

# 立法會

## *Legislative Council*

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Ref: CB4/PL/PS

### **Report of the Panel on Public Service for submission to the Legislative Council**

#### **Purpose**

This report gives an account of the work of the Panel on Public Service ("the Panel") during the 2012-2013 legislative session. It will be tabled at the Council meeting on 17 July 2013 in accordance with Rule 77(14) of the Rules of Procedure.

#### **The Panel**

2. The Panel was formed by a resolution passed by the Legislative Council ("LegCo") on 8 July 1998 and as amended on 20 December 2000, 9 October 2002, 11 July 2007 and 2 July 2008 for the purpose of monitoring and examining government policies and issues of public concern relating to civil service and government-funded public bodies, and other public service matters. The terms of reference of the Panel are in **Appendix I**.

3. The Panel comprises 15 members, with Hon Mrs Regina IP and Hon POON Siu-ping elected as Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

#### **Major Work**

##### Civil service establishment, strength, retirement and age profile

4. The Panel received a briefing by the Administration on the overview of the civil service establishment, strength, retirement, resignation and age profile at the meeting on 3 June 2013. Members noted with grave concern that the projected number of retiring civil servants would significantly increase in the next 10 years and nearly 70% of the serving directorate civil servants were in the age group of 50-59.

Members asked what measures were in place to tackle the succession problems in the civil service.

5. The Panel noted the explanation of the Administration that measures had been put in place to facilitate B/Ds in making early planning for succession and taking timely actions where necessary. There was a well-established mechanism under which Secretary for Civil Service would meet with Permanent Secretaries and Heads of Department regularly to discuss the succession situation, particularly that at the directorate level. In terms of recruitment, B/Ds would conduct recruitment exercises in a timely manner to fill vacancies and bring in new blood to facilitate succession in the long term. In tandem with recruitment, appropriate training and development programmes would be provided for civil servants at all levels to enable them to discharge their duties and to prepare them for higher responsibilities. In some special circumstances, such as a sudden increase in workload, B/Ds might employ existing civil servants beyond their retirement age to help meet their short-term succession or operational problems.

6. Some members suggested that the Administration should consider extending the retirement age of civil servants. The Administration advised that the subject would need to be carefully considered taking into account all relevant factors and diverse views. The Civil Service Bureau ("CSB") was conducting a preliminary study to assess the retirement situation in the civil service and would explore possible options to address any operational needs identified. The study was expected to be completed by early 2014.

#### Training and development for civil servants

7. At the meeting on 18 February 2013, the Panel received a briefing by the Administration on the provision of training and development for civil servants. The Panel noted that following the Chief Executive's 2013 Policy Address which had called for the enhancement of civil service training, the Administration planned to strengthen civil service training in the areas of managing adversity and pressure, handling public consultations, enhancing innovative thinking and deepening the understanding of the latest developments in the Mainland.

8. Some members expressed concern about the contents of the national studies courses, in particular whether courses conducted in the Mainland would cover viewpoints from different perspectives. The Administration advised that the national studies programmes aimed to enhance the participants' understanding of the latest socio-economic and

political developments in the Mainland. For those courses conducted in the Mainland, most of the speakers were Mainland scholars who offered insights and viewpoints on Mainland issues. Apart from those visits and exchange programmes which were conducted in the Mainland, the Administration also organized national studies workshops, seminars and e-learning portal for civil servants, which were all conducted in Hong Kong. Moreover, local scholars/experts with different political perspectives had been invited to conduct seminars on national issues and their presentations had been uploaded onto the dedicated e-learning portal on the Cyber Learning Centre Plus website.

9. During the discussion, Panel members made various suggestions for enhancing civil service training. Some members considered that the Administration should devote more efforts on enhancing the visits and training programmes conducted in overseas countries so as to bring in more good experience from overseas countries. Some members suggested that more seminars and workshops on the core values of the civil service should be conducted, and the training for civil servants on skills of communication with the public and the media should be strengthened.

#### Employment of non-civil service contract staff by the Government

10. The Panel had been closely following up the policy on employment of Non-Civil Service Contract ("NCSC") staff and discussed the issue at the meetings on 17 December 2012 and 21 January 2013. Representatives of relevant staff unions/associations were invited to give views at the latter meeting.

11. The Panel noted that as at 30 June 2012, a total of 14 535 full-time NCSC staff were employed by B/Ds, which was less than 16 488 when a review on the employment situation of NCSC staff was conducted in 2006. Out of the 5 800 NCSC positions which the Administration had identified for conversion into civil service posts, a total of 5 080 NCSC positions had been replaced by civil service posts. Panel members in general considered the pace of replacing NCSC positions by civil service posts too slow. Noting that there were 4 741 NCSC staff who had worked continuously for over five years in B/Ds, some members urged the Administration to devise a policy of converting those NCSC staff with long continuous service to civil servants. Panel members also urged CSB to critically review the employment situation of NCSC staff in certain departments (such as the Leisure and Cultural Services Department, Education Bureau ("EDB"), Buildings Department, Radio Television Hong Kong and Hongkong Post, which had a relatively high ratio of NCSC staff.

12. The Administration pointed out that given the unique operational needs of some B/Ds, there was a need to employ NCSC staff to complement the civil service workforce to meet service needs which were seasonal or time-limited, or in situations where there was a need to tap the market expertise, or where there were no civil service grades performing the required tasks. CSB would continue to review with individual B/Ds their employment of NCSC staff according to their actual operational needs and would seek to replace NCSC positions with civil service posts where appropriate.

13. Having regard to the concerns expressed by deputations, some members requested the Administration to review the terms and conditions of service of NCSC staff so that their remuneration packages could be aligned with those of civil servants. The Administration responded that it was not appropriate to directly compare the remuneration of NCSC staff with that of the civil service counterparts as their employment terms were completely different. Under the guiding principle that the terms and conditions of service for NCSC staff should be overall speaking no more favourable than the conditions of service of the civil servants in comparable civil service ranks, there was room for B/Ds to offer attractive remuneration packages to NCSC staff, taking into consideration the conditions of the labour market and the need to recruit or retain persons of suitable calibre.

14. Some members were concerned about a few B/Ds which were operating as trading funds and had employed a large number of NCSC staff to meet their long-term service needs in order to save costs. The Panel noted the explanation of the Administration that B/Ds operating as trading funds had to be provided with greater flexibility in the appointment of staff to ensure that the funds could operate commercially. However, those B/Ds were still required to ensure the competitiveness and attractiveness of the terms and conditions of service of the NCSC positions, and comply with the Employment Ordinance (Cap. 57) so as to be able to recruit persons of suitable calibre from the labour market and retain the NCSC staff.

#### Use of agency workers and T-contract staff

15. Agency workers are labour force supplied by employment agencies under service contracts and work under direct supervision of the procuring B/D. The Panel reviewed the use of agency workers by B/Ds at the meeting on 3 June 2013. Noting that the number of agency workers working in B/Ds stood at 1 173 as at 30 September 2012, representing a reduction of 30% compared with the position in September 2011, members

urged the Administration to explore whether there was room for further reduction. Some members suggested that the Administration should convert those agency workers to government employees.

16. The Administration explained that agency workers were used to meet urgent or unforeseen service needs or unexpected surge in service demands for the short term. As a general guideline, the short-term service demands under the circumstances where agency workers could be used should last for no more than nine months. In order to maintain consistency in the use of such workers within individual B/Ds, guidelines on the proper use of agency workers covering the scope of using agency workers and the wage requirement had been issued to B/Ds.

17. The Panel also reviewed the use of information technology ("IT") contract staff (commonly known as "T-contract staff") engaged under term contracts centrally administered by the Office of the Government Chief Information Officer ("OGCIO"). The Panel noted that as at 31 March 2013, there were some 1 970 T-contract staff working alongside a combined civil service and NCSC workforce of about 2 000 in different B/Ds to develop, maintain and support IT systems and applications or manage specific IT projects. Some members considered that the engagement of T-contract staff gave rise to issues of unequal pay for the same work, unfair terms of employment and middle-man exploitation, as well as IT security problems. They urged the Administration to conduct a comprehensive review of the T-contract arrangement to address the problems. Meanwhile, the Administration should formulate a plan to convert those T-contract staff who had been providing services continuously to B/Ds for a long time to government employees.

18. The Administration advised that the T-contract staff could complement the service provided by the IT staff directly employed by the Government to meet short-term or project-based service needs. This arrangement allowed B/Ds to tap the latest expertise in the market for developing IT systems and fostered technology exchange between IT personnel in the civil service and private sector. To ensure a proper use of the T-contract staff, OGCIO had set out guidelines for compliance by B/Ds. The Administration had no plan to directly convert the T-contract staff who were employed by contractors to government employees. In order to ensure the T-contract staff would be given due employment protection, the terms of T-contracts had included provisions to require the contractors to comply with the employment laws and not to include unreasonable terms in the employment contracts. The Administration also advised that T-contract staff were required to sign confidentiality undertakings and the contractors concerned were obliged to ensure that the T-contract staff had

no criminal records.

### Employment of ethnic minorities in the civil service

19. The Panel discussed the employment of ethnic minorities in the civil service on 15 April 2013. With the increase in the population of ethnic minorities in Hong Kong, members considered that there was a need for the Administration to recruit more ethnic minorities in the civil service to ensure that public services could be provided more effectively to the ethnic minority communities. Noting that the Hong Kong Police Force ("the Police Force") and the Correctional Services Department ("CSD") had introduced measures to make adjustments to the tests of language ability in the selection process to facilitate ethnic minorities in applying for related job vacancies, members suggested that other B/Ds (such as the Social Welfare Department, EDB and the Hospital Authority ("HA")) which had operational needs to employ ethnic minorities should follow suit. Some members shared the view of the Hong Kong Union Limited, an advocacy group for ethnic minority rights, that the Chinese language proficiency requirements ("LPRs") for some grades could be relaxed to some extent without affecting the work and operational needs of the grades.

20. The Administration advised that civil service recruitment was based on fair competition and meritocracy. All candidates in an open recruitment exercise were assessed on the basis of their merits and having regard to the stipulated entry requirements, including LPRs, set according to the job requirements of the grade concerned. The race of a candidate was not a pertinent consideration in the recruitment process. Heads of departments/grade ("HoDs/HoGs") were responsible for stipulating the LPRs for each of the grades under their management and making suitable adjustments in response to changes in the community and operational needs. Over the past years, efforts had been made to facilitate the recruitment of candidates whose first language was not Chinese without affecting the work and operational needs of the concerned grades. CSB would continue to work with HoDs/HoGs in making suitable adjustments in LPRs, taking into account the changing operational needs of the grades concerned. Regarding members' suggestion of employing ethnic minorities in the civil service to serve the respective ethnic communities, the Administration concurred that where appropriate, B/Ds might employ ethnic minorities to meet specific operational needs. In this connection, the Police Force had launched a scheme to hire non-ethnic Chinese as Police Community Liaison Assistants.

21. On the racial profile of the civil service, the Panel noted that the Administration had launched a survey to obtain up-to-date information on this area. The results of the survey would be available in the third quarter of 2013. Members requested the Administration to report to the Panel on the results of the survey when available and take into account the views of relevant concern groups in determining the scope and other aspects of the survey.

#### Employment of persons with disabilities in the civil service

22. The Panel discussed the employment of persons with disabilities ("PwDs") in the civil service with the Administration on 17 June 2013. Members noted that as at 31 March 2012, there were 3 391 civil servants with disabilities, representing 2% of the strength of the civil service. On measures to facilitate PwDs to apply for government jobs, CSB had issued a set of guidelines to all B/Ds under which an appropriate degree of preference might be given to candidates with disabilities found suitable for appointment by placing them ahead of able-bodied candidates whose suitability for appointment was considered comparable to the former. For the civil service recruitment exercises concluded in 2010-11 and 2011-12, among the 3 152 qualified candidates with disabilities, 94 candidates (or 3%) were subsequently offered appointment, whereas the overall ratio of appointment offers to qualified applications was 1.9%.

23. Some members raised concern that the increase in the number of PwDs serving in the civil service over the past five years (3 225 in 2008 Vs 3 391 in 2012) was meagre, and queried that the figure included some civil servants who had become disabled after their appointment to the civil service. The members also relayed the concerns of PwD concern groups about the difficulties encountered by PwDs in securing employment in other public service organizations and that some B/Ds might not have fully complied with the aforesaid guidelines issued by CSB in considering applications from PwDs for civil service posts. The Panel agreed to invite relevant organizations and interested parties to present views on the subject, and requested the Administration to provide more detailed statistics on the employment of PwDs in the civil service over the past 10 years.

#### Pay and conditions of service

##### *2012 Starting Salaries Survey*

24. To maintain broad comparability between civil service and private sector pays, starting salaries surveys ("SSSs") are conducted every three years to compare the starting salaries of non-directorate civilian civil

service grades with the entry pay of jobs in the private sector requiring similar qualifications. The Administration briefed the Panel on the findings and recommendations of the 2012 SSS conducted by the Standing Commission on Civil Service Salaries and Conditions of Service ("the Standing Commission") on 21 January 2013, and on the application of the survey to the civil service on 15 April 2013. The Panel noted that the 2012 SSS showed that existing benchmark entry pays of most Qualification Groups ("QGs") with sufficient market data for analysis closely reflected the market third quartile ("P75") pay levels. The only two exceptions were QG 9 (Degree and Related Grades) and QG10 (Model Scale 1 Grades) whose benchmark entry pays were higher than the respective P75 pay levels by 8.8% and 5.7% respectively. Having considered the need to maintain a stable and permanent civil service and the inherent differences between the civil service and private sector, the Standing Commission had recommended that the status quo be maintained for the benchmark pays for all QGs, including QGs 9 and 10.

25. Some members expressed concern on whether the terms and conditions of the civil service could still attract candidates of high calibre, especially after the replacement of pension benefits by the Civil Service Provident Fund Scheme and the reduction of fringe benefits for civil servants appointed on or after 1 June 2000. Noting that the benchmark pays of some QGs were lower than the market P75 levels, though the difference was less than 5%, some members requested the Administration to consider revising upward the entry pays for the related grades/ranks. Members also expressed concern that in conducting the 2012 SSS, the Standing Commission might not have taken into account a number of factors which had contributed to the increasing pressure on civil servants, such as rising public expectations and demands for public services.

26. The Administration agreed that it was important to offer sufficient and attractive remuneration to civil servants so as to maintain a stable and highly efficient civil service. It was under this consideration that the Standing Commission had recommended maintaining the benchmark entry pays of QGs 9 and 10 although they were higher than the market P75 pay levels. The current civil service pay was sufficient to attract and retain staff of the right calibre. This could be illustrated by the relatively low staff turnover rate and large number of applications received in the recruitment exercises conducted in recent years. Regarding the situation that a few individual technical departments might encounter short-term difficulties in staff recruitment, the Administration explained that B/Ds had the responsibility to conduct regular reviews on their manpower situations and take remedial actions to cope with service needs. In some special circumstances, such as a sudden increase in workload, B/Ds might



exceptionally consider employing existing civil servants beyond their retirement age to help meet the short-term operational needs.

27. Some members expressed concern about the recognition of various sub-degree qualifications for civil service appointments. The Administration advised that under the prevailing arrangements, holders of locally-accredited sub-degree qualifications might apply for civil service posts with entry requirements set at the sub-degree level or below. At present, there were 28 civil service ranks with their entry requirements set at the sub-degree level.

#### *2013-14 Civil Service Pay Adjustment*

28. The Panel discussed the 2013-14 civil service pay adjustment at the meetings on 17 June and 2 July 2013. The Panel received views from representatives of civil service staff unions/associations on the subject at the latter meeting. The Acting Chief Executive-in-Council decided on 11 June 2013 that the civil service pay for 2013-14 should be adjusted in accordance with the following pay offers made to the staff sides of the four central consultative councils ("the staff sides")

- (a) a pay increase of 2.55% (i.e. the net pay trend indicator ("PTI") for the upper salary band) for civil servants in the upper salary band and the directorate;
- (b) a pay increase of 3.92% (i.e. the net PTI for the middle salary band) for civil servants in the middle salary band; and
- (c) a pay increase of 3.92% (i.e. the net PTI for the lower salary band) for civil servants in the lower salary band.

29. The Panel noted that the deputations were disappointed with the pay offers. They considered that the Administration had not given sufficient consideration to factors other than the net PTIs, especially changes in the cost of living and staff morale. They were also concerned that the 2013 Pay Trend Survey might not have fully reflected the year-on-year pay adjustments in the private sector since there were certain areas for improvement in the mechanism. Some deputations were also dissatisfied with the way the Administration had handled this year's pay adjustment exercise, which in their view had caused misunderstanding among the public of the staff side's demands and counter-proposals.

30. The Administration explained that the views of the staff sides have been thoroughly considered. Taking into account the six relevant factors set out in the Legislative Council Brief on this subject issued on 4 June

2013 (viz. the net PTIs, state of Hong Kong's economy, changes in the cost of living, the Government's fiscal position, staff sides' pay claims and civil service morale), the Acting Chief Executive-in-Council decided that civil service pay for 2013-14 should be adjusted in accordance with the pay offers made. This decision was in line with the civil service pay policy objective of maintaining broad comparability between civil service and private sector pay.

31. The Panel noted that notwithstanding their disappointment, the deputations hoped that the Finance Committee could approve the pay adjustment so that the adjustment could be effected retrospectively from 1 April 2013 and the back payment could be made in July 2013. Having regard to the views expressed by deputations, the Panel urged the Administration to review the existing pay trend adjustment mechanism as early as possible and maintain close communication with various civil service staff unions/associations in the course of the review.

*Conditioned hours of work of the operational staff in the Fire Stream of the Fire Services Department*

32. At the meeting on 19 November 2012, the Panel discussed the conditioned hours of work of the operational staff in the Fire Stream of FSD, and received views from the relevant staff associations/unions of the Fire Services Department ("FSD") on the subject. The Administration advised that specific conditioned hours of work were laid down for different civil service grades according to operational requirements. Any proposal to reduce the conditioned hours of work of a grade should be carefully considered against the three pre-requisites of cost-neutrality, no additional manpower and maintaining the same level of service to the public, along with other relevant factors.

33. Members supported the staff associations'/unions' views that there should be a reduction in the conditioned hours of work of the operational staff in FSD, since the staff had the longest working hours compared to other disciplined services grades. Noting that FSD had formulated a new proposal to reduce the conditioned hours of work of the operational staff in the Fire Stream from 54 hours to 51 hours per week ("new 51 proposal") without the provision of additional manpower, some members expressed concern on whether the quality of service of FSD and the safety of firemen would be adversely affected under the proposed arrangements. They urged the Administration to relax or abolish the three pre-requisites.

34. The Administration stressed that it attached great importance to the quality of service provided to and the safety of the public. The new 51 proposal would not have any adverse effect on the quality of service provided by FSD. In light of the views of members and staff associations/unions expressed at the meeting, the FSD management undertook to discuss with the relevant associations/unions details of the new 51 proposal and further refine the implementation details of the proposal. The Administration subsequently informed the Panel that a trial scheme of the proposal was implemented on 15 March 2013. Upon successful completion of the trial scheme and subject to the approval for FSD to reduce the conditioned hours of operational staff in the Fire Stream to 51 hours per week permanently, FSD would study the feasibility of further reducing their weekly conditioned hours to 48 hours.

*Medical and dental benefits for civil service eligible persons*

35. On 18 March 2013, the Panel received a briefing by the Administration on the updated position of the provision of medical and dental benefits for civil service eligible persons ("CSEPs"), i.e. serving and retired civil servants and their eligible dependants. The Panel noted that the Administration intended to further improve the provision of civil service medical benefits in 2013-2014, which included providing additional general dental surgeries and increasing the number of consultation rooms in Kowloon Families Clinic, as well as an increased provision of \$70 million (i.e. 20% over the 2012-2013 revised estimates) for the payment and reimbursement of medical fees and hospital charges for civil service eligible persons<sup>1</sup> in 2013-2014.

36. While members welcomed the improvement measures, they were however disappointed to note that the Administration maintained its position not to include Chinese medicine in the scope of civil service medical benefits. There were suggestions that the Administration should seriously consider setting up at least one Chinese medicine clinic ("CMC") under the Department of Health ("DH") for the exclusive use of CSEPs, or devising a mechanism for reimbursement of medical expenses incurred by CSEPs in soliciting Chinese medicine service. The Panel passed a motion urging the Government to immediately review the practice of not providing Chinese medicine service for the civil service.

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<sup>1</sup> Under the existing policy, CSEPs can apply to the Administration for reimbursement of expenses on drugs or equipment or other treatment services which form an essential part of the medical treatment as certified by the attending HA or DH doctors on medical grounds, and are not available in HA/DH or are chargeable by HA. This arrangement enables CSEPs to have access to the necessary drugs for treatment, even though such drugs are classified as self-financed items in HA's Drug Formulary.

37. The Administration explained that the scope of civil service medical benefits covered services provided by HA and DH. The CMCs under HA were operated under a tripartite model under which HA collaborated with a non-governmental organization and a local university for each CMC. As these clinics were research-oriented and operated on a self-financing basis, the services they provided were not part of the standard services of HA and hence did not fall within the scope of civil service medical benefits. The Government had no plan to expand the scope of civil service medical benefits to include CMCs at this stage, but would keep in view any significant changes to the nature and mode of service delivery of CMCs in future that would merit a review of their implications on civil service medical benefits.

38. Some members requested the Administration to explore other modes of provision of civil service medical benefits, such as taking out medical insurance for CSEPs, contracting out the general out-patient service for CSEPs to private healthcare sector and devising a mechanism for reimbursement of medical expenses incurred by CSEPs in soliciting treatments in private hospitals/clinics.

39. The Administration responded that given the fact that the charges and quality of services varied widely among private hospitals/clinics, it might not be appropriate to contract out the provision of civil service medical benefits to private healthcare sector providers nor to take out medical insurance for CSEPs, as it would be difficult to monitor the service quality and the costs involved. However, under the existing policy, if the attending HA/DH doctors certified that the drugs, equipment and services concerned were prescribed in accordance with medical necessity and were chargeable by HA or not available in HA or DH, the CSEPs concerned could apply for reimbursement of the expenses incurred in obtaining such items in the private sector.

#### *Provision of paternity leave to government employees*

40. The Chief Executive announced in the 2011-2012 Policy Address that the Government would take the lead in promoting child-bearing and family-friendly practices, and would give active consideration to the provision of paid paternity leave for civil servants. The provision of five working days of full-pay paternity leave to eligible government employees took effect from 1 April 2012. At the meeting on 14 February 2013, the Administration updated the Panel on the provision of paternity leave to government employees.

41. Members were supportive of the provision of paternity leave to government employees as a family-friendly employment practice. On members' concern about the arrangement for granting paternity leave for childbirth outside marriage, the Administration explained that CSB would consider such applications on a case-by-case basis having regard to all relevant factors, including the relationship between the applicant and the infant, relationship between the applicant and the infant's mother, financial responsibility of the applicant over the caring of the infant, etc. While there was no legislation on paternity leave at present, the said arrangement should be consistent with the spirit of equal opportunities.

42. On members' concern about the implementation of paternity leave in subvented organizations and public bodies, the Administration advised that some subvented organisations, public bodies and private enterprises had already been providing paternity leave to their employees. The Labour and Welfare Bureau, together with the Labour Department, had been studying the feasibility of mandating the provision of paternity leave to all employees in Hong Kong.

#### Other issues

43. During the current legislative session, the Panel also received briefings from the Administration on the policy initiatives of CSB featured in the 2013 Policy Address, civil service-related issues featured in the 2013-2014 Budget, as well as the responsibilities and objectives of CSB.

44. The Panel also discussed the following staffing proposals –

- (a) creation of a NCSC position of Full-time Member in Central Policy Unit;
- (b) creation of a supernumerary post of Administrative Officer Staff Grade C in the Secretariat to the Commission on Strategic Development from 1 April 2013 to 30 July 2017; and
- (c) creation of a supernumerary post of Principal Economist in the Economic Analysis Division of the Economic Analysis and Business Facilitation Unit for three years.

45. The proposals under item (b) and (c) above have been approved by the Finance Committee, while the proposal under item (a) above has not been further pursued by the Administration in the current session.

**Meetings held**

46. From October 2012 to July 2013, the Panel held a total of 11 meetings.

Council Business Division 4  
Legislative Council Secretariat  
4 July 2013

**Legislative Council**

**Panel on Public Service**

**Terms of Reference**

1. To monitor and examine Government policies and issues of public concern relating to the civil service and Government-funded public bodies, and other public service organizations.
2. To provide a forum for the exchange and dissemination of views on the above policy matters.
3. To receive briefings and to formulate views on any major legislative or financial proposals in respect of the above policy areas prior to their formal introduction to the Council or Finance Committee.
4. To monitor and examine, to the extent it considers necessary, the above policy matters referred to it by a member of the Panel or by the House Committee.
5. To make reports to the Council or to the House Committee as required by the Rules of Procedure.

**Legislative Council  
Panel on Public Service**

**Membership list for 2012 – 2013 session**

**Chairman** Hon Mrs Regina IP LAU Suk-ye, GBS, JP

**Deputy Chairman** Hon POON Siu-ping, BBS, MH

**Members**  
Hon LEE Cheuk-yan  
Hon Emily LAU Wai-hing, JP  
Hon TAM Yiu-chung, GBS, JP  
Dr Hon LEUNG Ka-lau  
Hon LEUNG Kwok-hung  
Hon Claudia MO  
Hon LEUNG Che-cheung, BBS, MH, JP  
Hon KWOK Wai-keung  
Hon SIN Chung-kai, SBS, JP  
Hon IP Kin-yuen  
Hon Martin LIAO Cheung-kong, JP  
Hon TANG Ka-piu  
Hon Tony TSE Wai-chuen

(Total : 15 members)

**Clerk** Ms Anita SIT

**Legal Adviser** Mr YICK Wing-kin