

立法會 *Legislative Council*

LC Paper No. CB(4)1163/15-16

Ref: CB4/PL/PS

Report of the Panel on Public Service for submission to the Legislative Council

Purpose

This report gives an account of the work of the Panel on Public Service ("the Panel") during the 2015-2016 legislative session. It will be tabled at the Council meeting on 6 July 2016 in accordance with Rule 77(14) of the Rules of Procedure.

The Panel

2. The Panel was formed by a resolution passed by the Legislative Council ("LegCo") on 8 July 1998 and as amended on 20 December 2000, 9 October 2002, 11 July 2007 and 2 July 2008 for the purpose of monitoring and examining government policies and issues of public concern relating to civil service and government-funded public bodies, and other public service matters. The terms of reference of the Panel are in **Appendix I**.

3. The Panel comprises 13 members, with Hon POON Siu-ping and Hon WONG Kwok-hing elected as Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

Major Work

Update on extension of the service of civil servants

4. Whilst welcoming the Government's initiative of raising the retirement age for new civil service recruits on 1 June 2015, a member hoped that the Government would in future review the need of allowing these civil servants to retire earlier without affecting their retirement benefits under the Civil Service Provident Fund Scheme. Another

member also pointed out that Government school teachers did not strongly request to raise the retirement age of new Government school teachers from 60 to 65, as to do so would make it more difficult for young people to get employed as teachers in Government schools due to the decline in the number of students in Hong Kong.

5. Some other members however hoped that the Administration would re-consider giving serving civil servants (i.e. those appointed before 1 June 2015) the option to work beyond retirement age for up to five years. In particular, such an option should be given to junior civil servants whose grade had no promotion rank or whose grade had only two to three incremental points to the next and final promotion rank, as their continued employment in the civil service beyond retirement age should not give rise to promotion blockage.

6. The Administration considered it not appropriate to allow all serving civil servants to opt for a higher retirement age given that no significant succession or recruitment problems across the board were envisaged over the coming decade, not to mention that to do so would give rise to management problems such as manpower mismatch, promotion blockage and lack of healthy turnover. Currently, it took an average of 14 years for a civil servant to get promoted to the next higher rank, whereas certain rank and file officers in disciplined services grades could take a longer period of 15 to 22 years to be promoted. In the absence of significant succession or recruitment problems, staff concerns about the impact on promotion prospects had to be carefully addressed in considering extension of service of serving civil servants.

7. The Administration was urged to allow junior civil servants whose grade had no promotion rank or whose grade had only two to three incremental points to the next and final promotion rank to continue to work beyond their retirement age in the civil service if they so wished under the adjusted further employment mechanism.

8. The Administration advised that for entry ranks/one-rank grades, Heads of Departments/Heads of Grades ("HoDs/HoGs") would take into account relevant considerations, e.g. whether there were recruitment difficulties, in deciding on the mix of flexible human resource tools to address its manpower needs. Other than further employment of serving civil servants, the HoDs/HoGs concerned could consider engaging retired/retiring civil servants on final leave on contract terms under the Post-retirement Service Contract Scheme to undertake ad hoc, time-limited, seasonal or part-time tasks which called for specific civil service expertise/experience.

9. Members noted that the adjusted mechanism on further employment beyond retirement age would include (i) raising the maximum period for final extension of service beyond retirement age from 90 days to 120 days and (ii) allowing a longer period of up to five years for further employment other than final extension. Question was raised about the timing for implementing the adjusted further employment mechanism and the approval criteria to be adopted.

10. The Administration advised that it aimed at finalizing the implementation details of the adjusted further employment mechanism within the first quarter of 2016. As regards the approval process under the adjusted mechanism, the Administration advised that the selection process would make reference to the *modus operandi* for promotion and recruitment under which selection boards would be convened to consider applications for further employment. The *modus operandi* for promotion and recruitment was well established and familiar to civil servants in general. In addition, reports of the selection boards would be scrutinized by Civil Service Bureau ("CSB") and the Public Service Commission (as appropriate) before approval. To instill confidence in preparing for implementing the adjusted further employment mechanism, CSB would engage some B/Ds with a larger establishment to take the lead in mapping out their manpower planning approach. CSB would provide guidance to these B/Ds in this regard.

11. A member raised query as to whether the adjusted further employment mechanism was a pilot scheme, with the intention of only confining the use of the mechanism by B/Ds with higher wastage rate after the pilot scheme ended.

12. The Administration stressed that the adjusted further employment mechanism would be applicable to all ranks and grades upon implementation. CSB would engage some B/Ds and provide guidance in mapping out their manpower planning approach so as to instill confidence during the inception period.

Employment of non-civil service contract staff by the Government

13. The Panel continued to follow up closely the policy on employment of non-civil service contract ("NCSC") staff at the meeting on 16 November 2015. Some members expressed grave concern that although the total number of NCSC staff had reduced from 18 537 as at 30 June 2006 to 12 036 as at 30 June 2015, the number of NCSC staff who had continuous service of five years or more was still about 4 060 as at 30 June 2015. They urged the Administration to speed up the pace of

replacing NCSC positions by civil service posts, and critically review the manpower situations of those Bureaux/Departments ("B/Ds") which had a relatively high ratio of NCSC staff.

14. The Administration advised that of these 4 060 NCSC staff, only about 30% (or about 1 200 in number) had served in different NCSC positions without a break in service for meeting different service needs. Whilst HoDs were provided with the flexibility to employ NCSC staff to enable them to respond promptly to changing operational and service needs of their B/Ds, it was incumbent upon HoDs to review from time to time whether the use of NCSC staff to meet certain service needs should better be met by other means. CSB would also closely monitor whether the employment of NCSC staff for five years or more fit the ambit of the NCSC Scheme, so as to further reduce the number of NCSC staff. Specifically, CSB would follow up with B/Ds whether the reasons of employing these NCSC staff remained valid. For instance, if the reason of employment was to meet service needs that were subject to market fluctuation, whether such fluctuation would occur repeatedly and was predictable; and if the reason of employment was to meet service needs where the mode of delivery was under review, the B/Ds concerned would be asked to consider speeding up the review.

15. Whilst noting CSB's attempt to follow up with B/Ds on whether the NCSC positions created for five years or more should be replaced by civil service posts, some members remained unconvinced whether this would result in greater replacement of these NCSC positions by civil service posts as evidenced by the following. A total of 1 311 NCSC staff were still employed by B/Ds for five years or more as at 30 June 2015 to meet service needs where the mode of delivery of the service was under review or likely to be changed. Another example was that amongst the about 1 870 NCSC staff engaged by five trading fund departments as at 30 June 2015, most of the were employed by two trading funding departments, i.e. the Electrical and Mechanical Services Department ("EMSD") and the Hongkong Post ("PO"), to meet service needs that were subject to market fluctuation.

16. The Administration explained that one of the reasons why certain NCSC positions created to meet service needs where the mode of delivery of the service was under review or likely to be changed were not replaced by civil service posts, despite the fact that the NCSC positions had been created for five years or more, was that it was not always possible to predict whether the service needs concerned were of a sufficiently permanent nature. A case in point was the employment of some 110 Customs Assistants on NCSC terms by the Customs and Excise

Department to enforce the export control of powdered formula. Despite the fact that the aim of the NCSC Staff Scheme was to provide HoDs with a flexible means of employment to enable them to respond promptly to changing operational and service needs of their B/Ds which were subject to market fluctuations or which required staff to work less than the conditioned hours, amongst others, CSB would follow up with EMSD and PO on whether, and if so, how many of the NCSC positions in their departments could more appropriately be replaced by civil service posts without undermining their financial situation.

17. Question was raised as to whether preferential consideration could be given to NCSC staff applying for civil service posts, say, by implementing a marking scheme. To ensure the fairness of the selection process in an open recruitment, the Administration could make known to the public the marking scheme for giving preferential consideration to NCSC staff applying for civil service posts.

18. The Administration pointed out that to give preferential consideration to NCSC staff would be at variance with the Government's policy to select the most suitable persons to fill civil service vacancies through an open, fair and competitive process. Since relevant working experience was one of the factors considered in the recruitment of civil servants, NCSC staff who met the basic entry requirements should generally enjoy a competitive edge over other applicants because of their working experience in the Government. In fact, the average success rates for NCSC staff and other applicants during the period from January 2007 to August 2015 were around 15% and 2% respectively.

19. The Administration also advised that when B/Ds identified specific NCSC positions for phasing out, the concerned staff were advised well in advance so that they might plan and seek alternative employment in good time. B/Ds also offered employment assistance to outgoing NCSC staff where necessary. Interested NCSC staff were encouraged to apply for civil service jobs. Towards this end, B/Ds had put in place arrangements to ensure that information relating to open recruitment to civil service vacancies was brought to the attention of their serving NCSC staff.

Use of agency workers

20. The Panel continued to follow up the use of agency workers by B/Ds at its meeting held on 15 February 2016. As most of the agency workers were involved in providing general clerical and support work which did not require any special skill or expertise and having regard to the

fact that the number of agency workers used by B/Ds as at 30 September 2015 only stood at 979 which was not high, question was raised as to services provided by agency workers could not be absorbed by existing staff of the procuring B/Ds through internal re-deployment.

21. The Administration explained that to re-deploy existing staff of the B/Ds concerned to meet urgent/unforeseen service needs or short-term surge in demands would affect the quality of their services to the public, not to mention that such temporary manpower requirements could hardly be met in a timely manner by other means, such as employment of civil servants or NCSC staff. Moreover, the financial costs involved in procuring agency workers were affordable and could be absorbed from within the existing resources of the B/Ds concerned.

22. Members noted that the duration of a contract for the supply of agency workers should generally be no more than nine months, except to meet service needs which entailed irregular work pattern or where the nature of work involved rendered it difficult to recruit and retain staff. Question was raised as to why the procuring B/Ds were only required to seek approval from CSB if they wished to renew/re-let an existing contract for the supply of agency workers where the aggregated period of service under the existing and renewed/re-let contracts was expected to exceed 15 months.

23. The Administration advised that it was necessary to provide the procuring B/Ds with flexibility to extend an existing contract for the supply of agency workers without CSB's approval so long as the aggregated period of service under the existing and renewed/re-let contracts was not expected to exceed 15 months, as the period of service required was sometimes difficult to predict. The Administration however pointed out that the arrangement on renewal or re-letting of service contracts for the supply of agency workers did not apply to term contracts under which agency workers were not required on a continuous basis throughout the contract period but were supplied only as and when needed by the procuring B/Ds. Examples of the use of agency workers sourced from term contracts were those used by the Rating and Valuation Department for annual rates assessment exercise and by the Buildings Department for water seepage complaints received in summer.

24. On the question as to whether there was any mechanism to evaluate the performance of employment agencies in supplying their employees to work in the procuring B/Ds, the Administration advised that the main criteria used by the procuring B/Ds to evaluate the performance of employment agencies were how swiftly agency workers could be supplied

as needed and how suitable the agency workers supplied were for carrying out the work assigned, and that under the demerit point system, service contractors in breach of contractual obligations might be barred from bidding for further supply of agency workers. If an employment agency accumulated certain number of demerit points over a specified time period, its bid for further supply of agency workers would not be considered for a period of five years. Other sanctions included withholding service fee and no or partial refunding of contract deposit.

2015 Starting Salaries Survey

25. The Panel received a briefing from the Administration on the findings and recommendations of the Standing Commission on Civil Service Salaries and Conditions of Service ("SCCS")'s Report on the 2015 Starting Salaries Survey ("SSS") on 21 March 2016. The findings of the 2015 SSS indicated that the difference between the existing benchmark pay of all qualification groups ("QGs") (except QG 8 (Degree and Related Grades)) and the upper quartile level of starting salaries in the market was insignificant (in the range of +3.6% to -5.2%). As for QG 8, the market upper quartile level was lower than the existing civil service benchmark pay by 15.3% (around \$3,900 or three pay points on the Master Pay Scale). Having considered the principles and considerations under the "holistic approach", SCCS recommended that the benchmark pay for all QGs (including QG 8) should remain unchanged. Since market pay for QG 8 consistently recorded a relatively larger dispersion and the lowest rate of adjustment, SCCS also recommended that a specific study should be conducted on the distinctive features and characteristics of this QG and how they should be taken into account in future SSSs.

26. Whilst welcoming the recommendation that the existing benchmark pay for QG 8 should remain unchanged, a member opined that the existing benchmark pay for the remaining eight QGs should also be increased by, say, 10%, to ensure fairness amongst all QGs.

27. The Administration advised that drastic changes in the starting salaries of civil service grades would undermine stability of civil service pay and bring about adverse consequences. For example, it might lead to the situation whereby the pay of serving civil servants was just the same as that of the new recruits at the same rank, thereby affecting staff morale. That explained why the holistic approach should be adopted for applying the findings of SSSs and illustrated the importance of maintaining the stability of civil service pay. Although the benchmark pay of some QGs were higher than their respective market upper quartiles level, no downward adjustment to the starting salaries of these QGs had been made

having regard to the principles and considerations under the holistic approach in applying survey findings.

28. In view of inherent differences in salary structure and career progression, suggestion was made that the entry pay of civil servants should be made higher than that of workers in the private sector so as to attract talents.

29. The Administration advised that in order to attract people of suitable calibre to join the civil service, it was the Government's civil service pay policy to, amongst others, ensure that the entry pay of civil service basic ranks was broadly comparable to that of the private sector. Pay was not the sole consideration for people joining the civil service. Other considerations were job security and the opportunities to handle duties and acquire experience not available in the private sector, such as law enforcement and execution of public health policies.

30. Suggestion was also made that the Administration should consider incorporating the qualifications recognized under the Qualifications Framework into the Qualification Benchmark System for the conduct of SSS in future.

31. On 16 May 2016, the Administration advised members that the Government accepted the recommendations of SCCS and the Standing Committee on Disciplined Services Salaries and Conditions of Service ("SCDS") that the starting salaries of the civil service should remain unchanged. The Government also accepted the recommendation of SCCS that a specific study on QG 8 should be conducted to understand its distinctive features and characteristics, so as to provide a solid basis for an informed decision on QG 8 starting salaries in future.

32. Members noted that the study on QG 8 would be completed before the next SSS. Opportunity would also be taken to examine whether the SSS could be conducted in a more co-ordinated manner with the six-yearly Pay Level Survey in future.

33. A member was of the view that findings of SSS should not be applied to the disciplined services grades whose nature of work was distinctly different from that of the civilian grades in the civil service. The member considered that the benchmark pay of disciplined services staff should be adjusted upwards, in recognition of the fact that some of them, such as Police and firemen, had to perform duties which were life-threatening, whilst others had to handle increasingly more conflicts

with the public, such as frontline officers of the Immigration Department ("ImmD") and the Customs and Excise Department.

34. The Administration explained that the reason why SSS did not cover the disciplined services grades was due to a lack of market comparators. The Government had therefore invited SCDS to advise whether and, if so, how the 2015 SSS should be applied to the disciplined services grades. The Administration pointed out that apart from their different conditions of service compared with civilian staff, eligible disciplined services staff were also provided with job-related allowances to cater for special and unique circumstances, e.g. to compensate for duties involving exceptional danger, risk and hardship or the discharge of duties requiring special technical skills and/or qualifications not normally expected of staff in the same grade or rank. Should a particular disciplined services grade encounter proven and persistent difficulty in recruiting and retaining staff, a grade structure review would be conducted.

Training and development for civil servants

35. As Hong Kong could make the most of its advantages under the Belt and Road Initiative, question was raised as to whether CSB would provide training to equip civil servants with knowledge and understanding on the initiative.

36. The Administration advised that it would be one of the focuses of training in the year to equip civil servants with knowledge and understanding on the Belt and Road Initiative, in particular, to those civil servants whose main duties were to promote Hong Kong and to liaise with other regions outside Hong Kong in different areas of work related to the Belt and Road Initiative.

37. In view of increasing public confrontation against the Government, question was also raised as to whether the Civil Service Training and Development Institute ("CSTDI") under CSB would organize courses to equip civil servants with the necessary skills to manage conflicts, including abusive language, and to cope with stress arising from these conflicts.

38. The Administration advised that CSTDI had organized courses for enhancing the quality of customer service, handling public complaints, managing conflicts, coping with stress and maintaining emotional well-being, and efforts in this regard would be stepped up.

39. Suggestion was also made by some members that CSTDI should also provide training to senior civil servants to enhance their skills in

communicating with LegCo Members. They hoped that more LegCo Members could be invited to speak in training programmes for civil servants to enhance their skills in communicating with LegCo Members.

Implementation of five-day week in the Government

40. The Panel continued to follow up on the implementation of five-day week ("FDW") in the Government. Members noted that although the FDW initiative had been implemented since 2006, 42 900 civil servants as at 30 September 2014 (or around 27.6% of the then civil service strength) were still sticking to a non-FDW work pattern. Question was raised as to whether these staff had any chance to migrate to FDW whilst adhering to the four basic principles, i.e. (i) no additional staffing resources; (ii) no reduction in the conditioned hours of work of individual staff; (iii) no reduction in emergency services; and (iv) continued provision of some essential counter services on Saturdays/Sundays.

41. The Administration advised that about 60% of the around 42 900 civil servants as at 30 September 2014 who had to work on a non-FDW work pattern came from disciplined services departments responsible for immigration control, passenger/cargo clearance, law enforcement, management of penal institutions, etc., whereas the remaining 40% were engaged in social welfare services, cultural services, postal services, environmental hygiene services, etc. In order to maintain the overall level and efficiency of public services, it might not be possible for all of them to enjoy FDW eventually. Nevertheless, some B/Ds were actively exploring the feasibility of introducing trial schemes to migrate more staff to a FDW work pattern and arranging their staff to fill the posts with a FDW work pattern by rotation. For instance, the Food and Environmental Hygiene Department had recently devised a FDW trial scheme for its hawker control task forces involving around 430 staff. ImmD had also devised a trial scheme for some counter services, involving some 70 staff, which did not have a high usage rate on Saturdays to be substituted by on-line application systems or drop-boxes located outside office premises. The Administration pointed out that not all staff preferred working from Monday to Friday, and B/Ds had been encouraged to arrange their staff to rotate between FDW posts where operational circumstances permitted

Employment of ethnic minorities in the civil service

42. Members noted the two-pronged approach adopted by the Government to ensure that ethnic minorities had equal access to job opportunities in the Government, i.e. (i) setting a lower Chinese Language Proficiency Requirements ("LPRs") if operational requirements of the

grades concerned would not be compromised and adjusting the recruitment formats, such as requiring written proficiency in either Chinese or English and replacing written test in Chinese by group interview; and (ii) implementing initiatives targetting at employing non-ethnic Chinese ("NEC") to meet specific operational needs, such as the recruitment of NECs as Police Community Liaison Assistants. Whilst welcoming that the Chinese LPRs of over 20 grades had been lowered since 2010, the Administration was urged to step up its efforts to facilitate the employment of ethnic minorities in the civil service.

43. The Administration advised that it would liaise with B/Ds on ways to facilitate the employment of ethnic minorities to civil service posts which required comparatively lower entry requirements, such as Workman I, Workman II, Artisan, Senior Artisan, Motor Driver, etc. Whilst individual B/Ds would be in a better position to come up with specific initiatives on tapping the talent pool of ethnic minorities, CSB would continue to liaise with those B/Ds whose services had direct interface with ethnic minority communities with a view to identifying room for exploiting the cultural background and unique skill set of NEC. For instance, ImmD had recently employed NECs proficient in ethnic minority languages to support its work on control and enforcement, including handling of non-refoulement claims.

44. A member was of the view that CSB should not merely focus its efforts on facilitating the employment of NECs to low-ranking jobs in the civil service. The member pointed out that there were many service areas which the relevant B/Ds should urgently tap into the pool of ethnic minorities. For instance, ImmD should employ NECs to assist its work in providing services to the large number of foreign domestic helpers who were not proficient in English, such as those from Indonesia; and the Police Force should employ NECs to provide interpretation service to ethnic minorities being detained or investigated by the Police. Citing the incidents whereby ImmD staff requested Muslim women to remove their headdresses during interviews which were deeply embarrassing to these women, B/Ds whose services had interface with ethnic minority communities were urged to better equip their staff with the knowledge in the cultures of these communities.

45. The Administration advised that training had been provided to enhance the knowledge and sensitivity of civil servants. At the working level, interaction with NEC colleagues was the best way for civil servants to learn about cultures of the ethnic minority.

46. A member however opined that the Administration should conduct a study to assess the public service needs of the ethnic minority communities in Hong Kong, instead of relying on individual B/Ds to identify employment opportunities specifically for NECs.

47. In noting that many NEC youths were very interested in joining the disciplined services, such as the Police Force and the Correctional Services Department, members hoped that more facilitative measures could be rolled out.

48. The Administration advised that the disciplined services departments were willing to trawl NECs for relevant jobs. As an illustration, the number of NEC applicants for employment as Police Constable had increased from three in 2010-2011 to 62 in 2015-2016, and the number of appointments surged from one to nine during the same period. Furthermore, the success rate of NECs was 15% in 2015-2016, compared with 12% for other applicants. Outreach efforts played an important role in achieving this outcome, some examples included career talks; visits to Police Units; sharing by NEC police officers on work experience and job interview skills; and Chinese language courses. Since 2015, the Police Force also introduced a referral programme, under which NEC applicants for Police Constable who failed in a recruitment exercise would be referred to participate in relevant projects such as those on Chinese language and job interviewing skills.

49. The Administration considered that a more effective way to improve the employability of ethnic minorities would be to introduce strengthened Chinese language courses for NEC students at the early stage of their academic development. In this connection, the Education Bureau had introduced an Applied Learning Chinese (for non-Chinese speaking students) subject starting from the 2014-2015 school year. The first batch of about 180 non-Chinese speaking Secondary Four students had enrolled to study this subject, representing 10% of the total number of these students. Meanwhile, CSB had promulgated guidelines on the acceptance arrangement for this new subject for B/Ds to follow.

50. A member opined that enhancing Chinese learning for NEC students should start at kindergartens, so that NEC students could bridge over to the mainstream Chinese language classes as soon as practicable.

Employment of persons with disabilities in the civil service

51. At the meeting on 20 June 2016 to follow up on the employment of persons with disabilities in the civil service, members were advised that

CSB had just launched an internship scheme for students with disabilities. The scheme covered two parts, with the first part targeting full-time undergraduate students with disabilities studying in local universities and the second part for students of the Shine Skills Centre (the "Shine") of the Vocational Training Council. The first part had just been launched and participating tertiary students would start their internship in late June 2016. The second part was scheduled for implementation in the last quarter of 2016 to tie in with the syllabus of Shine. During the internship period, the students would be assigned to different B/Ds as interns to perform general administrative/clerical duties. Upon completion of the internship, as a recognition of the students' accomplishment, a Certificate of Internship would be awarded to those who had attained satisfactory attendance as well as conduct records and rendered good performance during the internship period.

52. The Administration explained that not only would the internship scheme help B/Ds to gain a better understanding of the talents and potential of persons with disabilities, more importantly, it would also provide valuable opportunities for the students concerned to acquire hands-on work experience, and thereby strengthen their competitiveness before joining the job market. Taking into account the experience gained from the internship scheme, the Administration would see if any fine-tuning would be required going forward, including exploring the feasibility of extending the scheme to public bodies and/or the private sector.

53. Although civil servants with disabilities as at 31 March 2015 represented around 2% of the strength of the civil service (or 3 319), a member pointed out that the percentage of new recruits with disabilities in 2014-2015 only represented 0.8% of the total number of new recruits in the civil service (or 58).

54. The Administration explained that the reason the number of new recruits with disabilities was on the low side was because there was no mandatory requirement for applicants for government jobs and serving officers to declare their disabilities. Although the figure of "2%" of persons with disabilities in the civil service included some civil servants who became disabled after joining the civil service, most of "2%" civil servants with disabilities did not declare their disabilities when they applied for civil service jobs. The reason why B/Ds found out their employees had disabilities was because these employees requested assistance, such as technical aids, to enable them to perform their duties. The Administration hoped that with the implementation of the internship scheme, more persons with disabilities would declare their disabilities when applying for civil

service jobs and the recruiting B/Ds would have more confidence in employing qualified persons with disabilities.

55. In noting that the number of new recruits in the civil services with visual impairment or physical handicap had been on the decline in recent years, the Administration undertook to find out why this was the case.

Other issues

56. During the current legislative session, the Panel also received briefings from the Administration on the policy initiatives of CSB featured in the 2016 Policy Address, civil service-related issues featured in the 2016-2017 Budget, Commendation Schemes for civil servants, civil service establishment, strength, retirement, resignation and age profile, medical and dental benefits for civil service eligible persons as well as 2016-2017 civil service pay adjustment.

Panel meetings held

57. From October 2015 to June 2016, the Panel held a total of nine meetings.

Council Business Division 4
Legislative Council Secretariat
27 June 2016

Legislative Council

Panel on Public Service

Terms of Reference

1. To monitor and examine Government policies and issues of public concern relating to the civil service and Government-funded public bodies, and other public service organizations.
2. To provide a forum for the exchange and dissemination of views on the above policy matters.
3. To receive briefings and to formulate views on any major legislative or financial proposals in respect of the above policy areas prior to their formal introduction to the Council or Finance Committee.
4. To monitor and examine, to the extent it considers necessary, the above policy matters referred to it by a member of the Panel or by the House Committee.
5. To make reports to the Council or to the House Committee as required by the Rules of Procedure.

**Legislative Council
Panel on Public Service**

Membership list for 2015 – 2016 session

Chairman Hon POON Siu-ping, BBS, MH

Deputy Chairman Hon WONG Kwok-hing, BBS, MH

Members Hon LEE Cheuk-yan
Hon Emily LAU Wai-hing, JP
Dr Hon LEUNG Ka-lau
Hon Mrs Regina IP LAU Suk-yee, GBS, JP
Hon LEUNG Kwok-hung
Hon Claudia MO
Hon KWOK Wai-keung
Hon IP Kin-yuen
Hon TANG Ka-piu, JP
Dr Hon CHIANG Lai-wan, JP
Hon Tony TSE Wai-chuen, BBS

(Total : 13 members)

Clerk Mary SO

Legal Adviser Rachel DAI