

**Panel on Public Service**

**List of outstanding items for discussion**  
(Position as at 10 December 2013)

- |  | <b>Proposed<br/>timing for<br/>discussion</b> |
|--|---|
| <p><b>1. Briefing by the Secretary for Civil Service on the policy initiatives of Civil Service Bureau featuring in the 2014 Policy Address</b></p> <p>The Administration proposes to brief members on the policy initiatives relating to the Civil Service Bureau set out in the 2014 Policy Address.</p>   | 20 January<br>2014                            |
| <p><b>2. Employment of ethnic minorities in the civil service</b></p> <p>The Administration proposes to update members on the employment of ethnic minorities in the civil service.</p> <p>The item on "Employment of ethnic minorities in the civil service and government-funded public bodies" was discussed at the meeting on 15 April 2013.</p>   | 20 January<br>2014                            |
| <p><b>3. An overview of training and development for civil servants</b></p> <p>The Administration proposes to brief members on the training and development for civil servants.</p> <p>The subject was last discussed at the meeting on 18 February 2013.</p>  | February –<br>March 2014                      |
| <p><b>4. Review on conditioned hours of work for Model Scale 1 ("MOD 1") Grades</b></p> <p>At the meeting on 15 July 2013, the item on "Conditioned hours of work and leave deduction arrangement for civil servants working 45 hours net per week in the Hospital Authority" was discussed. A motion was passed at the meeting urging the Administration to take forward the full implementation of 44 hours of work gross per week inclusive of meal breaks as a</p> | February –<br>March 2014                      |

**Proposed  
timing for  
discussion**

condition of service for Government employees. In its written response to the motion which was issued to members on 3 October 2013 vide LC Paper No CB(4)1011/12-13(01), the Administration indicated that it was conducting a study to review the conditioned hours of work of all MOD 1 Grades.

Hon TANG Ka-piu and Hon KWOK Wai-keung wrote to the Panel Chairman on 17 October 2013 (LC Paper No. CB(4)83/13-14(01)) proposing discussion of the subject. They also suggested that relevant civil service associations/unions be invited to attend the meeting to give views.

The Administration proposes to brief members on the review on conditioned hours of work for MOD 1 Grades.

**5. Civil service-related issues featuring in the 2014-2015 Budget**

February–  
March 2014

The Administration proposes to brief members on the civil service-related issues featuring in the 2014-2015 Budget Speech.

**6. An overview of medical and dental benefits for civil servants, pensioners and eligible dependants**

February–  
March 2014

The Administration proposes to provide members with the latest overview on the medical and dental benefits for civil servants, pensioners and eligible dependants.

The subject was last discussed at the meeting on 18 March 2013. The Panel passed a motion urging the Government to immediately review the outdated practice of not providing Chinese medicine service for the civil service. The Administration's response on the motion was issued to members on 18 April 2013 vide LC Paper No CB(4)581/12-13(01).

Hon TANG Ka-piu and Hon KWOK Wai-keung wrote to the Panel Chairman on 18 March 2013 (LC Paper No. CB(4)522/12-13(02)) proposing discussion on provision of Chinese medicine out-patient service to civil servants. They also suggested that relevant civil service associations/unions be invited to attend the meeting to give views.

**Proposed  
timing for  
discussion**

**7. An overview of the civil service establishment, strength, retirement, resignation and age profile**

April – July  
2014

The Administration proposes to brief members on the civil service establishment, strength, retirement, resignation and age profile.

The subject was last discussed at the meeting on 3 June 2013.

**8. Study on the retirement situation in the civil service**

April – July  
2014

At the meeting on 3 June 2013, Hon Regina IP proposed to discuss the retirement age of civil servants at a future meeting. Members agreed that the subject be included in the list of outstanding items for discussion.

The Administration proposes to brief members on the study on the retirement situation in the civil service.

**9. Use of agency workers**

April – July  
2014

The Administration proposes to brief members on the use of agency workers.

The subject was last discussed at the meeting on 3 June 2013.

**10. Employment of persons with disabilities in the civil service**

April – July  
2014

The Administration proposes to update members on the employment of persons with disabilities in the civil service.

The issue of "Employment of persons with disabilities in the civil service and public service organizations" was discussed at the meetings on 17 June and 15 July 2013. Deputations/individuals were invited to give views at the latter meeting.

**Proposed  
timing for  
discussion**

**11. 2014-2015 Civil Service Pay Adjustment**

23 June 2014

The Administration proposes to brief members on the civil service pay adjustment for 2014-2015.

**12. Proposed amendments to subsidiary legislation on discipline made under Discipline Services Ordinances**

April – July  
2014

The Subcommittee on Amendments to Subsidiary Legislation on Discipline Made under Disciplined Services Ordinance was formed on 4 May 2012 to scrutinize the six amendment regulations/rules which sought to amend six pieces of subsidiary legislation on discipline made under relevant Ordinances governing the disciplined services (L.N. 58 to L.N. 63). One of the major amendments was to allow an accused officer to apply for, subject to the approval of the concerned disciplinary authority, representation at his/her disciplinary hearing by a barrister or solicitor or by another person. The Administration also took the opportunity to introduce other amendments to improve the disciplinary proceedings.

The Subcommittee submitted its report to the House Committee on 15 June 2012. It considered that there was insufficient time to examine the proposed amendments under the negative vetting procedure. According to the Administration, it would not bring L.N. 58 to L.N. 63 into commencement and would refine the amendment regulations/rules in consultation with the management and staff sides and taking into account the views of the Subcommittee. The Subcommittee requested the Administration to consult the Panel early on the draft version of the amendment regulations/rules; and suggested that the Panel consider setting up a subcommittee to study the draft amendment regulations/rules.

The Administration proposes to update members on the proposed amendments to the subsidiary legislation on discipline made under Disciplined Services Ordinances.

**Proposed  
timing for  
discussion**

**13. Implementation of paternity leave in the Government and Government-funded public bodies**

April – July  
2014

The item on "An update on the provision of paternity leave to government employees" was discussed at the meeting on 18 February 2013.

Hon TANG Ka-piu and Hon KWOK Wai-keung wrote to the Panel Chairman on 17 October 2013 (LC Paper No. CB(4)83/13-14(01)) proposing discussion of the captioned subject. Members agreed to discuss the subject at a future meeting

In response to the Panel's request, the Labour Department has agreed to conduct a survey to collect information regarding the practices of Government-funded public bodies on the provision of paternity leave (LC Paper No. CB(4)212/13-14(02)). The survey is expected to be completed by April 2014.

**14. Pay Level Survey ("PLS")**

April – July  
2014  
(Please see  
note)

The Administration proposes to brief members on the latest PLS.

Under the Improved Civil Service Pay Adjustment Mechanism, a PLS was conducted every six years to ascertain whether civil service pay remains broadly comparable with private sector pay. The previous PLS was conducted in 2006.

*(Note: Tentative only; subject to the timing of submission of report by the Standing Commission on Civil Service Salaries and Conditions of Service)*

**15. Implementation of the five-day week system in the Government**

Please see note

At the meeting on 16 January 2012, the Panel agreed to revisit the issue at a future meeting. The Administration provided in May 2012 an information paper (LC Paper No. CB(1)2572/11-12(01)) to update members on the implementation of five-day week in the Government.

**Proposed  
timing for  
discussion**

At the meeting on 10 October 2013, Hon TANG Ka-piu proposed and members agreed to discuss the subject at a future meeting.

Hon TANG Ka-piu and Hon KWOK Wai-keung wrote to the Panel Chairman on 17 October 2013 (LC Paper No. CB(4)83/13-14(01)) proposing discussion of the subject.

*(Note: The Administration has advised that the next survey on the position of the implementation of five-day-week initiative in the Government is scheduled to be conducted in September 2014. The Administration will report to the Panel on the outcome of the survey in due course.)*

Council Business Division 4  
Legislative Council Secretariat  
10 December 2013