

**(a) When subvented bodies would receive funding from the Government to cover back pay of salaries to staff? (raised by the Hon LEE Cheuk-yan at the first FC meeting held on 17 July 2015)**

While the Government, as a general rule, is not involved in the determination of pay or pay adjustment of staff working in subvented bodies, it is the established practice that following a civil service pay adjustment, the Government will adjust the provisions for those subventions which are price-adjusted on the basis of formulae including a factor of civil service pay adjustment. Notwithstanding the above, it would be up to individual subvented bodies, as employers, to decide whether to adjust the salaries of their own employees and, if so, the rate and the effective date of the adjustment.

2. As for when the subvented bodies would receive the additional subvention from the Government arising from the 2015-16 Civil Service Pay Adjustment, we have listed out in the table below the relevant information concerning six major subvented sectors –

	<b>Subvented Sectors</b> <i>(in alphabetical order)</i>	<b>When the Additional Subvention was / will be received</b>
1.	Aided schools	Late July 2015
2.	Hospital Authority	Early August 2015
3.	Non-governmental organisations subvented by the Social Welfare Department	Late August 2015
4.	Schools under Direct Subsidy Scheme	Late October 2015
5.	University Grants Committee-funded institutions	Early August 2015
6.	Vocational Training Council (VTC)	Early October 2015 <sup>1</sup>

<sup>1</sup> According to the Education Bureau, even though the adjusted subvention will be paid to the VTC in early October 2015 through the quarterly block grant, its staff will receive the adjusted salaries and the back-payment (if applicable) in the August payroll (i.e. by the end of August 2015).

3. It should be noted that when the staff of the subvented bodies would receive the adjusted salaries and the back-payment (if applicable) is an administrative arrangement of the respective subvented bodies and does not necessarily follow their receipt of the additional provision from the Government. Subvented bodies can choose to adjust the salaries of their staff before they receive the additional subvention from the Government.

- (b) How the staff salaries of the Hong Kong Institute of Vocational Education would be adjusted if the concerned employee had retired before the proposed adjustment package was approved by the FC? (raised by the Hon LEE Cheuk-yan at the first FC meeting held on 17 July 2015)**

According to the Education Bureau, there are two remuneration packages in the Vocational Training Council (VTC), namely the old remuneration package (ORP) and the new remuneration package (NRP). Both remuneration packages are applicable to staff of the Hong Kong Institute of Vocational Education. Although, generally speaking, the remuneration of VTC staff has been “delinked” from that of the civil service, the salaries of staff under the ORP still follow the civil service pay scales and their pay adjustment mechanism is similar to that of the civil service. Even if a staff member has left the service (including retirement) before the approval of the civil service pay adjustment proposal for the year, he or she will receive the back-payments (usually with retrospective effect from 1 April of the corresponding financial year) after the FC approves the civil service pay adjustment proposal, provided that he or she is or has been in service on the effective date of the pay adjustment.

2. The NRP is applicable to staff appointed on or after 1 April 2004. Salaries of staff under the NRP are set according to the pay range of their ranks. Their pay adjustment is decided taking into account not only the rates of civil service pay adjustment approved by the FC for the corresponding financial year and the relevant data, but also the general market condition and the staff recruitment and wastage situations of the VTC. Also, in order to be eligible for the pay adjustment, the staff must still be in service on the day when the pay adjustment rate for the corresponding financial year is approved by the FC. Pay adjustment arrangements under the NRP have been clearly specified in the VTC staff circular entitled “Annual Pay Review and Adjustment Mechanism for Staff on New Remuneration Package” in 2011. Such arrangements have also been set out in the VTC staff circulars on annual pay adjustment matters.

**(c) Information on the number of officers of disciplined services who are receiving full pay, half pay and no pay respectively on interdiction. (raised by the Hon CHAN Chi-chuen at the first FC meeting held on 17 July 2015)**

As at 30 June 2015, 106 officers of disciplined services departments<sup>1</sup> were on interdiction. Among them, 45, 32 and 29 were receiving full pay, partial pay or no pay respectively.

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<sup>1</sup> These departments are the Correctional Services Department, the Customs and Excise Department, the Fire Services Department, the Government Flying Service, the Hong Kong Police Force and the Immigration Department.