

Panel on Public Service

List of outstanding items for discussion
(position as at 9 December 2014)

**Proposed
timing for
discussion**

1. Briefing by the Secretary for the Civil Service on the policy initiatives of Civil Service Bureau featuring in the 2015 Policy Address

The Administration proposes to brief members on the policy initiatives relating to the Civil Service Bureau ("CSB") set out in the 2015 Policy Address.

January 2015

2. An overview of training and development for civil servants

The Administration proposes to brief members on the provision of training and development for civil servants by the Civil Service Bureau.

January 2015

3. 2013 Pay Level Survey : application of results to the civil service

The Administration proposes to brief Members on the application of the findings of the 2013 Pay Level Survey to the civil service.

February – March
2015

4. Consultation on extension of the service of civil servants

The Administration proposes to brief members on the outcome of the consultation on extension of the service of civil servants.

February – March
2015

5. 2015 Starting Salaries Survey

The Administration proposes to inform members of the conduct of the 2015 Starting Salaries Survey.

February – March
2015

**Proposed
timing for
discussion**

6. Civil service-related issues featuring in the 2015-2016 Budget

The Administration proposes to brief members on the civil service-related issues which feature in the 2015-2016 Budget Speech.

February – March
2015

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

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

February – March
2015

8. Mechanism for conducting a grade structure review

The Administration proposes to brief members on the mechanism for conducting a grade structure review.

February – March
2015

At the Panel meeting on 9 October 2014, Hon LEE Cheuk-yan proposed to discuss the mechanism adopted by the Administration to conduct a grade structure review, in view of the recent strike staged by the Government Lifeguards General Union to protest against the Administration's refusal to conduct a review to separate lifeguards from the artisan grade. At the Panel meeting on 17 November 2014, members raised no objection to address the issue raised by Hon WONG Kwok-hing at his letter dated 24 October 2014 regarding "Manpower situation, remuneration and grade structure of Government Lifeguards" at the same meeting.

9. Use of agency workers

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

April – July
2015

**Proposed
timing for
discussion**

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

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

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

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.

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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.

The CMAB advised the Secretariat on 16 October 2014 that the relevant information on the employment of ethnic minorities in Government-funded public bodies would be available by the first quarter of 2015.

12. Implementation of the five-day week in the Government

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

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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.

13. 2015-2016 Civil Service Pay Adjustment

The Administration proposes to brief members on the civil service pay adjustment for 2015-2016.

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14. Employment of persons with disabilities in the Civil Service

The Administration proposes to update members on the employment of persons with disabilities in the Civil Service.

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

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

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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.

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

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.

To be confirmed

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.

Council Business Division 4
Legislative Council Secretariat
9 December 2014