

政府總部
公務員事務局

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CIVIL SERVICE BUREAU
GOVERNMENT SECRETARIAT

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(Translation)

13 November 2015

Clerk to the Legislative Council Panel on Public Service
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong
(Attn.: Ms Rebecca LEE)

Dear Ms LEE,

Legislative Council Panel on Public Service
Employment Situation of Non-Civil Service Contract Staff
16 November 2015

I refer to the letter dated 11 November 2015 from the Hon LEE Cheuk-yan to the Chairman of the Panel on Public Service, requesting for information on the number of full-time non-civil service contract (NCSC) staff by reasons of employment and length of continuous service. Reply is set out below.

Number of full-time NCSC staff by **reasons of employment** (position as at 30 June 2015):

Reasons of employment	Number of staff
To meet service needs that are time-limited or seasonal in nature	5 630
To meet service needs where the mode of delivery of the service is under review or likely to be changed	2 697
To meet service needs that are subject to market fluctuation	1 869
To meet service needs that require staff to work less than the conditioned hours required of civil servants	1 039
To tap the latest expertise in the market	801
Total	12 036

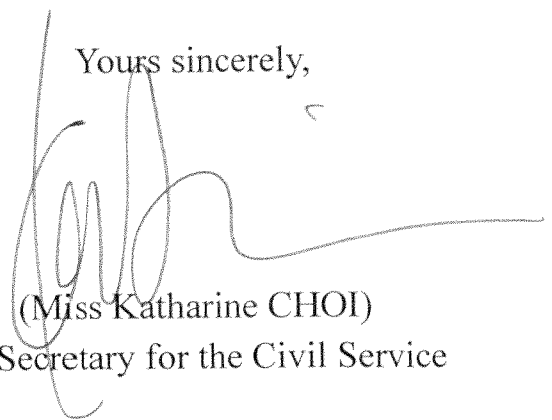
Number of full-time NCSC staff by **length of continuous service** (position as at 30 June 2015):

Length of continuous service	Number of staff
Less than five years	7 980
Five years or more	4 056
Total	12 036

Through the concerted efforts of bureaux/departments, the number of NCSC staff employed for five years or more has been reducing in the past three years, representing a reduction of around 15%:

Year	Number of staff employed for five years or more
2013	4 746
2014	4 533
2015	4 056

Yours sincerely,



(Miss Katharine CHOI)
for Secretary for the Civil Service