

Panel on Public Service

List of outstanding items for discussion

(Position as at 12 March 2013)

**Proposed timing
for discussion**

1. 2012 Starting Salaries Survey : application to the civil service

15 April 2013

The Administration proposes to brief the Panel on the application of findings of the 2012 Starting Salaries Survey to the civil service.

2. Employment of ethnic minorities in the civil service

15 April 2013

The above subject was discussed by the Panel at its meetings on 24 May 2010 and 20 June 2011. Members were concerned whether the ethnic minorities enjoyed equal opportunities for civil service appointments and promotions. The Administration provided in July 2012 updated information (LC Paper No. CB(1)2371/11-12(01)) on measures adopted to overcome difficulties faced by the ethnic minorities in meeting the language proficiency requirements of specified civil service grades.

At the Panel meetings on 19 November 2012 and 21 January 2013, Hon Emily LAU proposed to revisit the issue at a future meeting. The Administration proposes to brief the Panel on the updated situation at the meeting on 15 April 2013.

**Proposed timing
for discussion**

3. Employment of persons with disabilities in the civil service

Q2 2013

The above subject was discussed by the Panel at its meeting on 16 May 2011. At the Panel meeting on 21 January 2013, Hon Emily LAU proposed and the Chairman agreed to revisit the issue at a future meeting.

The Administration plans to submit a paper on the subject for discussion by the Panel in the latter part of the second quarter of 2013.

4. An overview of the civil service establishment, strength, retirement, resignation and age profile

May – July 2013

The subject was last discussed at the meeting on 16 April 2012. The Administration proposes to update the Panel on the civil service establishment, strength, retirement, resignation and age profile.

5. Use of agency workers by government bureaux/departments

May – July 2013

The subject was last discussed at the meeting on 16 April 2012. The Administration proposes to update the Panel on the use of agency workers by government bureaux/departments.

6. An overview of civil service disciplinary matters

May – July 2013

The subject was last discussed at the meeting on 21 May 2012. The Administration proposes to update the Panel on civil service disciplinary matters.

7. 2013-2014 Civil Service Pay Adjustment

May – July 2013

The Administration proposes to brief the Panel on the civil service pay adjustment for 2013-2014.

**Proposed timing
for discussion**

8. Attractiveness of civil service jobs

May – July 2013

The subject was last discussed at the meeting on 17 October 2011. The Administration proposes to update the Panel on the attractiveness of civil service jobs.

9. Proposed amendments to subsidiary legislation on discipline made under discipline services ordinances

May – July 2013

The Subcommittee on Amendments to Subsidiary Legislation on Discipline Made under Disciplined Services Ordinance was formed on 4 May 2012 to scrutinize the six amendment regulations/rules which sought to amend six pieces of subsidiary legislation on discipline made under relevant Ordinances governing the disciplined services (L.N. 58 to L.N. 63). One of the major amendments was to allow an accused officer to apply for, subject to the approval of the concerned disciplinary authority, representation at his/her disciplinary hearing by a barrister or solicitor or by another person. The Administration also took the opportunity to introduce other amendments to improve the disciplinary proceedings.

The Subcommittee submitted its report to the House Committee on 15 June 2012. It considered that there was insufficient time to examine the proposed amendments under the negative vetting procedure. According to the Administration, it would not bring L.N. 58 to L.N. 63 into commencement and would refine the amendment regulations/rules in consultation with the management and staff sides and taking into account the views of the Subcommittee. The Subcommittee requested the Administration to consult the Panel early on the draft version of the amendment regulations/rules; and suggested that the Panel consider setting up a subcommittee to study the draft amendment regulations/rules.

**Proposed timing
for discussion**

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

To be confirmed

The Panel discussed the determination of salaries for government school teachers on 20 June 2011. A motion was passed at the meeting urging the Administration to review the salaries and terms of employment of government school teachers and make compensation for their loss of income. The Administration provided a written response (LC Paper No. CB(1)2966/10-11(01)) in August 2011.

Dr Hon PAN Pey-chyou and Hon IP Wai-ming wrote to the Panel Chairman on 18 November 2011 (LC Paper No. CB(1)413/11-12) proposing the Panel to further follow up the issue. The Administration provided in June 2012 further information on the issue vide LC Paper No. CB(1)2263/11-12(01).

At the Panel meeting on 16 October 2012, Hon TANG Ka-piu proposed and members agreed to revisit the issue at a future meeting.