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Panel on Public Service
Meeting on 17 December 2012

**Updated background brief on the
employment situation of non-civil service contract staff**

Purpose

This paper provides background information on the policy relating to the employment of non-civil service contract ("NCSC") staff and summarizes the major concerns expressed by the Panel on Public Service ("the Panel") on the subject in past discussions.

Background

2. According to the Administration, the NCSC Staff Scheme was introduced in 1999 to provide Permanent Secretaries and Heads of Departments ("HoDs") with a flexible means of employment to respond more promptly to changing operational and service needs of Bureaux/Departments/Offices ("B/Ds") which may be time-limited, seasonal, or subject to market fluctuations; or which require staff to work less than conditioned hours; or which require tapping the latest expertise in a particular area; or where the mode of service delivery is under review or likely to be changed. The terms of employment of NCSC staff are separate and different from those of civil servants. HoDs may determine the appropriate employment package for their NCSC staff having regard to the work involved, the labour market and other relevant considerations, provided that the terms offered are overall speaking no less favourable than those prescribed under the Employment Ordinance (Cap.57) ("EO") and no more favourable than those applicable to civil servants in comparable civil service ranks or with comparable levels of responsibilities where they exist.

Statistics on NCSC staff

3. The numbers of full-time NCSC staff employed from 2001 to 2011 as provided by the Administration are as follows:

<u>Year</u> <i>(as at 1 November)</i>	<u>Number of full-time NCSC staff</u>
2001	11 244
2002	13 701
2003	16 147
2004	14 807
2005	15 687
2006	16 488
2007	16 960
2008	14 608
<i>(as at 31 December 2008)</i>	
2009	16 186
<i>(as at 30 June 2009)</i>	
2010	15 867
<i>(as at 30 June 2010)</i>	
2011	14 818
<i>(as at 30 June 2011)</i>	

Review on the employment situation of NCSC staff

4. The Civil Service Bureau ("CSB"), jointly with B/Ds, conducted a special review on the employment situation of NCSC staff in 2006. The review had identified some 4 000 NCSC positions which would gradually be replaced by civil service posts as the work involved should more appropriately be performed by civil servants. As at 30 June 2011, about 3 660 such positions had been phased out upon expiry of the employment contracts of the concerned NCSC staff and the recruitment of replacement civil servants.

5. Since the 2006 review and by November 2011, B/Ds had identified another 1 110 NCSC positions which involved work that should more appropriately be carried out by civil servants. As at November 2011, about 695 NCSC positions had been phased out and replaced by civil servant posts.

6. To ensure that the employment of NCSC staff by B/Ds fully complies with the ambit of the Scheme, the Administration introduced certain improvement measures for the engagement and management of NCSC staff in November 2006. These measures include setting a ceiling for the number of

NCSC staff for each B/D in the light of specific operational needs, and requiring a B/D to seek approval from CSB for the employment of NCSC staff over and above the prescribed ceiling.

Members' views and concerns

Conversion of NCSC positions to civil service posts

Introduction of "through train" arrangement/internal recruitment

7. At the Panel meeting on 18 December 2006, members expressed disappointment at the outcome of the 2006 review, in which out of the 16 488 full-time NCSC staff employed in 68 B/Ds, only some 4 000 NCSC positions would be converted to civil service posts. Some members were of the view that NCSC staff should be given priority for consideration in the selection of appointees for filling these 4 000 odd civil service posts, and suggested the Administration consider stipulating in the relevant recruitment advertisements that priority would be given to those applicants who had previous relevant working experience in the Government. A motion expressing dissatisfaction that the findings of the review had failed to treat the NCSC staff who had been employed for a long period of time fairly, and urging the Administration to convert NCSC staff being employed to fill posts created to meet long-term needs to civil servants by "through train" arrangement was passed at the meeting.

8. On 15 March 2007, the Panel further discussed the issue. Some members criticized the Administration for being unfair to NCSC staff as they could not be directly converted to civil servants and were not given the opportunity to apply for civil service posts through internal recruitment exercises. A motion urging the Administration to accord priority to NCSC staff with relevant working experience in open recruitment for civil service posts was passed at the meeting. The Panel further passed a motion at its meeting on 11 March 2008 calling on the Administration to make its best endeavour to offer appointment to NCSC staff who had not been converted to civil servants so as to prevent them from becoming jobless.

9. The Administration explained that NCSC staff were employed on a time-specific contract basis and their employment contracts would not be renewed if their work was completed or phased out, or was to be undertaken by a civil servant. Individual B/Ds would recruit staff on NCSC terms and on a time-specific contract basis when new work of a temporary nature needed to be undertaken. Nevertheless, B/Ds would endeavour to provide outgoing NCSC staff with appropriate employment assistance where necessary.

10. The Administration also advised that there was no "through train" arrangement for NCSC staff to become civil servants under the current policy. The Government's recruitment policy was fair competition and meritocracy. B/Ds would select the most suitable persons to fill civil service vacancies through open recruitment process. A mechanism was also in place to inform serving NCSC staff of any civil service openings. NCSC staff were welcome to submit applications through open recruitment if they meet the academic qualifications, experience and other basic entry requirements of the civil service posts concerned. Since relevant working experience would be one of the factors to be taken into account in B/Ds' assessment of job applicants, NCSC staff who met the basic entry requirements of various civil service ranks should generally enjoy a competitive edge over other applicants because of their working experience in the Government.

Outsourcing of public services

11. Some members considered it inappropriate that long-term services directly affecting the public, such as services of the HongKong Post ("PO"), the Leisure and Cultural Services Department ("LCSD") and cleansing and market management duties of the Food and Environmental Hygiene Department ("FEHD") were outsourced.

12. At the Panel meeting on 21 November 2011, the Administration advised that LCSD decided in early 2011 to adopt a mixed mode of service delivery at all public libraries whereby core frontline and support services would be delivered by civil servants, while NCSC staff or employees of contractors/service providers to the Government would be engaged at peak hours to meet seasonal service needs. In this connection, LCSD would be gradually phasing out relevant NCSC positions over the next few years. As for public museums, the relevant positions occupied by NCSC staff would be gradually replaced by civil service posts. As regards the some 2 000 full-time NCSC staff employed by PO, core services in the PO were provided by civil servants while NCSC staff were employed to perform duties that were short-term or seasonal in nature or subject to fluctuations in market demand.

Long lead time for conversion

13. At the Panel meeting on 21 November 2011, some members expressed concern that the number of NCSC positions still stood high at 14 818 as at 30 June 2011, a drop of only 1 670 NCSC positions as compared to the level in 2006. Noting that as many as 4 562 NCSC staff had been on continuous service for five years or more, the members queried why the relevant NCSC

positions were not converted to civil service posts. A member also requested the Administration to expedite the conversion process and to conduct another comprehensive review to identify more NCSC positions for replacement by civil service posts.

14. The Administration advised that over 90% of the some 4 000 NCSC positions identified to be replaced by civil service posts in the 2006 review had been phased out or converted to civil service posts. Since 2006, another 1 110 NCSC positions had been identified for conversion into civil service posts, and the Administration would endeavour to replace NCSC positions with civil service posts where appropriate. The Administration also explained that the number of NCSC staff with continuous service of five years or more had included staff serving in the same NCSC position as well as those in different NCSC positions of the same B/D but without a break in service. The number also included NCSC staff engaged in time-limited programmes.¹

15. At the Panel meeting on 21 November 2011, some members expressed concern that heavy reliance on NCSC staff would undermine the civil service establishment, and suggested imposing a fixed ratio of NCSC staff to civil servants to ensure that the employment of civil servants would not be reduced in the long run. The Administration responded that the percentage of NCSC staff in the civil service had dropped from 10% in 2006 to 9% in 2011. It was expected that the ratio of NCSC staff in some B/Ds would go down when more civil servants were recruited in the near future. The Administration had introduced improvement measures for the engagement and management of NCSC staff. These included setting a ceiling of the number of NCSC staff for each B/D having regard to their specific operational needs in the beginning of every year, and requiring B/Ds to seek approval from the CSB for employing NCSC staff over and above the prescribed ceiling. It was therefore considered not necessary to impose any prescribed ratio of NCSC staff to civil servants across different B/Ds.

Terms of employment and conditions of service of NCSC staff

Provision of incremental credits

16. The issue of provision of incremental credits to NCSC staff was raised on several occasions including the Panel meeting on 21 November 2011. While recognizing the need to uphold the principle of fairness and openness in

¹ In its follow-up paper submitted to the Panel (LC Paper No. CB(1)2332/11-12(01)), the Administration provided a breakdown by B/D of the number of NCSC staff with continuous service of five years or more, showing the number of those serving in different NCSC positions in the same B/D and the number of those employed for time-limited programmes.

the recruitment process, some members considered it unreasonable not to take into account the years of service of NCSC staff for the provision of incremental credits when one successfully applied for civil service posts.

17. The Administration responded that under existing policy, incremental credits for experience might be granted to newly recruited civil servants (including former NCSC staff) only when there was difficulty in recruiting the required qualified candidate or when there was a specific need to recruit person with relevant working experience. Incremental credits would not be granted simply on the basis of their years of service in the Government as NCSC staff.

Different pay adjustments for NCSC staff

18. At the Panel meetings on 17 December 2007 and 15 November 2010, some members expressed concern over the different rates of pay adjustment for NCSC staff and civil servants. They considered it unfair to deny NCSC staff annual increments and, even if such were available for certain ranks, their pay was subject to a ceiling not exceeding the salary mid-point of comparable civil service ranks. The Administration explained that it was inappropriate to mechanically apply the pay adjustment mechanism for the civil service to NCSC staff, as NCSC staff were not civil servants and their terms and conditions of employment were different from those of civil servants. The Administration considered that the current mechanism provided individual B/Ds with the necessary flexibility to set, and where appropriate adjust, the pay of their NCSC staff.

Employment situation of NCSC staff in Education Bureau

19. At the Panel meeting on 21 November 2011, some members expressed concern that some full-time NCSC staff employed by Education Bureau ("EDB") as teaching assistants ("TAs") in government schools were appointed on a fixed-term contract of less than 12 months, and even if these TAs were re-employed by the same school, their fixed-term contracts would not be renewed immediately upon the expiry of the current one. As the arrangement would deprive the TAs of their entitlement to long-service payment, the members considered this arrangement unfair and unreasonable.

20. In its follow-up paper submitted to the Panel, the Administration advised that the NSCS TAs were employed by government schools under the school-based management initiative to meet specific education services or operational needs. In the past three school years, 697 TAs were employed on contracts and among them, 85% (or 595) were given 12-month contracts and 61 NCSC TAs were employed in the same position under consecutive contracts.

The remaining 15% (or 102) TAs served on contracts for less than 12 months. In response to the concerns raised by the Panel, EDB had reminded government schools to give due regard to the interests of their NCSC TAs, and offer them standard employment packages which cover salary levels, end-of-service gratuity where applicable, vacation leave, sick leave and sick leave allowance arrangements.

Enhancement of communication with NCSC staff

21. At the Panel meeting on 17 December 2007, some members expressed concern that NCSC staff were neither provided with an official platform to collectively negotiate with the management in respect of their employment terms and conditions nor a redress channel for handling their grievances. The Panel passed a motion urging the Government to consider setting up an inter-departmental platform to enhance communication with NCSC staff, so as to improve employee-employer and staff-management relations and to boost the morale of NCSC staff.

22. The Administration responded that an established consultative mechanism was in place within the civil service. The management could communicate with individual staff members (including NCSC staff), as well as staff unions/associations and staff consultative bodies in which NCSC staff were also represented, on a wide range of subjects.

Council questions

23. Dr Hon PAN Pey-chyou asked a question on NCSC staff in respect of the conversion of NCSC positions to civil service posts, internal recruitment of NCSC staff to become civil servants and centralizing the recruitment of NCSC staff by CSB at the Council meeting on 22 June 2011. Dr PAN also raised questions pertaining to the employment of NCSC staff at the Council meetings on 6 January and 3 February 2010. The hyperlinks of the questions and respective Administration's replies are set out in the **Appendix**.

Latest development

24. The Administration will update the Panel on the employment situation of NCSC staff at the Panel meeting on 17 December 2012.

Relevant papers

25. A list of relevant papers is set out in **Appendix**.

Council Business Division 4
Legislative Council Secretariat
13 December 2012

Appendix

Employment of non-civil service contract staff

List of relevant papers

Meeting/ Date of meeting	Minutes/ Paper/Question	LC Paper No.
Panel on Public Service 18.1.1999	Administration's paper on "Employment of NCSC Staff" Minutes of meeting	CB(2)924/98-99 http://www.legco.gov.hk/yr98-99/english/panels/ps/papers/ps1801_5.htm CB(2)1466/98-99 http://www.legco.gov.hk/yr98-99/english/panels/ps/minutes/ps180199.htm
Panel on Public Service 18.3.2002	Administration's paper on "Civil Service-relating issues featuring in the 2002-03 Budget" Supplementary information provided by the Administration Minutes of meeting	CB(1)1284/01-02(03) http://www.legco.gov.hk/yr01-02/english/panels/ps/papers/ps0318cb1-1284-3e.pdf CB(1)1474/01-02 http://www.legco.gov.hk/yr01-02/english/panels/ps/papers/ps0318cb1-1474-e.pdf CB(1)1445/01-02 http://www.legco.gov.hk/yr01-02/english/panels/ps/minutes/ps020318.pdf

Meeting/ Date of meeting	Minutes/ Paper/Question	LC Paper No.
<p>Panel on Public Service 19.4.2004</p>	<p>Administration's paper on "Employment of NCSC Staff"</p> <p>Administration's paper on "Employment of NCSC Staff"</p> <p>Administration's paper on "Employment of NCSC Staff"</p> <p>Administration's paper on "Employment of NCSC Staff"</p> <p>Administration's paper on "Employment of NCSC Staff"</p> <p>Minutes of meeting</p>	<p>CB(1)1505/03-04(04) http://www.legco.gov.hk/yr03-04/english/panels/ps/papers/ps0419cb1-1505-4e.pdf</p> <p>CB(1)1568/03-04(02) http://www.legco.gov.hk/yr03-04/english/panels/ps/papers/ps0419cb1-1568-2e.pdf</p> <p>CB(1)1813/03-04(01) http://www.legco.gov.hk/yr03-04/english/panels/ps/papers/ps0419cb1-1813-1e.pdf</p> <p>CB(1)2346/03-04(01) http://www.legco.gov.hk/yr03-04/english/panels/ps/papers/pscb1-2346-1e.pdf</p> <p>CB(1)93/04-05(01) http://www.legco.gov.hk/yr03-04/english/panels/ps/papers/ps0419cb1-93-1e.pdf</p> <p>CB(1)1787/03-04 http://www.legco.gov.hk/yr03-04/english/panels/ps/minutes/ps040419.pdf</p>
<p>Panel on Public Service 17.1.2005</p>	<p>Administration's paper on "Policy Initiatives of the Civil Service Bureau"</p>	<p>CB(1)684/04-05(03) http://www.legco.gov.hk/yr04-05/english/panels/ps/papers/ps0117cb1-684-3e.pdf</p>

Meeting/ Date of meeting	Minutes/ Paper/Question	LC Paper No.
	Minutes of meeting	CB(1)901/04-05 http://www.legco.gov.hk/yr04-05/english/panels/ps/minutes/ps050117.pdf
Panel on Public Service 18.4.2005	Administration's paper on "Employment of NCSC Staff" The Administration's response to the motion passed at the Panel meeting Minutes of meeting Administration's paper on "Employment of NCSC Staff"	CB(1)1248/04-05(03) http://www.legco.gov.hk/yr04-05/english/panels/ps/papers/ps0418cb1-1248-3e.pdf CB(1)1976/04-05(01) http://www.legco.gov.hk/yr04-05/english/panels/ps/papers/ps0418cb1-1976-1e.pdf CB(1)1521/04-05 http://www.legco.gov.hk/yr04-05/english/panels/ps/minutes/ps050418.pdf CB(1)2316/04-05(01) http://www.legco.gov.hk/yr04-05/english/panels/ps/papers/ps0418cb1-2316-1e.pdf
Panel on Public Service 20.3.2006	Administration's paper on "Employment of NCSC Staff" Minutes of meeting	CB(1)1067/05-06(03) http://www.legco.gov.hk/yr05-06/english/panels/ps/papers/ps0320cb1-1067-3e.pdf CB(1)1745/05-06 http://www.legco.gov.hk/yr05-06/english/panels/ps/minutes/ps060320.pdf

Meeting/ Date of meeting	Minutes/ Paper/Question	LC Paper No.
Panel on Public Service 18.12.2006	Administration's paper on "Review of Employment Situation of NCSC Staff" Minutes of meeting	CB(1)471/06-07(03) http://www.legco.gov.hk/yr06-07/english/panels/ps/papers/ps1218cb1-471-3-e.pdf CB(1)621/06-07 http://www.legco.gov.hk/yr06-07/english/panels/ps/minutes/ps061218.pdf
Panel on Public Service 15.1.2007	Administration's paper on "Follow-up on Review of Employment Situation of NCSC Staff" Minutes of meeting	CB(1)623/06-07(03) http://www.legco.gov.hk/yr06-07/english/panels/ps/papers/ps0115cb1-623-3-e.pdf CB(1)876/06-07 http://www.legco.gov.hk/yr06-07/english/panels/ps/minutes/ps070115.pdf
Panel on Public Service 8.2.2007	Administration's paper on "Follow-up on Review of Employment Situation of NCSC Staff" Minutes of meeting	CB(1)843/06-07(03) http://www.legco.gov.hk/yr06-07/english/panels/ps/papers/ps0208cb1-843-3-e.pdf CB(1)1245/06-07 http://www.legco.gov.hk/yr06-07/english/panels/ps/minutes/ps070208.pdf
Panel on Public Service 15.3.2007	Administration's paper on "Follow-up on Review of Employment Situation of NCSC Staff"	CB(1)1108/06-07(01) http://www.legco.gov.hk/yr06-07/english/panels/ps/papers/ps0208cb1-1108-1-e.pdf

Meeting/ Date of meeting	Minutes/ Paper/Question	LC Paper No.
	<p>Administration's paper responding to the motion on "Employment Situation of NCSC Staff"</p> <p>Minutes of meeting</p>	<p>CB(1)1321/06-07(01)</p> <p>http://www.legco.gov.hk/yr06-07/english/panels/ps/papers/ps0315cb1-1321-1-e.pdf</p> <p>CB(1)1322/06-07</p> <p>http://www.legco.gov.hk/yr06-07/english/panels/ps/minutes/ps070315.pdf</p>
<p>Panel on Public Service 17.12.2007</p>	<p>Administration's paper on "Employment of NCSC Staff"</p> <p>Administration's paper on "Employment of NCSC Staff"</p> <p>Administration's paper on "Employment of NCSC Staff"</p> <p>Minutes of meeting</p>	<p>CB(1)377/07-08(03)</p> <p>http://www.legco.gov.hk/yr07-08/english/panels/ps/papers/ps1217cb1-377-3-e.pdf</p> <p>CB(1)597/07-08(01)</p> <p>http://www.legco.gov.hk/yr07-08/english/panels/ps/papers/ps1217cb1-597-1-e.pdf</p> <p>CB(1)794/07-08(01)</p> <p>http://www.legco.gov.hk/yr07-08/english/panels/ps/papers/ps1217cb1-794-1-e.pdf</p> <p>CB(1)565/07-08</p> <p>http://www.legco.gov.hk/yr07-08/english/panels/ps/minutes/ps071217.pdf</p>
<p>Panel on Public Service 11.3.2008</p>	<p>Administration's paper responding to the motion on the employment opportunities for NCSC staff</p>	<p>CB(1)1262/07-08(01)</p> <p>http://www.legco.gov.hk/yr07-08/english/panels/ps/papers/ps0311cb1-1262-1-e.pdf</p>

Meeting/ Date of meeting	Minutes/ Paper/Question	LC Paper No.
	Minutes of meeting	CB(1)1239/07-08 http://www.legco.gov.hk/yr07-08/english/panels/ps/minutes/ps080311.pdf
Panel on Public Service 16.2.2009	Administration's paper on "Employment of NCSC Staff" Submission on employment of NCSC staff (Chinese version only) Paper on "Employment of NCSC Staff" prepared by the Legislative Council Secretariat (Background brief) Hon LEE Cheuk-yan's questions on employment of NCSC staff (Chinese version only) The Administration's reply to Hon LEE Cheuk-yan's questions Minutes of meeting	CB(1) 747/08-09(06) http://www.legco.gov.hk/yr08-09/english/panels/ps/papers/ps0216cb1-747-6-e.pdf CB(1)781/08-09(03) http://www.legco.gov.hk/yr08-09/chinese/panels/ps/papers/ps0216cb1-781-3-c.pdf CB(1)748/08-09 http://www.legco.gov.hk/yr08-09/english/panels/ps/papers/ps0216cb1-748-e.pdf CB(1)815/08-09(01) http://www.legco.gov.hk/yr08-09/chinese/panels/ps/papers/ps0216cb1-815-1-c.pdf CB(1)815/08-09(02) http://www.legco.gov.hk/yr08-09/english/panels/ps/papers/ps0216cb1-815-2-e.pdf CB(1)1647/08-09 http://www.legco.gov.hk/yr08-09/english/panels/ps/minutes/ps20090216.pdf

Meeting/ Date of meeting	Minutes/ Paper/Question	LC Paper No.
	Administration's paper on "Employment of NCSC Staff"	CB(1)2235/08-09(01) http://www.legco.gov.hk/yr08-09/english/panels/ps/papers/pscb1-2235-1-e.pdf
Panel on Public Service 21.12.2009	<p>Administration's paper on "Employment of NCSC Staff"</p> <p>Paper on "Employment of non-civil service contract staff" prepared by the Legislative Council Secretariat (updated background brief)</p> <p>Submission from Hong Kong Civil Servants General Union (Chinese version only)</p> <p>Submission from Government Employees Association (Chinese version only)</p> <p>Submission from Hong Kong Leisure Services Staff General Union (Chinese version only)</p>	<p>CB(1)597/09-10(03) http://www.legco.gov.hk/yr09-10/english/panels/ps/papers/ps1221cb1-597-3-e.pdf</p> <p>CB(1)674/09-10 http://www.legco.gov.hk/yr09-10/english/panels/ps/papers/ps1221cb1-674-e.pdf</p> <p>CB(1)661/09-10(01) http://www.legco.gov.hk/yr09-10/chinese/panels/ps/papers/ps1221cb1-661-1-c.pdf</p> <p>CB(1)727/09-10(01) http://www.legco.gov.hk/yr09-10/chinese/panels/ps/papers/ps1221cb1-727-1-c.pdf</p> <p>CB(1)612/09-10(01) http://www.legco.gov.hk/yr09-10/chinese/panels/ps/papers/ps1221cb1-612-1-c.pdf</p>

Meeting/ Date of meeting	Minutes/ Paper/Question	LC Paper No.
	<p>Submission from Rights Association of Hongkong Post Contract Staff (Chinese version only)</p> <p>Submission from the Civil Servants & Subsidized Organizations Committee of The Federation of Hong Kong & Kowloon Labour Unions (Chinese version only)</p> <p>Submission from屋宇署合約僱員代表 (Chinese version only)</p> <p>Minutes of meeting</p>	<p>CB(1)682/09-10(01) http://www.legco.gov.hk/yr09-10/chinese/panels/ps/papers/ps1221cb1-682-1-c.pdf</p> <p>CB(1)597/09-10(04) http://www.legco.gov.hk/yr09-10/chinese/panels/ps/papers/ps1221cb1-597-4-c.pdf</p> <p>CB(1)727/09-10(02) http://www.legco.gov.hk/yr09-10/chinese/panels/ps/papers/ps1221cb1-727-2-c.pdf</p> <p>CB(1)1329/09-10 http://www.legco.gov.hk/yr09-10/english/panels/ps/minutes/ps20091221.pdf</p>
Council meeting 6.01.2010	Dr Hon PAN Pey-chyou's question	http://www.legco.gov.hk/yr09-10/english/counmtg/agenda/cm20100106.htm#q_12
Council meeting 3.02.2010	Dr Hon PAN Pey-chyou's question	http://www.legco.gov.hk/yr09-10/english/counmtg/agenda/cm20100203.htm#q_7

Meeting/ Date of meeting	Minutes/ Paper/Question	LC Paper No.
Panel on Public Service 15.11.2010	Administration's paper on employment situation of non-civil service contract staff	CB(1)338/10-11(03) http://www.legco.gov.hk/yr10-11/english/panels/ps/papers/ps1115cb1-338-3-e.pdf
Council meeting 22.06.2011	Dr Hon PAN Pey-chyou's question	http://www.legco.gov.hk/yr10-11/english/counmtg/agenda/cm20110622.htm#q_4
Panel on Public Service 21.11.2011	Administration's paper on employment situation of non-civil service contract staff Administration's paper on employment situation of non-civil service contract staff (follow-up paper) Paper on employment situation of non-civil service contract staff prepared by the Legislative Council Secretariat (Updated background brief) Minutes of meeting	CB(1)321/11-12(05) http://www.legco.gov.hk/yr11-12/english/panels/ps/papers/ps1121cb1-321-5-e.pdf CB(1)2332/11-12(01) http://www.legco.gov.hk/yr11-12/english/panels/ps/papers/ps1121cb1-2332-1-e.pdf CB(1)321/11-12(06) http://www.legco.gov.hk/yr11-12/english/panels/ps/papers/ps1121cb1-321-6-e.pdf CB(1)1128/11-12 http://www.legco.gov.hk/yr11-12/english/panels/ps/minutes/ps2011121.pdf