

Panel on Public Service

List of Follow-up Actions

(position as at 16 January 2014)

Subject	Date of meeting	Follow-up actions required	Administration's response
1. An overview of civil service disciplinary matters	18.11.2013	<p>The Administration was requested to provide the following information/figures –</p> <p>(a) number of appeal cases lodged by civil servants against the decisions of the disciplinary authority over the past five years and the relevant results;</p> <p>(b) details of the 10 dismissal cases for sexual offences committed by civil servants from 2008-09 to 2012-13, including whether the offences were committed in the job context and, if so, the relevant grades of the civil servants concerned; and</p> <p>(c) details of the 11 dismissal cases processed under the Public Service (Administration Order) for civil servants at MPS Pt. 14 to 49 or equivalent from 2008-09 to 2012-13.</p>	The Administration's response is awaited.
2. Employment situation of non-civil service contract ("NCSC") staff	16.12.2013	<p>The Administration was requested to provide the following information/figures –</p> <p>(a) a breakdown of the 6 240 NCSC staff with continuous service of three years or more by Bureaux/Departments ("B/Ds") and reasons of</p>	The Administration's response is awaited.

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		<p>employment. Please also provide information on the number and details of these staff who have been granted promotion during their years of service;</p> <p>(b) a breakdown of the 909 NCSC staff employed by the Education Bureau to meet the unique operational needs in government schools under the school-based management initiative by functions/work types and reasons of employment. Please advise how these reasons of employment could comply with the four requirements for employing NCSC staff as mentioned in paragraph 2(a) to (d) of the Administration's paper;</p> <p>(c) respective numbers of NCSC contracts with different percentage rates of end-of-contract gratuity (i.e. 15%, 10% and 0% of the total basic salary drawn during the contract period), broken down by B/Ds;</p> <p>(d) respective amounts of employer's contributions made by B/Ds to the Mandatory Provident Fund in respect of their NCSC staff which were used for offsetting the severance and long service payments.</p>	
3. Manpower situation of the Hongkong Post ("HKP")	16.12.2013	<p>The Administration was requested to provide the following information/figures –</p> <p>(a) details of the open recruitment exercises conducted by HKP in 2012-13 in filling civil service vacancies,</p>	<p>The Administration's response was issued vide LC Paper No. CB(4)318/13-14(01) on 15 January 2014.</p>

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		<p>including the numbers of vacancies offered, applications from serving NCSC staff in HKP and others, as well as their respective success rates in each exercise;</p> <p>(b) take-up rates for acting appointments in the Postal Officer and Postman grades prior to as well as after the implementation of measures by HKP to resolve the unwillingness of staff to take up acting appointments in the next higher rank, and in what ways those measures have helped to improve the take-up rates; and</p> <p>(c) number of NCSC positions that have been converted into civil service posts in HKP in the past, broken down by posts.</p>	
4. Manpower situation of the civil service and retirement age of civil servants	10.01.2014	The Administration was requested to provide a written response to explain why the government school teachers should normally retire at the age of 60, instead of retiring at the end of the school year in which they reach the age of 60.	The Administration's response is awaited.