

**Panel on Public Service**

**List of Follow-up Actions**

(Position as at 13 June 2013)

<b>Subject</b>	<b>Date of meeting</b>	<b>Follow-up actions required</b>	<b>Administration's response</b>
1. Employment situation of non-civil service contract ("NCSC") staff	17.12.2012	<p>The Administration was requested to provide the following information in descending order in terms of the number of NCSC staff in the respective Bureaux/Departments ("B/D") –</p> <p>(a) a breakdown of the 4 741 NCSC staff with continuous service of five years or more by B/D and years of service;</p> <p>(b) a breakdown of the number of NCSC staff by B/D and their length of current contracts;</p> <p>(c) a breakdown of the number of NCSC staff by B/D and their monthly salaries; and</p> <p>(d) a breakdown by B/D of the 5 080 NCSC positions which have been phased out and replaced by civil service posts as at 30 June 2012.</p>	<p>The Administration's response on items (a)-(e) was issued vide LC Paper No. CB(4)337/12-13(01) on 18 January 2013.</p> <p>The Administration's response on item (j) was reflected in paragraph 4 of the Administration's paper on the Civil Service-related issues featured in the 2013-14 Budget (LC Paper No. CB(4)465/12-13(03).</p>

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		<p>The Administration was also requested to provide the following figures/information –</p> <ul style="list-style-type: none"> <li>(e) a breakdown by years of service of the 438 NCSC staff employed by the Buildings Department;</li> <li>(f) a breakdown by job nature of the 886 NCSC staff employed by the Education Bureau to meet the operational needs in government schools under the school-based management initiative;</li> <li>(g) progress and timetable of the replacement of NCSC positions by civil service posts in the Education Bureau;</li> <li>(h) progress and timetable of the replacement of NCSC positions by civil service posts in the Radio Television Hong Kong. The Administration should also provide information on the number of civil service posts proposed for creation by Radio Television Hong Kong to replace the NCSC posts in the department; and</li> <li>(i) employment situation of NCSC staff in those departments operated under trading funds, and the special considerations of the Civil Service Bureau in monitoring the implementation of the NCSC staff scheme in these departments.</li> </ul>	<p>The Administration's response on other items is awaited.</p>

Subject	Date of meeting	Follow-up actions required	Administration's response
	21.01.2013	<p>The Administration was requested to provide the following figures/information –</p> <p>(j) the number of NCSC positions which will be converted to civil service posts in 2013; and</p> <p>(k) a breakdown by B/D and justifications for non-conversion of the number of NCSC positions which cannot be converted to civil service posts.</p>	
2. An overview of training and development for civil servants	18.02.2013	<p>The Administration was requested to provide the following information –</p> <p>(a) the retirement situation in the civil service and the measures to tackle the succession problems which may arise in the years ahead; and</p> <p>(b) a set of login ID and password for Panel members' access to the National Studies E-Learning Portal on the "Cyber Learning Centre Plus" website.</p>	<p>The Administration's response on item (b) was issued vide LC Paper No. CB(4)497/12-13(01) on 15 March 2013.</p> <p>The Administration's response on item (a) was incorporated into the Administration's paper on "Overview of the civil service: establishment, strength, retirement, resignation and age profile" (LC Paper No. CB(4)625/12-13(06)).</p>

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<p>3. Civil service-related issues featured in the 2013-2014 Budget</p>	<p>18.3.2013</p>	<p>The Administration was requested to provide the following figures –</p> <ul style="list-style-type: none"> <li>(a) a breakdown by B/Ds of the 1 708 additional civil service posts provided in the 2013-14 Draft Estimates of Expenditure;</li> <li>(b) a breakdown by years of service of the some 460 NCSC staff whose positions will be replaced by civil service posts in 2013; and</li> <li>(c) further number of NCSC positions which will be converted to civil service posts.</li> </ul>	<p>The Administration's response was issued vide LC Paper No. CB(4)741/12-13(01) on 4 June 2013.</p>
<p>4. Employment of ethnic minorities in the civil service and government-funded public bodies</p>	<p>15.04.2013</p>	<p>The Administration was requested to provide the following information regarding the appointment of non-ethnic Chinese ("NECs") in the Police Force and the Correctional Services Department in the past few years-</p> <ul style="list-style-type: none"> <li>(a) number of vacancies offered in each recruitment exercise together with respective numbers of applications received from NECs and other persons; and</li> <li>(b) success rate and reasons for non-appointment of NEC applicants.</li> </ul>	<p>The Administration's response was issued vide LC Paper No. CB(4)779/12-13(01) on 13 June 2013.</p>

<b>Subject</b>	<b>Date of meeting</b>	<b>Follow-up actions required</b>	<b>Administration's response</b>
5. Use of agency workers by government bureaux/departments	3.06.2013	<p>The Administration was requested to provide the following information/figures–</p> <ul style="list-style-type: none"><li>(a) details, including the job nature and the services involved, of the "term contracts" under which 9% of the agency workers were employed;</li><li>(b) whether the terms of employment of the service bureau staff, who provide service to the public libraries, meet the requirement of "4-1-18" (i.e. continuous employment of at least four weeks with a weekly working hours of 18 or more);</li><li>(c) numbers and percentages of T-contract staff who have been continuously employed by contractors of different durations to provide service to B/Ds; and</li><li>(d) sample of the confidentiality undertaking signed by T-contract staff.</li></ul>	The Administration's response is awaited.