Administration's response
1. Racial profile of the civil service	20.6.2011	The Administration undertook to provide a paper to address members' concerns about ethnic minorities' difficulties in meeting the language proficiency requirements of respective departments/grades.	The Administration's response was issued vide LC Paper No. CB(1)2371/11-12 on 17 July 2012.
2. Attractiveness of civil service jobs	17.10.2011	The Administration was requested to consider commissioning an academic institution to conduct a longitudinal study to keep track on the career development of civil servants who had resigned from the Government with an aim to reviewing whether civil service jobs remained competitive and attractive in the job market.	The Administration's response was issued vide LC Paper No. CB(1)2371/11-12 on 17 July 2012.
3. Employment situation of Non-Civil Service Contract ("NCSC") staff	21.11.2011	The Administration was requested to – (a) provide a breakdown by Bureau/Department ("B/D") of the number of NCSC staff with continuous service of five years or more, showing the number of NCSC staff serving in different NCSC positions in the same B/D and the number of those employed for time-limited programmes; (b) provide a breakdown by job nature of the number of NCSC staff in the disciplined services;	The Administration's response was issued vide LC Paper No. CB(1)2332/11-12 on 9 July 2012.

Subject	Date of meeting	Follow-up actions required	Administration's response
		<p>(c) review the length of contract, terms of employment and conditions of service of teaching assistants and provide the number of teaching assistants who had been re-employed in the same position under consecutive contracts; and</p> <p>(d) consider according priority to NCSC staff with relevant working experience in open recruitment for civil service posts and granting incremental credits to NCSC staff taking into account their years of service in the Government.</p>	
4. Civil service-related issues featured in the 2012-2013 Budget	20.2.2012	The Administration was requested to provide a detailed breakdown of the 1 535 additional civil service posts to be created in various Government bureaux/departments in the 2012-2013 financial year.	The Administration's response was issued vide LC Paper No. CB(1)2212/11-12 on 21 June 2012.
5. Overview of medical and dental benefits for civil servants, pensioners and eligible dependents	19.3.2012	The Administration undertook, in consultation with the Constitution and Mainland Affairs Bureau, to advise members of the non-cash employment benefits to which politically appointed officials are entitled.	The Administration's response is awaited.
6. Impact of the Chief Executive's acceptance of hospitality offered by tycoons on the morale of the civil servants	14.4.2012	<p>The Administration was requested to provide –</p> <p>(a) the respective numbers of cases in the past few years in which civil servants were prosecuted, convicted and acquitted for offence under section 3 of the Prevention of Bribery Ordinance (Cap. 201);</p>	The Administration's response was issued vide LC Paper No. CB(1)1938/11-12 on 22 May 2012.

Subject	Date of meeting	Follow-up actions required	Administration's response
		<p>a brief description of the convicted cases and the sentence imposed; the number and details of cases in which the civil servants concerned were subject to disciplinary proceedings and the results thereof; and</p> <p>(b) the respective numbers of cases in the past few years in which civil servants were prosecuted, convicted and acquitted for the common law offence of Misconduct in Public Office; a brief description of the convicted cases and the sentence imposed; the number and details of cases in which the civil servants concerned were subject to disciplinary proceedings and the results thereof.</p>	
<p>7. Overview of the civil service establishment, strength, retirement and age profile</p>	<p>16.4.2012</p>	<p>The Administration was requested to provide –</p> <p>(a) the respective numbers of directorate civil servants of various age groups in each of the financial years from 1986-1987 to 2010-2011 (Annex J of LC Paper No. CB(1)1498/11-12(03) referred);</p> <p>(b) a breakdown by age group of the number of resignations tendered by civil servants in the past few years; and</p> <p>(c) figures on the wastage of civil servants of the Administrative Officer grade in recent years, and an analysis based on such figures of the impact of</p>	<p>The Administration's response was issued vide LC Paper No. CB(1)2371/11-12 on 17 July 2012.</p>

Subject	Date of meeting	Follow-up actions required	Administration's response
		<p>the implementation on 1 June 2000 of a new entry system and a new set of terms of appointments and conditions of service for new appointees to the civil service.</p>	
<p>8. Use of agency workers</p>	<p>16.4.2012</p>	<p>The Administration was requested to provide information setting out the reasons for –</p> <p>(a) the Buildings Department, Department of Health, Education Bureau, Leisure and Cultural Services Department and Water Supplies Department using quite a number of agency workers in 2011 and whether there is room for reduction in future; and</p> <p>(b) a ten-fold increase, as compared to the previous year, in the number of agency workers used by the Immigration Department in 2011.</p>	<p>The Administration's response was issued vide LC Paper No. CB(1)2292/11-12 on 29 June 2012.</p>
<p>9. Overview of civil service disciplinary matters</p>	<p>21.5.2012</p>	<p>The Administration was requested to provide –</p> <p>(a) the number of cases in which summary disciplinary actions were instituted against civil servants from the Hong Kong Police Force in the past five years;</p> <p>(b) the number of successful appeals against decisions to reject applications for legal representation in disciplinary hearings so far; and</p> <p>(c) information about the impact (including the time</p>	<p>The Administration's response was issued vide LC Paper No. CB(1)2279/11-12 on 29 June 2012.</p>

Subject	Date of meeting	Follow-up actions required	Administration's response
		taken) of allowing legal representation on the conduct of disciplinary proceedings.	
10. Government's policy and practices on its employment of non-permanent residents of Hong Kong	21.5.2012	Apart from the position of Project Officer in the Chief Executive-elect's Office, the Administration was requested to provide details of the three Government positions which had been filled in recent years by non-permanent residents of Hong Kong.	The Administration's response was issued vide LC Paper No. CB(1)2371/11-12 on 17 July 2012.
11. 2012-2013 Civil Service Pay Adjustment	18.6.2012	The Administration was requested to provide the respective numbers, in each of the past three years, of Non-Civil Service Contract staff whose pay was adjusted at a rate higher or lower than their counterparts in the civil service.	The Administration's response is awaited.