

Panel on Public Service

List of Follow-up Actions

(position as at 6 October 2014)

Subject	Date of meeting	Follow-up actions required	Administration's response
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</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) was issued vide LC Paper No. CB(4)983/13-14(01) on 31 July 2014.</p>

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		<p>drawn during the contract period), broken down by 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 was issued vide LC Paper No. CB(4)974/13-14(01) on 28 July 2014.</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 was issued vide LC Paper No. CB(4)976/13-14(01) on 28 July 2014.</p> <p>The Administration's response was issued vide LC Paper No. CB(4)958/13-14(01) on 22 July 2014.</p>

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4. An overview of medical and dental benefits for civil servants, pensioners and eligible dependants	17.02.2014	<p>The Administration was requested to provide the following –</p> <p>(a) information on the medical and dental benefits provided by the Hospital Authority for its staff; and</p> <p>(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.</p>	<p>The Administration's response on item (a) was issued vide LC Paper No. CB(4)940/13-14(01) on 16 July 2014.</p> <p>The Administration's response on item (b) was issued vide LC Paper No. CB(4)1000/13-14(01) on 12 August 2014.</p>
5. Review on conditioned hours of work for Model Scale ("MOD")1 Grades	17.03.2014	<p>The Administration was requested to provide the following information –</p> <p>(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</p> <p>(b) a breakdown by B/Ds of the MOD 1 grades (i) which 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</p>	<p>The Administration's response was issued vide LC Paper No. CB(4)1056/13-14(01) on 10 September 2014.</p>

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		Panel on the progress of the review about six months later.	
6. Letter from Hon Claudia MO on issues arising from the procurement of an air traffic management system, AutoTrac III, by the Civil Aviation Department	25.04.2014	The Administration agreed to provide information regarding the control regime on post-service outside work by retired civil servants, and to provide the views of the Civil Aviation Department on the allegations in relation to its procurement of the new air traffic management system AutoTrac III.	The Administration's response was issued vide LC Paper No. CB(4)1058/13-14(01) on 15 September 2014.
7. An overview of the civil service establishment, strength, retirement, resignation and age profile	25.04.2014	The Administration was requested to provide the percentage and number of directorate civil servants who have chosen to retire earlier than the normal retirement age in the past.	The Administration's response was issued vide LC Paper No. CB(4)959/13-14(01) on 22 July 2014.
8. Employment of persons with disabilities in the civil service	23.06.2014	<p>The Administration was requested to provide information on the number of civil servants with disabilities who left the civil service for various reasons in the past five years.</p> <p>Civil Service Bureau was requested to follow up with Labour and Welfare Bureau on the provision of the following information –</p> <p>(a) total number of rehabilitation buses available for use by persons with disabilities ("PWDs"), and the capacity;</p>	The Administration's response was issued vide LC Paper No. CB(4)975/13-14(01) on 28 July 2014.

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		<ul style="list-style-type: none"> (b) the cost of using the service; and (c) whether there is adequate provision of special transport service to meet the needs of PWDs for commuting between home and work place. 	
9. Integrity enhancement initiatives for civil servants	21.07.2014	<p>The Administration was requested to provide the following figures as soon as they are available -</p> <ul style="list-style-type: none"> (a) key indicators of corruption in the civil service in 2014; (b) the number of corruption cases relating to the acceptance of deferred benefits by civil servants in the past; and (c) a breakdown by B/Ds and grades of the 39 civil servants referred by the Independent Commission Against Corruption to B/Ds for consideration of disciplinary or administrative action in 2013. 	The Administration's response on items (b) and (c) was issued vide LC Paper No. CB(4)1059/13-14(01) on 15 September 2014.