

# **立法會**

## ***Legislative Council***

LC Paper No. CB(4)1525/16-17

(These minutes have been seen  
by the Administration)

Ref : CB4/PL/PS

### **Panel on Public Service**

**Minutes of meeting held on  
Monday, 19 June 2017, at 10:45 am  
in Conference Room 3 of the Legislative Council Complex**

**Members present** : Hon KWOK Wai-keung (Chairman)  
Hon Jeremy TAM Man-ho (Deputy Chairman)  
Hon WONG Kwok-kin, SBS, JP  
Hon Mrs Regina IP LAU Suk-ye, GBS, JP  
Hon Paul TSE Wai-chun, JP  
Hon LEUNG Kwok-hung  
Hon Charles Peter MOK, JP  
Dr Hon Fernando CHEUNG Chiu-hung  
Hon IP Kin-yuen  
Hon POON Siu-ping, BBS, MH  
Dr Hon CHIANG Lai-wan, JP  
Hon CHUNG Kwok-pan  
Hon HO Kai-ming  
Hon LAM Cheuk-ting  
Hon SHIU Ka-fai  
Hon Wilson OR Chong-shing, MH  
Hon YUNG Hoi-yan  
Dr Hon Pierre CHAN

**Members absent** : Hon Alice MAK Mei-kuen, BBS, JP  
Hon CHU Hoi-dick  
Hon Jimmy NG Wing-ka, JP

**Members attending** : Hon CHAN Chun-ying

[According to the Judgment of the Court of First Instance of the High Court on 14 July 2017, LEUNG Kwok-hung, Nathan LAW Kwun-chung, YIU Chung-yim and LAU Siu-lai have been disqualified from assuming the office of a member of the Legislative Council, and have vacated the same since 12 October 2016, and are not entitled to act as a member of the Legislative Council.]

**Public Officers  
attending** : **Agenda item IV**

Mr Clement CHEUNG, JP  
Secretary for the Civil Service

Mr Thomas CHOW, JP  
Permanent Secretary for the Civil Service

Mr Eddie MAK, JP  
Deputy Secretary for the Civil Service 1

**Agenda item V**

Mr Clement CHEUNG, JP  
Secretary for the Civil Service

Mr Thomas CHOW, JP  
Permanent Secretary for the Civil Service

Ms May CHAN, JP  
Deputy Secretary for the Civil Service 2

Ms Winnie TSE  
Acting Principal Assistant Secretary for the  
Civil Service (Pay & Leave)

**Clerk in attendance** : Mr Anthony CHU  
Chief Council Secretary (4)1

**Staff in attendance** : Ms Wendy JAN  
Senior Council Secretary (4)7

Miss Maggie CHUNG  
Council Secretary (4)1

Ms Cynthia TAM  
Legislative Assistant (4)9

Mr Terry HON  
Clerical Assistant (4)1

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**I. Confirmation of minutes**

(LC Paper No. CB(4)1211/16-17 -- Minutes of meeting held  
on 21 April 2017)

The minutes of the meeting held on 21 April 2017 were confirmed.

**II. Information papers issued since the last regular meeting on 15 May 2017**

(LC Paper No. CB(4)1045/16-17(01) -- Letter dated 20 April 2017 from Hon Jeremy TAM Man-ho on the disposal of flight mileage awards earned by public officers from duty travels (Chinese version only)

LC Paper No. CB(4)1045/16-17(02) -- Administration's response to item 1 of the letter dated 20 April 2017 from Hon Jeremy TAM Man-ho on the disposal of flight mileage awards earned

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from duty travels by  
civil servants

LC Paper No. CB(4)1238/16-17(01) Letter dated 12 June 2017 from Hon Mrs Regina IP LAU Suk-yee concerning the shortage of manpower in the Occupational Safety Officer grade of the Labour Department (Chinese version only))

2. Members noted that the above papers had been issued since the last meeting.

**III. Date of next meeting and items for discussion**

(LC Paper No. CB(4)1215/16-17(01) -- List of outstanding items for discussion

LC Paper No. CB(4)1215/16-17(02) -- List of follow-up actions)

3. Members noted that the next regular Panel meeting would be held on 17 July 2017 to discuss the following items proposed by the Administration:

(a) Updated overview of post-service outside work by directorate civil servants; and

(b) Management of stress at workplace in the civil service.

4. Regarding Mrs Regina IP's letter dated 12 June 2017 (LC Paper No. CB(4)1238/16-17(01)) requesting the Panel to discuss the shortage of manpower in the Occupational Safety Officer grade of the Labour Department ("LD"), the Chairman informed members that the issue had been included in the "List of outstanding items for discussion" and Mrs IP's letter had been forwarded to the Administration for response. Citing the increasing workload faced by Occupational Safety Officers arising from a few recent fatal industrial accidents, Mrs IP requested that

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the issue be discussed by the Panel as soon as possible. The Chairman said that the Panel might discuss the issue at the next meeting or the first meeting of the next legislative session.

5. Secretary for the Civil Service ("SCS") assured members that he was mindful of the increasing workload of Occupational Safety Officers, and had recently paid a visit to LD and met with its staff who had also expressed their views on this issue. After the visit, the Civil Service Bureau ("CSB") had sought further information from LD, in particular whether there were any difficulties in recruitment and retention for the Occupational Safety Officer grade, with a view to providing the necessary assistance. In this regard, CSB would liaise with the Labour and Welfare Bureau ("LWB") and LD to provide information for the Panel's consideration of the next step forward for this issue. SCS further said that CSB would endeavour to assist LD in securing more resources if necessary to cope with the increasing workload of Occupational Safety Officers.

*(Post-meeting note: The Administration had provided a reply to Mrs Regina IP's letter and an information paper on the duties and manpower situation of the Occupational Safety Officer grade of LD. They were circulated to members vide LC Papers Nos. CB(4)1373/16-17(01) and CB(4)1400/16-17(01) on 6 and 13 July 2017 respectively.)*

6. In reply to Dr CHIANG Lai-wan's enquiry about the last paragraph of the Administration's reply to item 1 of the letter dated 20 April 2017 from the Deputy Chairman on the disposal of flight mileage awards earned from duty travels by civil servants (LC Paper No. CB(4)1045/16-17(02)), SCS pointed out that, according to his understanding, officials appointed under the accountability system had undertaken that they would not use the flight mileage earned from duty travel for private purposes, and some of them had donated the flight mileage earned from their duty visits to charities. As the guidelines for proper disposal of flight awards earned from duty travel were applicable to all civil servants, Heads of Departments ("HoDs") were given the discretion to decide on the use of flight mileage of civil servants in their departments in accordance with the principles set out in the guidelines, having regard to the actual circumstances of different cases.

7. Dr CHIANG Lai-wan further suggested that all the flight mileage awards earned from duty travel by civil servants should be centrally administered by CSB to ensure effective use of resources. SCS replied that the Government had previously explored with airlines on a

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proposal to set up a government mileage account for the central administration of flight awards claimed by all civil servants undertaking duty visits. The proposal was however not accepted by the airlines. As such, it might be more practical for individual bureaux/departments ("B/Ds") whose staff were required to undertake duty visits outside Hong Kong on a frequent basis, such as the Trade and Industry Department, to use the flight mileage awards earned by the civil servants in their departments for future overseas visits. However, where an individual civil servant's flight awards were not expected to be used for duty travel before their expiry, HoDs might exercise his discretion to permit the officer concerned to use such awards for private purposes. SCS further said that CSB might share with B/Ds experience of how flight mileage could be disposed of, such as donation to charities, so that HoDs could make references when deciding on the redemption options for civil servants in their departments.

### **IV. Employment of persons with disabilities in the civil service**

(LC Paper No. CB(4)1215/16-17(03) -- Administration's paper on employment of persons with disabilities in the civil service

LC Paper No. CB(4)1215/16-17(04) -- Paper on employment of persons with disabilities in the civil service prepared by the Legislative Council Secretariat (updated background brief))

8. At the invitation of the Chairman, SCS briefed members on the implementation of the relevant measures to facilitate the employment of persons with disabilities ("PWDs") in the civil service as set out in the Administration's paper (LC Paper No. CB(4)1215/16-17(03)).

### Promotion on the employment of PWDs

9. Regarding Mr POON Siu-ping's enquiry about the employment of non-civil service contract ("NCSC") staff with disabilities by the Administration, SCS replied that as at 31 March 2016, in addition to the

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employment of 3 230 civil servants with disabilities known to their B/Ds, the Administration employed 162 NCSC staff with disabilities.

10. Dr Fernando CHEUNG noted with concern that the ratio of PWDs employed in the civil service had remained at around 2% of the strength of the civil service over the years, and that the actual number in 2015-2016 was 3 230, which was at the lowest level in the last five years despite the expansion of the civil service as a whole. He strongly urged the Administration to make greater efforts to promote the employment of PWDs in the civil service so as to take the lead for public bodies and the private sector to follow. He further suggested that the Administration should set an annual quota of 2% for employing new recruits with disabilities in the Government as well as in other non-governmental organizations ("NGOs") subvented by government funding.

11. Mr HO Kai-ming also considered that the number of PWDs employed in the civil service (2% of the strength of the civil service) was at a low level. Given that most of the new government buildings were equipped with barrier-free facilities and the Administration would be able to provide reasonable accommodation for PWDs working in the civil service, he urged the Administration to set a quota for employing PWDs in the civil service, in particular for those job types that were more suitable for PWDs. He also suggested that the Administration should consider earmarking dedicated funding for employing PWDs in the civil service in order to provide B/Ds with extra incentives to employ PWDs.

12. SCS acknowledged that the percentage of PWDs in the civil service had been at a steady level without significant change. To promote the employment of PWDs in the civil service, CSB had launched a new internship scheme for students with disabilities ("the internship scheme") in 2016 with a view to providing students with disabilities with hands-on work experience in the Government, thereby strengthening their competitiveness in seeking to enter the labour market in future. The internship scheme also provided opportunities for B/Ds to better appreciate the talent of PWDs. He hoped that the internship scheme could encourage other employers, including NGOs and private enterprises, to provide similar opportunities for PWDs.

13. Reflecting on his meeting with the students who participated in the internship scheme, SCS pointed out that most of the interns, especially those undergraduate students, were not looking for special treatment such as quotas for PWDs. Instead, they were asking for equal job opportunities. As such, the Administration was focusing its efforts on the provision of facilitating measures for PWDs applying for

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government jobs and to ensure that those working in the civil service would be considered for promotion on the same basis as others. B/Ds were also encouraged to identify and make good use of the talents of PWDs in performing different tasks. For example, the Efficiency Unit was actively recruiting visually impaired persons for manning the 1823 hotline, and the Administration had provided funding of about \$400,000 for the Unit to purchase the necessary technical aids to facilitate them to perform their duties effectively.

14. Dr CHIANG Lai-wan urged the Administration to formulate a clear strategy for employing PWDs in the civil service and encourage private enterprises to adopt a similar strategy. Referring to the quota system for employing PWDs adopted in some overseas countries, she opined it would be difficult for PWDs to compete for jobs with able-bodied persons with comparable qualifications in the absence of such system in Hong Kong.

15. Dr CHIANG Lai-wan further asked whether the Administration had received complaints from PWDs about the recruitment problems due to their disabilities. In response, SCS advised that the Administration had received complaints from both able-bodied candidates and candidates with disabilities on the facilitating measures and appropriate degree of preference provided to PWDs for appointment. As an equal opportunities employer, it would be more appropriate for the Administration to focus on providing suitable facilitating measure for PWDs thereby enabling them to have equal access to job opportunities in the Government.

16. Dr Fernando CHEUNG said that some candidates with disabilities might have chosen not to declare their disabilities when they applied for government jobs. He suggested that the Administration should explicitly inform all job applicants the facilitating measures provided to PWD during the recruitment process in order to encourage them to declare their disabilities when they applied for government jobs.

17. SCS said that according to the Administration's facilitating measures, candidates with disabilities who met the basic entry requirements for a post would not be subject to shortlisting criteria, if any, and would be automatically invited to attend selection interview/test. On the other hand, many able-bodied candidates would have been screened out by the shortlisting criteria imposed. He considered that such facilitating measures would provide candidates with disabilities with a better chance to pass the recruitment process and it was especially important for large scale recruitment exercises such as the clerical grades.



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In this regard, CSB would remind B/Ds the importance of publicizing the relevant facilitating measures to the applicants with disabilities.

18. Mr LEUNG Kwok-hung considered that the Administration had not formulated a clear strategy for employment of PWDs in the civil service. He further expressed dissatisfaction that some civil servants became disabled after joining the civil service and a large number of PWDs had left the civil service. He suggested that the Equal Opportunities Commission could strengthen its efforts to promote the employment of PWDs by the Administration, NGOs and private enterprises.

19. SCS reiterated that the Administration had introduced the internship scheme last year with a view to unleashing the potential of persons with disabilities and allowing students with disabilities to acquire hands-on work experience in the Government. CSB would discuss with LWB how to encourage NGOs and private enterprises to launch similar initiatives.

### Internship scheme for students with disabilities

20. The Deputy Chairman expressed support for the internship scheme and hoped that the Administration would strengthen its efforts to promote the employment of PWDs. Noting that a total of 43 students, comprising 20 undergraduate students and 23 students from the Shine Skills Centre ("Shine") of the Vocational Training Council, had participated in the internship scheme in 2016, the Deputy Chairman enquired about the number of applications received by the Administration under this scheme.

21. SCS advised that presently the number of placements for the internship scheme was set in consultation with local universities and Shine, and students were referred by them to the Administration for placement.

22. The Deputy Chairman and Mr POON Siu-ping urged the Administration to increase the number of placements for the internship scheme progressively. The Deputy Chairman suggested that application for the internship scheme should be open to all students with disabilities from, instead of referrals by, local universities and Shine, to ensure that all of them had equal opportunities to join the scheme.

23. While acknowledging SCS's efforts in launching the internship scheme, Dr Fernando CHEUNG suggested that the internship scheme

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should be expanded to PWDs with university qualifications to provide opportunities for all eligible PWDs.

24. SCS responded that the Administration had expanded the breadth and depth of the internship scheme by increasing the total number of undergraduate student placements from 20 in 2016 to 32 in 2017. The job contents had also been broadened from administration duties to more stimulating tasks. The Administration would consider opening up the internship scheme to all undergraduate students with disabilities in the future. With the Government leading by example, the Administration hoped that the internship scheme could encourage other employers, including NGOs and private enterprises, to provide more opportunities for PWDs by launching similar initiatives.

25. At the request of Dr Fernando CHEUNG, SCS undertook to provide members with the plan to expand the internship scheme, and to promote the scheme to NGOs and private enterprises in collaboration with LWB.

*(Post-meeting note: The Administration's written response was circulated to members vide LC Paper No. CB(4)1504/16-17(01) on 8 August 2017.)*

26. Mr POON Siu-ping welcomed the implementation of the internship scheme and asked whether special consideration would be given to the students who had completed the internship when they applied for government jobs. SCS stressed that the Administration's policy on employment of PWDs sought to enable candidates with disabilities to compete with able-bodied candidates on equal footing, thereby allowing them to have equal access to job opportunities in the Government. However, students who had completed the internship should generally enjoy a competitive edge over other applicants because of their relevant working experience in B/Ds. Furthermore, upon their completion of the internship, a certificate of internship would be awarded to those who had rendered good performance and attained satisfactory attendance and conduct records, as a recognition of their accomplishment. SCS added that CSB would continue to keep track of their career progress with the assistance from the universities concerned and Shine.

27. In reply to the enquiries of Mr POON Siu-ping and the Deputy Chairman about the remuneration offered to students under the internship scheme, SCS advised that in 2017, the Administration would offer a remuneration of \$9,600 per month to undergraduate students with disabilities joining the scheme, which was on par with the remuneration

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offered to students interns engaged under the Post-Secondary Student Summer Internship Programmes of the Government. As regards the students from Shine, their allowance was set at \$8,500 for the eight-week programme in 2017 in consultation with Shine.

28. In closing, the Chairman said that although the Administration would not give absolute priority to PWDs applying for government jobs, the Administration should strive its best to ensure that PWDs had equal access to job opportunities in the Government.

**V. 2017-2018 Civil Service Pay Adjustment**

(File Ref.: CSBCR/PG/4-085-001/78 <i>(issued by the Civil Service Bureau on 6 June 2017)</i>	-- Legislative Brief	Council
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File Ref.: CSBCR/PG/4-085-001/78 <i>(issued by the Civil Service Bureau on 13 June 2017)</i>	Legislative Brief	Council
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LC Paper No. CB(4)1215/16-17(05)	-- Paper on 2017-2018 Civil Service Pay Adjustment prepared by the Legislative Council Secretariat (updated background brief))
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29. The Chairman reminded members that, in accordance with Rule 83A of the Rules of Procedure of the Legislative Council, they should disclose the nature of any direct or indirect pecuniary interests relating to the subject under discussion at the meeting before they spoke on the subject.

30. At the invitation of the Chairman, SCS briefed members on the decision of the Chief Executive-in-Council ("CE-in-Council") on 13 June 2017 that, with retrospective effect from 1 April 2017, civil service pay for 2017-2018 should be adjusted in accordance with the following pay offers made to the staff sides of the four central consultative councils, details of which were set out in the Legislative Council Briefs issued by CSB on 6 and 13 June 2017:

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- (a) a pay increase of 1.88% (equals to the net pay trend indicator ("PTI") for the upper salary band plus 0.5%) for civil servants in the upper salary band and the directorate subject to the proviso that no pay point in the upper salary band should be less than \$67,270;
- (b) a pay increase of 2.94% (equals to the net PTI for the middle salary band plus 0.5%) for civil servants in the middle salary band; and
- (c) a pay increase of 2.94% (equals to the pay increase for the middle salary band) for civil servants in the lower salary band.

31. SCS stressed that the additional 0.5% on top of the net PTIs and bringing up the pay offer for civil servants in the lower salary band to that for the middle salary band were one-off arrangements decided by the CE-in-Council after fully considered the circumstances of all relevant factors under the established annual civil service pay adjustment mechanism ("the established mechanism"). Subject to members' views, the Administration planned to seek the approval of the Finance Committee ("FC") for the proposed pay adjustment as soon as possible. If FC approved the proposed pay adjustment within the current legislative session, the adjusted salaries and the back-payment would be paid to civil servants by the end of July 2017.

2017-2018 civil service pay adjustment

32. Mr LEUNG Kwok-hung, Dr Fernando CHEUNG, Mr POON Siu-ping, Mr HO Kai-ming and Mr LAM Cheuk-ting commented that notwithstanding the extra 0.5% added on top of the net PTIs, the proposed pay adjustments still fell short of the pay claims raised by the staff sides, and they worried that staff morale would be adversely affected. Expressing concern about the inflationary pressure on the civil servants in the lower salary band, Mr POON and Mr LAM also recommended the Administration to consider setting a higher pay rise for these civil servants in the future.

33. In response, SCS advised that the decision of the CE-in-Council was made in accordance with the established mechanism having regard to the net PTIs, the state of Hong Kong's economy, changes in the cost of living, the Government's fiscal position, pay claims of the staff sides and civil service morale. In line with the established mechanism, the CE-in-Council would, based on the considerations pertinent to the

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prevailing circumstances, decide the annual civil service pay adjustment rates. While the net PTIs was one of the considerations under the established mechanism, other factors such as civil service morale could not be easily quantified. As such, each pay adjustment was a separate and independent exercise that required judgment, and no formula could be formulated in coming up with the pay adjustment rates.

34. SCS further advised that upon adding an extra 0.5% on top of the respective net PTIs for the pay rise of civil servants in the upper and middle salary bands, as well as aligning the pay adjustment for civil servants in the lower salary band with those in the middle salary band, the pay offers for 2017-2018 would be higher than the headline Composite Consumer Price Index for the 12-month period ending March 2017 (i.e. 1.8%). While acknowledging that the pay adjustment did not meet the pay claims of the staff side, SCS advised that he had received comments from civil service staff unions/associations that the decision to add the extra 0.5% was proof that the established mechanism was flexible enough to cater for specific circumstances of each year. As for sustaining staff morale, SCS considered that provision of additional manpower to reduce work burden of civil servants would be equally important.

## Calculation of net PTIs

35. The Chairman informed the meeting that he had received submissions from different civil service staff unions/associations requesting extra pay rise on top of the net PTIs for the 2017-2018 pay adjustment. He further pointed out that the community's perception that the CE-in-Council only considered the net PTIs in setting the pay adjustment was wrong. As such, he welcomed the Administration's clarification that other factors would also be considered under the existing mechanism.

36. Mr HO Kai-ming was of the view that deducting payroll cost of increments ("PCIs") from the gross PTIs was unfair to those civil servants who had reached the maximum pay point of the pay scale of their ranks, and he urged the Administration to review this practice. Sharing a similar concern, Mr POON Siu-ping asked about the percentage of civil servants whose salaries had reached the maximum points of their ranks, and whether the Administration would review to see if the above practice should be continued.

37. SCS advised that if the practice of deduction of PCIs was to cease, the established arrangement of including the private sector merit pay and in-scale increment in the Pay Trend Survey ("PTS") might also

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need to be changed for fairness sake, and this would affect the PTI figures to be taken into account by the CE-in-Council in considering the annual civil service pay adjustment. In fact, civil servants who had reached the maximum pay points had benefited and would continue to benefit from the inclusion of private sector merit pay and in-scale increment in the computation of the gross PTIs. He added that the percentage of civil servants who had reached the maximum pay points of their ranks had already dropped from around 68% in 2010-2011 to around 48% in 2016-2017. In fact, the figure was affected by a number of factors such as the expansion of the civil service in the 1980s, the voluntary retirement schemes and the civil service recruitment freeze implemented between 2000 and 2006, as well as the injection of new blood in the civil service in recent years.

38. As regards the Chairman's question why the additional pay indicators in the 2017 PTS were negative, SCS advised that the data were collected from 111 companies. As the additional pay indicators covered adjustments to payments in addition to basic salary, e.g. "the 13<sup>th</sup> month salary", commissions and year-end/non-guaranteed/discretionary/one-off bonuses, negative additional pay indicators would be resulted if their amounts were less than those in the previous year.

### Civil service pay adjustment rates and policy

39. While supporting the additional 0.5% pay rise on top of the net PTIs, Dr Fernando CHEUNG was concerned about the income disparity between civil servants in the directorate/upper salary bands and those in the lower salary band. He expressed worry that, with increasing differences in the salaries between senior and junior staff in the private sector, the Administration's adjustment of the civil service pay based on private market pay trend would only aggravate the income disparity problems in the civil service, and the problem of disparity between the rich and the poor in Hong Kong would be exacerbated. In this regard, he urged the Administration to make reference to the policy in the United Kingdom and to cap the highest pay point of the civil service at 20 times of its lowest.

40. Mr LEUNG Kwok-hung echoed Dr Fernando CHEUNG's views. He said that Hong Kong had a high Gini Coefficient, implying severe income disparity between the rich and the poor. Being the largest employer in Hong Kong, any initiatives taken by the Administration would have an impact on the private sector. As such, he considered that with a substantial budget surplus and reserve, the Administration should further increase the pay of its junior staff as well as NCSC staff and

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outsourced workers, so that the private sector might follow suit and as a result, mitigate the problem of income disparity.

41. SCS advised that although the Administration had maintained a sound fiscal position, it was necessary for the Administration to uphold the needed fiscal discipline to ensure the prudent use of public money. In fact, the financial implications for the civil service, the staff of Independent Commission Against Corruption, auxiliaries and the subvented sector arising from the 2017-2018 civil service pay adjustment were estimated to around \$5.5 billion. He further pointed out that in the past few years, the pay for directorate civil servants at Directorate Pay Scale Point 8 (being the highest pay point in the civil service) remained at roughly 22 times of the pay for civil servants remunerated at the lowest pay point of the Model Scale 1 Pay Scale. Under the existing mechanism, the annual civil service pay adjustment made reference to the pay trend in the private market in the previous 12 months and there would inevitably be time lags. He considered that the impact of the civil service pay adjustment on the overall labour market should not be significant as civil service pay was following rather than leading the trend in the private sector.

### Stability in the civil service

42. The Chairman worried about the drain of experienced civil servants to the private sector if the civil service pay was incomparable with the private sector and this would lead to succession problems as well as instability in the civil service.

43. SCS said that to ascertain whether the level of civil service pay remained broadly comparable with that of the private sector, Pay Level Surveys ("PLSs") would be conducted every six years. Relevant data would be collected from steady and good employers in the private sector on a voluntary basis. He further elaborated that back in 2013, findings of PLS indicated that the pay level of civil servants in all but one job level ("JL5", i.e. from Master Pay Scale points 45 to 49) remained broadly comparable with the upper third quartile (i.e. P75) level of private sector pay for jobs with comparable nature and similar level of responsibilities on the survey reference date, while the pay for civil servants in JL5 was found to be around 8% lower than the P75 level of private sector pay. The Administration eventually raised the salaries of civil servants in JL5 or equivalent and the Directorate by 3%. As the number of retirements in the civil service would peak in the five-year period from 2017-2018 to 2021-2022, various measures had been put in place to tackle the anticipated higher natural wastage rate. To fulfill the objective of the

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civil service pay policy which was to offer sufficient remuneration to retain staff of suitable calibre, the Administration would also take the above into account when conducting pay adjustment.

*(At 12:45 pm, the Chairman extended the meeting for 15 minutes to 1:00 pm to allow sufficient time for discussion.)*

### Civil service pay adjustments for non-civil service contract staff and agency workers

44. Noting that the 2017-2018 civil service pay adjustment was not directly applicable to NCSC staff and agency workers working for the Government, Mr HO Kai-ming worried that it would give rise to the problem of "different pay for the same job", and therefore suggested giving them the same pay rise as civil servants. Mr LEUNG Kwok-hung considered that to rectify the above problem, the Administration should cease the employment of NCSC staff and agency workers.

45. SCS advised that the Administration had all along been monitoring the pay adjustments of NCSC staff. The pay rise for NCSC staff in the past two years was comparable to their civil service counterparts. In fact, HoDs could conduct reviews on the pay of NCSC staff at different times of a year as and when appropriate. HoDs could, without the need to seek approval from the CE-in-Council and FC, determine the pay adjustment rates for their NCSC staff having regard to a host of factors such as the condition of the employment market. B/Ds also had the flexibility in resources allocation to adjust the pay for their NCSC staff. Meanwhile, the Administration would continue to seek to replace NCSC positions with established long-term service needs by civil service posts.

46. The Chairman concluded that members had no objection to the Administration's proposal to seek approval of the FC on the proposed 2017-2018 civil service pay adjustment.

## **VI. Any other business**

47. The Chairman said that this meeting would be the last Panel meeting of the current-term Government. He expressed gratitude to SCS for attending the meetings of the Panel and answering members' questions.



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48. There being no other business, the meeting ended at 12:58 pm.

Council Business Division 4  
Legislative Council Secretariat  
22 August 2017