

Panel on Public Service

List of outstanding items for discussion
(position as at 6 October 2014)

**Proposed
timing for
discussion**

1. Commendation Schemes for civil servants

November 2014

The Administration proposes to brief members on the commendation schemes for civil servants.

2. Pay Level Survey ("PLS")

November 2014

It is the Government's policy to conduct a PLS to ascertain whether civil service pay remains broadly comparable with private sector pay. The PLS was last conducted in 2006 by the Civil Service Bureau ("CSB") with the assistance of a consultant and in consultation with the staff sides.

Under the Improved Civil Service Pay Adjustment Mechanism endorsed by the Executive Council in 2007, a PLS should be conducted every six years.

With the objective to enhance the credibility of the PLS, the Administration invited the Standing Commission on Civil Service Salaries and Conditions of Service ("the Standing Commission") to conduct the PLS. Subject to the timing of submission of the PLS report by the Standing Commission, the Administration will brief members on the latest PLS.

The Administration proposes to brief members on the findings of the PLS and recommendations of the Standing Commission on Civil Service Salaries and Conditions of Service.

3. Proposed amendments to subsidiary legislation on discipline made under Discipline Services Ordinances To be confirmed

Amendments to Customs and Excise Service Ordinance (Cap. 342), Fire Services Ordinance (Cap. 95), Government Flying Service Ordinance (Cap. 322), Immigration Service Ordinance (Cap. 331), Police Force Ordinance (Cap. 232), and Prisons Ordinance (Cap. 234), and rules and regulations made under such Ordinances and the Traffic Wardens (Discipline) Regulation ((Cap. 374 sub. leg. J) (L.N. 58 to L.N. 63 of 2012), gazetted on 27 April 2012 and tabled at the Legislative Council ("LegCo") on 2 May 2012, sought to, amongst others, allow an accused of the relevant disciplined service charged with a disciplinary offence to apply for, subject to the approval of the concerned disciplinary authority, representation at his/her disciplinary hearing by a barrister or by another person.

The Subcommittee formed by the House Committee on 4 May 2012 to scrutinize these amendments found it not feasible to complete the scrutiny of the amendment regulations/rules within the tight timeframe under the negative vetting procedure (even with the scrutiny period duly extended) before the end of the last legislative term, as the amendments entail important policy, legal and drafting issues. Having considered the Subcommittee's views, the CSB advised that it would not bring the amendment regulations/rules into commencement. Despite the absence of statutory backing, the disciplined services departments would continue to process applications for legal representation administratively in accordance with the fairness requirements. The CSB also agreed to consult the management and staff sides of the disciplined services departments again on how to further refine the amendment regulations/rules and arrange to introduce the revised amendment regulations/rules into LegCo for the purpose of replacing the current ones at L.N. 58 to L.N. 63 of 2012.

The Subcommittee has no objection in principle to the arrangement proposed by the CSB. The Subcommittee proposed that the CSB should consult the Panel early on the draft version of the amendment regulations/rules. The Subcommittee also invited the Panel to consider setting up a subcommittee to study the draft amendment regulations/rules.

4. Implementation of five-day week in the Government

To be confirmed

The five-day week in the Government initiative was implemented by the Administration in three phases, namely, 1 July 2006, 1 January 2007 and 1 July 2007, with the objective of improving the quality of civil servants' family life but without affecting the overall level and efficiency of public services or incurring additional costs to the taxpayer. In May 2012, the Administration provided an information paper (LC Paper No. CB(1)2572/11-12(01)) updating members on the implementation of five-day week in the Government.

At the meeting on 10 October 2013, Hon TANG Ka-piu proposed and members agreed to discuss the implementation of five-day week in the Government at a future meeting.

The Administration has advised that it will report to the Panel on the implementation of five-day week in the Government, following the completion of its survey on such implementation conducted in September 2014.

5. Employment of ethnic minorities in the civil service and Government-funded public bodies

To be confirmed

At the meeting on 20 January 2014, Hon Emily LAU proposed to discuss the issue of employment of ethnic minorities in the civil service and Government-funded public bodies and to invite ethnic minority groups and the Hong Kong Equal Opportunities Commission to give views on the issue at a future meeting. Members agreed.

As advised by the CSB, the Constitutional and Mainland Affairs Bureau ("CMAB") should be the major policy bureau to approach regarding the employment of ethnic minorities by Government-funded public bodies. In the light of this, the Secretariat wrote to the CMAB on four occasions on 28 February, 19 March, 6 June and 21 August 2014 requesting it to provide information on details of policies and measures adopted by Government-funded public bodies with regard to the employment of ethnic minorities and statistics on the number of

ethnic minorities employed by these bodies. Reply from the CMAB is still awaited.

6. Meal break arrangement for the Ambulanceman Grade in the Fire Services Department

To be confirmed

In response to a submission dated 7 May 2014 from the Hong Kong Fire Services Department Ambulancemen's Union requesting the Panel to discuss the meal break arrangement for the Ambulanceman Grade in the Fire Services Department (LC Paper No. CB(4)654/13-14), the Panel agreed at its meeting held on 19 May 2014 to discuss the issue at a future meeting.

The Administration's response on the issue raised in the submission (LC Paper No. CB(4)775/13-14) dated 4 June 2014 was issued to members on 6 June 2014.