

**Panel on Public Service****List of Follow-up Actions**

(position as at 16 April 2014)

<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	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 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</p>	<p>The Administration's response on items (a) and (c) was issued vide LC Paper No. CB(4)432/13-14(01) on 24 February 2014.</p> <p>The Administration's response on items (b) and (d) is awaited.</p>

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		<p>B/Ds; and</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>	
<p>2. Manpower situation of the civil service and retirement age of civil servants</p>	<p>10.01.2014</p>	<p>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.</p>	<p>The Administration's response is awaited.</p>
<p>3. Briefing by the Secretary for Civil Service on the policy initiatives of Civil Service Bureau featuring in the 2014 Policy Address</p>	<p>20.01.2014</p>	<p>The Administration was requested to report to the Panel again after following up with the Security Bureau and Fire Services Department ("FSD") on the concerns of the staff in the Ambulance Stream of FSD including the meal break arrangements and manpower situation of the stream.</p> <p>In regard to a member's concern on whether the conditioned hours of work of civil servants could meet the working hour requirement of the Low-income Working Family Allowance, the Administration was requested to provide information on the monthly conditioned hours of work of civil servants.</p>	<p>The Administration's response is awaited.</p>

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4. An overview of training and development for civil servants	17.02.2014	<p>The Administration was requested to provide the following information –</p> <ul style="list-style-type: none"> <li>(a) some details of the national studies programmes in the Mainland including the topics and speakers; and</li> <li>(b) the percentage and number of civil servants remunerated on or below MPS Point 16 or equivalent who received training sponsorship under the Training Sponsorship Scheme for Frontline Staff offered by the Civil Service Bureau as of the total number of eligible applicants in the civil service.</li> </ul>	The Administration's response is awaited.
5. An overview of medical and dental benefits for civil servants, pensioners and eligible dependants	17.02.2014	<p>The Administration was requested to provide a written response to the following motion passed at the meeting:</p> <p>"That this Panel urges the Government to honour its commitment by providing civil servants with reasonable medical services, including: (1) enhancing the quality of the existing medical services such as providing more families clinics and shortening the waiting time for specialist services; (2) immediately reviewing the unreasonable policy of not including Chinese medicine service in the scope of civil service medical benefits and considering providing Chinese medicine service in families clinics first; (3) providing serving non-civil service contract</p>	The Administration's response to the motion was issued vide LC Paper No. CB(4) 484/13-14(01) on 18 March 2014.

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		<p>("NCSC") staff with the same medical benefits as those for civil servants; (4) reviewing the post-retirement medical protection for civil servants who were appointed in and after 2000, and those NCSC staff who have been employed for a long time."</p> <p>The Administration was also requested to provide the following –</p> <ul style="list-style-type: none"> <li>(a) information on the medical and dental benefits provided by the Hospital Authority for its staff; and</li> <li>(b) information, including reasons for its discontinuation, of the former private dental treatment scheme for civil service eligible persons ("CSEPs") whereby CSEPs could choose to obtain treatment from private dentists and claim reimbursement from the Government for the costs incurred.</li> </ul>	
<p>6. Review on conditioned hours of work for Model Scale ("MOD")1 Grades</p>	<p>17.3.2014</p>	<p>The Administration was requested to provide the following information –</p> <ul style="list-style-type: none"> <li>(a) a breakdown by B/Ds and grades of the some 1 500 MOD 1 staff whose conditioned hours of work could be reduced to 45 hours gross per week without compromising the three prerequisites according to the findings of the first stage of the review; and</li> <li>(b) a breakdown by B/Ds of the MOD 1 grades (i) which</li> </ul>	<p>The Administration's response is awaited.</p>

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		<p>are feasible to reduce the conditioned hours of work and (ii) which are not feasible to reduce the conditioned hours of work, as referred to in the Annex to the Administration's paper.</p> <p>The Administration was also requested to report to the Panel on the progress of the review about six months later.</p>	
7. Civil service-related issues featuring in the 2014-2015 Budget	17.3.2014	The Administration was requested to provide the number of civil servants working in the Hospital Authority and the reasons for the reduction of 144 posts in the Authority in 2014-15	The Administration's response was issued vide LC Paper No. CB(4)521/13-14(01) on 28 March 2014.