

# 立法會 *Legislative Council*

LC Paper No. CB(4)1294/16-17

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 2016-2017 legislative session. It will be tabled at the Council meeting on 5 July 2017 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 21 members, with Hon KWOK Wai-keung and Hon Jeremy TAM Man-ho elected Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

### **Major Work**

#### Civil service workforce

*Civil service establishment, strength, retirement, resignation, age profile and gender profile*

4. The Panel received a briefing by the Administration on the civil service establishment, strength, retirement, resignation, age profile and gender profile on 15 May 2017. Panel members noted that the civil service establishment was expected to increase from 178 327 as at 31 March 2017 (revised estimate) to 181 705 as at 31 March 2018 (draft estimate). The civil service strength as at 31 March 2016 represented about 2.3% of the population of Hong Kong (estimated at 7.34 million in mid-2016) and about 4.2% of the total work force (3.95 million in mid-2016).

5. The Panel noted with concern about the resignation rate of civil servants at 0.65% in 2015-2016, which was at the highest level in the past 15 years. Coupled with the projection for the natural wastage of 4.2% for the five-year period ending 2023-2024, some members expressed worry about the impact on the sustainability of the civil service as well as the attractiveness of civil service jobs to job seekers.

6. The Administration explained that the resignation rate had hovered around the low level. In 2015-2016, 1 056 civil servants resigned, of which 665 left during the probation period. It was not uncommon for new recruits to resign during the probation period as they were still in the early stage of adapting to the civil service and might find civil service jobs not suitable for them. As the natural wastage rate was projected to peak at 4.2% in the five-year period ending 2023-2024, the Administration had rolled out a package of measures to address the anticipated higher natural waste rate, including the Post-retirement Service Contract ("PRSC") Scheme and arrangements for final extension of service. The Administration considered that civil service jobs were still attractive to job seekers, as reflected by the increasing number of applications, in particular for clerical and general grade jobs, received by the Administration in recent years. According to results of pay surveys, the civil service starting salary levels were broadly comparable to that of the top 25% paying organizations in the private sector.

7. In reply to members' enquiry about the work on succession planning, the Administration advised that under a well-established mechanism, the Secretary for Civil Service regularly met with Permanent Secretaries and Heads of Department to discuss the succession situation in individual departments and grades with the objective of ensuring early identification of any succession problems, advance planning and timely implementation of suitable measures. Training and development opportunities had been provided to civil servants at all levels to prepare them for higher responsibilities.

*Extension of the service of civil servants*

8. The Panel noted at its meeting on 20 February 2017 that since 1 June 2015, the retirement age for new recruits to the civilian grades and the disciplined services grades had been raised to 65 and 60 respectively. As regards serving staff, the Administration had introduced the PRSC Scheme since November 2015 which enabled bureaux/departments ("B/Ds") to engage retired/retiring officers on contract terms to undertake ad hoc, time-limited, seasonal or part-time duties requiring civil service expertise or experience. The revised arrangements for final extension of service, which included raising the maximum period from 90 days to 120 days and suitably relaxing the approving criteria, had also taken effect since February 2016. For further employment of a duration longer than 120 days, the Administration had earlier consulted the staff sides on a draft implementation framework and planned to roll out the enhanced arrangements in mid-2017.

9. Some members opined that adopting a higher retirement age for new recruits appointed to the civil service might have an impact on the promotion prospects and morale of serving civil servants. However, they understood that with a longer life expectancy, many people were able and willing to stay longer in the labour force. To mitigate the impact on existing staff, they called on the Administration to implement any new retirement and employment initiatives over a longer timeframe. Suggestion was also made that the Administration should issue questionnaires to collate views from civil servants on whether they would choose to work beyond their retirement age, and invite eligible officers to apply for extension of service as soon as practicable, with a view to facilitating the civil servants in life planning and the Administration in long-term manpower planning.

10. The Administration advised that it had promulgated a package of flexible initiatives for service extension after careful consideration of various factors, including promotion blockage. These initiatives served to balance the interests of different cohorts of civil servants while maintaining effective management of the civil service.

11. The Administration further explained that raising the retirement age of new recruits appointed to the civil service on or after 1 June 2015 was a long-term solution to tackle challenges posed by demographic changes and shrinkage of the labour force. On the other hand, as operational needs, succession planning and recruitment situation varied from grade to grade and from time to time, the Administration considered

that allowing civil servants to opt for a higher retirement age was not conducive to manpower planning. The natural wastage rate of the civil service was cyclical and was expected to decrease from 4.2% for the five-year period ending 2023-2024 to 2.8% in the five-year period ending 2033-2034 and it took about 14 years on average for a civil servant to get promoted to the next higher rank. Hence, the Administration must be very cautious in avoiding promotion blockage when implementing new measures.

12. Some Panel members expressed concern about the composition of selection boards for further employment applications. The Administration assured members that to ensure fairness, the composition of selection boards would model on that of promotion and recruitment boards, which would comprise officers of appropriate ranking and were familiar with the job requirements of the rank concerned. The chairman and members should be of a substantive rank higher than that of the candidates to be considered for further employment, with the chairman holding a post at least two ranks above that of the candidates.

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

13. At the meeting on 19 June 2017 to follow up the employment of persons with disabilities ("PWDs") in the civil service. Members noted with concern that the ratio of PWDs employed in the civil service had remained at around 2% of the strength of civil service over the years, and that the actual number in 2015-2016 was at the lowest level in the last five years at 3 230. They urged the Administration to make more 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.

14. The Administration advised that it had put in place appropriate measures to facilitate their participation in the recruitment process, including an appropriate degree of preference to be given to applicants with disabilities during the recruitment and shortlisting as well as the appointment processes. The Civil Service Bureau ("CSB") had reserved funding for B/Ds to purchase technical aids for officers with disabilities so as to help them perform their duties. To promote the employment of PWDs in the Government, CSB had launched an internship scheme since 2016 for full-time undergraduate students with disabilities studying in local universities and students of the Shine Skills Centre of the Vocational Training Council. The Administration would expand the breadth and depth of the programme by increasing the total number of undergraduate student placements to 32 in 2017. The job contents would also be broadened from administration duties to more stimulating tasks. The

Administration would actively explore the scope for non-government organizations and private enterprises to launch similar initiatives.

*Employment of ethnic minorities in the civil service*

15. The Panel discussed the employment of ethnic minorities in the civil service with the Administration on 15 May 2017.

16. Some members noted that the Administration had not conducted survey on the racial profile of the civil service since 2013 and urged the Administration to collect such information for providing relevant support, as well as to evaluate the effectiveness of the measures adopted by the Administration in facilitating the employment of ethnic minorities in the civil service.

17. The Administration explained that as neither applicants for civil service posts nor serving civil servants were required to indicate their ethnic origins in the recruitment process, racial information of the civil service was unavailable. Nevertheless, the Administration had conducted voluntary surveys in 2011 and 2013 to gather statistics on the racial profile of the civil service, but the response rate was only 15.4%, and the accuracy of the information collected could not be verified. The Administration would consider conducting the survey again and would encourage civil servants to respond, yet due to voluntary nature of the survey, staff could decide not to respond to the survey. The survey, if held, should also tie in with the timing of the next population census, so that the Administration could compare the collected statistics on racial profile with the general population.

Other types of manpower

*Employment of non-civil service contract staff by the Government*

18. The Panel continued to follow up closely the situation on the employment of non-civil service contract ("NCSC") staff by the Administration at the meeting on 21 November 2016. The Panel noted that the total number of NCSC staff had reduced from 18 537 to 11 923 between June 2006 and June 2016, but the number of those who had served continuously for five years or more remained at 3 884 as at 30 June 2016. Panel members urged the Administration to sustain its efforts to replace all these NCSC positions by civil service posts, and critically review the employment situation of NCSC staff in certain B/Ds, such as the Radio Television Hong Kong and the Education Bureau, which had a relatively high ratio of NCSC staff.

19. The Administration advised that of the 11 923 NCSC staff as at 30 June 2016, about 3 000 were engaged by the trading fund departments to respond effectively to customer requirements and market competition. For other B/Ds, a ceiling had been set for employment of NCSC staff and waiver would only be granted based on sound justifications. As regards the 3 884 NCSC staff who had served continuously for five years or more, about 1 800 were meant to cater for service needs subject to market fluctuations or jobs with conditioned hours less than that of civil servants, while about 1 200 occupied positions were under review. The Administration was focusing on the latter for possible conversion to civil service posts.

20. The Administration also advised that there was an operational need for some B/Ds to engage a certain number of NCSC staff for job-specific duties to meet changing community needs or maintain a certain degree of turnover of talents engaging in creative work or to provide services under time-limited funds/grants. CSB would continue to liaise with B/Ds to ascertain the need to replace NCSC positions with established long-term service needs by civil service posts.

21. On the question as to whether the Administration would set up a mechanism to give preferential consideration to NCSC staff applying for civil service posts, the Administration advised that since the Government's policy was to select the most suitable candidates to fill civil service vacancies through an open, fair and competitive process, the Administration could not give preferential consideration to NCSC staff. However, NCSC staff who met the basic entry requirements should generally enjoy a competitive edge over other applicants because of their relevant working experience. The average success rate of serving NCSC staff was around 16%, whereas the average success rate for other applicants was only around 2%.

22. Some members were concerned about the terms and conditions of service of NCSC staff and were worried that the Administration had merely focused on cutting costs without caring about the job security and prospect of NCSC staff or service quality. They requested the Administration to quantify the amount of savings derived from employing NCSC staff.

23. The Administration stressed that cost reduction was not a main determinant of whether NCSC staff should be engaged. Although the terms and conditions of service of NCSC staff and civil servants were not the same, this did not necessarily mean that the former was inferior.

24. Some members expressed concern about the layoff of NCSC staff who had worked for more than five years by some B/Ds due to the completion of time-limited projects or by outsourcing their work to contractors. They urged the Administration to employ these NCSC staff as civil servants. The Administration responded that, for those who had worked in some B/Ds for a long period of time, they might not find the entry salary of civil servants attractive considering their cumulative pay rise over the years. Nonetheless, these staff could apply for civil service openings through open recruitment exercises.

*Use of agency workers and T-contract staff*

25. Agency staff are labour force supplied by employment agencies under service contracts and work under direct supervision of the procuring B/Ds. The Panel reviewed the use of agency workers by B/Ds at the meeting on 20 February 2017.

26. Panel members noted that the total number of agency workers engaged by B/Ds had significantly reduced from 2 398 in September 2009 to 974 in September 2016, and the Administration's explanation that the reduction was because (i) the Government had, after the economic downturn, resumed the recruitment of civil servants, in particular for the clerical and secretarial grades; and (ii) CSB had promulgated guidelines for the use of agency workers for reference by B/Ds since April 2010, and made constant monitoring efforts to ensure B/Ds' strict compliance with the guidelines. The Administration considered that agency workers were necessary in some situations, such as tiding over short-term manpower gap caused by the lead time required to conduct recruitment exercise.

27. Some members expressed concern about the wage protection for agency workers. They called on the Administration to provide civil service fringe benefits to agency workers, in particular those who had worked in B/Ds for more than one year, with a view to alleviating the problem of "different pay for the same job" faced by them.

28. The Administration advised that it had implemented a number of measures in the wage protection for agency workers. For instance, B/Ds had required all bidders to state the wage levels of their staff who would be assigned to work in the procuring B/Ds should their bids be successful, and agency workers would be made aware of the committed monthly wages. Moreover, a marking scheme and a demerit point system were in place which required procuring B/Ds to take into account bidders' track record of compliance with certain statutory and contractual obligations, and that transgressions, if identified, would be promptly reported to the Labour

Department.

29. The Administration further pointed out that since B/Ds were merely procuring services and agency workers were not government employees, they would not be eligible for fringe benefits. In considering whether to provide fringe benefits to employees of service contractors, the Administration stressed that attaining optimal utilization of public funds was paramount.

30. The Panel also reviewed the use of information technology ("IT") contract staff (commonly known as "T-contract staff") engaged under term contracts centrally administered by the Office of the Government Chief Information Officer. The Panel noted that the Administration still engaged some 2 760 T-contract staff as at 31 December 2016. Some members considered it unfair for T-contract staff to perform the same duties as civil servants of comparable ranks under less favorable terms, in particular in the provision of fringe benefits. They urged the Government to formulate a plan to convert these T-contract staff to civil servants, particularly those with long years of service, by phases.

31. The Administration explained that the use of T-contract staff for implementation of time-limited IT projects had been proved effective since 1980s. The arrangement enabled the Administration to tap the latest expertise and a larger pool of talented professionals in the market within a short period of time to work with civil servants in fostering IT development and enhancing e-Government services in Hong Kong. Due to the flourishing IT market and the strong demand for IT professionals from both public and private sectors, the wages of T-contract staff had all along been kept at competitive levels, which were comparable to their counterparts in the civil service. Since it was the Government's policy to select the most suitable candidates to fill civil service vacancies by open and fair competition, direct appointment of T-contract staff to civil service posts would not be in line with the said principle.

### Pay and conditions of service

#### *2017-2018 Civil Service Pay Adjustment*

32. The Panel discussed the 2017-2018 civil service pay adjustment at the meeting on 19 June 2017. The Chief Executive-in-Council decided on 13 June 2017 that the 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 –



- (a) a pay increase of 1.88% (i.e. 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;
- (b) a pay increase of 2.94% (i.e. 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% (i.e. the net PTI for the middle salary band plus 0.5%) for civil servants in the lower salary band, by invoking the "bring-up" arrangement.

33. While members generally did not object to the 2017-2018 civil service pay adjustment, some members noted with concern that the pay offers were lower than the staff sides' pay claims and this might have an adverse impact on the civil service morale. Some members asked whether the Administration would review the arrangement of deducting payroll cost of increments ("PCIs") from the gross PTIs to arrive at the net PTIs as this practice was unfair to those civil servants who had reached the maximum pay point of the pay scale of their ranks.

34. The Administration responded that in arriving at the pay adjustment decision, the Chief Executive-in-Council had taken into full account the six relevant factors under the civil service pay adjustment mechanism (i.e. the net PTIs, the state of the economy, changes in the cost of living, the Government's fiscal position, pay claims of the staff sides and civil service morale). The extra 0.5% on top of net PTIs for the civil service pay rise in 2017-2018 proved that the established civil service annual pay adjustment mechanism was flexible enough to cater for specific circumstances of each year. The Administration further advised that in calculating the gross PTIs, all take-home pay by employees in the private sector, including the merit pay and increments, should be included. For fairness sake, PCIs should be deducted from the gross PTIs. Civil servants who had reached the maximum pay points had benefitted and would continue to benefit from the inclusion of private sector merit pay in the computation of the gross PTIs.

#### *Medical and dental benefits for civil service eligible persons*

35. The Panel regularly reviewed the provision of medical and dental benefits for civil service eligible persons ("CSEPs") and discussed the issue at its meetings on 20 March 2017 and 21 April 2017. Representatives of relevant staff unions/associations and members of the public were invited to give views at the latter meeting.

36. The Panel noted that a majority of the deputations from civil service unions/associations considered the waiting time for medical and dental services provided under the civil service medical and dental benefits ("civil service medical benefits"), in particular the specialist dental service, too long. They requested the Administration to implement various immediate measures to reduce the waiting time of such services and to provide more dedicated medical and dental facilities in the future for exclusive use by CSEPs.

37. The Administration advised that the current provision of civil service medical benefits might not be very satisfactory due to a lack of a strategic long-term planning in the past. In future, the Administration would strive to provide more dedicated medical and dental facilities in different geographic locations for exclusive use by CSEPs and in the context of the Hospital Authority ("HA")'s "10-year Hospital Development Plan". Moreover, the Administration would focus on enhancing the dedicated specialist out-patient services for CSEPs with a view to shortening the waiting time of new cases and follow-up cases.

38. While welcoming the Administration's improvement measures to enhance the provision of medical and dental services for CSEPs, members were however disappointed about the little progress made by CSB in taking forward the repeated requests from the civil service staff unions/associations for including traditional Chinese medicine ("TCM") service as part of civil service medical benefits.

39. There were suggestions that the Administration should explore the feasibility of allocating resources to conduct pilot programmes with local universities in providing TCM service to CSEPs, or conduct a policy review of including TCM as a mainstream public medical service in Hong Kong. Some members also suggested that the Administration should explore the feasibility of providing a full range of TCM service for CSEPs upon the commissioning of the new Tseung Kwan O Chinese medicine hospital, or consider taking out medical insurance or procuring such service in the private market.

40. The Administration explained that CSB was fully aware of the demand and suggestions of the civil service staff unions/associations on the provision of TCM service. At present, TCM service was not provided by the Department of Health ("DH") or HA as a standard service, nor did they operate any Chinese medicine clinics ("CMCs"). Existing public CMCs were operated on a tripartite collaboration model involving HA, a non-governmental organization and a local university. They provided a

limited scope of service and could not be regarded as part of HA's standard services. Having regard to service quality and service coverage vis-a-vis service demand, the Administration considered that if TCM service was to be provided to CSEPs in future, it would be more cost-effective and appropriate to provide it within the public healthcare system. Regarding the construction of a Chinese medicine hospital in Tseung Kwan O, depending on the future role of DH or HA in the provision of TCM service, CSB would discuss with the Food and Health Bureau on the provision of TCM for CSEPS at this new hospital.

41. The Administration further advised that any reimbursement scheme would entail difficulty in quality assurance, and taking out medical insurance or procurement of service involved additional funds which must be carefully considered. The Administration was more inclined to providing civil service medical benefits through the public healthcare sector to ensure cost-effectiveness, standard of service and prudent use of public resources.

42. Panel members also expressed grave concern that civil servants appointed on or after 1 June 2000 on the New Permanent Terms ("NPT") of Appointment would cease to enjoy civil service medical benefits upon retiring from the civil service. They were worried that this would affect the job stability of these civil servants who would gradually make up the whole civil service. They called on the Administration to explore the feasibility of providing post-retirement medical benefits for them, such as engaging the private healthcare sector to provide such services for them, or taking out group medical insurance which would provide extended coverage for them after retirement. Some members further suggested that the Administration should conduct a review on the overall terms and conditions of service of these civil servants, having regard to the current economic condition.

43. The Administration explained that due to financial austerity in the late-1990s, a series of civil service reforms were carried out in the civil service. These reforms included revision of the terms and conditions of service for civil servants, such as their medical and dental benefits, leave entitlement and retirement schemes. According to the new terms and conditions of service for civil servants appointed on or after 1 June 2000 on NPT, they would no longer enjoy civil service medical benefits after retirement. This new package had been drawn up after extensive consultation and any modifications to the present arrangement would call for thorough deliberations.

44. The Administration also advised that it was open-minded on whether a review on the terms of employment of civil servants on NPT should be carried out but this notion might cause repercussions in the society and must be dealt with in a cautious manner. Furthermore, due attention should be given to the prospect of opening up a comprehensive examination of discrepancy between pay packages received by civil servants under different terms of employment.

#### Training and development for civil servants

45. The Panel received a briefing by the Administration on the provision of training and development for civil servants at the meeting on 19 December 2016.

46. In respect of the suggestion of strengthening trainings to enhance civil servants' knowledge on principles behind the drafting and interpretation of the Basic Law, the Administration advised that apart from programme run centrally by the Civil Service Training and Development Institute, individual B/Ds could design tailor-made courses to meet their specific needs. The Department of Justice was planning to provide training for their counsel on difference between the common law system in Hong Kong and the civil law system in the Mainland. In addition, CSB had been devoting resources in training civil servants to enhance civil servants' understanding of the Basic Law and the "one country, two systems" principle, and Basic Law formed an integral and important part of training for civil servants in the coming years.

47. Whilst welcoming the arrangement of experience sharing sessions for civil servants on the use of social media and seminars on "Big Data" by the Administration, some members urged the Administration to step up training in these two areas, as only mobile applications developed by the Information Services Department and the Hong Kong Police Force had a relatively high subscription rate, and the use of "Big Data" was not common among B/Ds.

48. The Administration responded that training on the use of social media and "Big Data" could equip civil servants with greater skills and confidence in public engagement. The Hong Kong Police Force had made a head start with number of followers and hit rate being key performance indicators, whereas some B/Ds, including the Hong Kong Observatory, were also contemplating to do the same. CSB had also launched a Facebook page portraying the daily work of civil servants, in particular those at the frontline, in January 2017.

49. During the discussion, Panel members also made various suggestions for enhancing civil service training, including inviting more overseas speakers to run seminars in Hong Kong for civil servants in order to optimize resource utilization; conducting suitable training to equip civil servants with knowledge and understanding of the countries of the Belt and Road Initiative; and providing senior civil servants with training on political acumen or global vision with a view to nurturing political talents.

#### Implementation of five-day week in the Government

50. At the meeting on 21 April 2017 to follow up on the implementation of five-day week ("FDW") in the Government, Panel members noted that despite the implementation of FDW initiative in the Government since 2006, about 42 800 civil servants as at 30 September 2016 (i.e. around 27% of the civil service strength) were still working on a non-FDW work pattern. Questions were raised as to whether the Administration had assessed the feasibility for full implementation of FDW initiative in the civil service, including reviewing the validity of the four principles, namely, no additional staffing resources; no reduction in the conditioned hours of work of individual staff; no reduction in emergency services; and continued provision of essential counter services on Saturdays/Sundays, to enable all civil servants to work on a FDW basis for the sake of fairness.

51. The Administration explained that the FDW initiative was not a condition of service. Instead, it was one of the family friendly policies adopted by the Administration with a view to improving the quality of civil servants' family life. Under this policy objective, CSB would encourage B/Ds to migrate staff to FDW work pattern in accordance with the four principles. Given the need to comply with the four principles, those civil servants who worked on a FDW work pattern needed to extend their working hours for each working day, while some civil servants inevitably could not enjoy FDW due to the operational and service needs of their respective B/Ds and positions. The Administration also pointed out that some civil servants might prefer to work on a non-FDW pattern as they did not want to work longer hours for each working day.

52. As for the proposal made by Panel members about the review of the four principles, the Administration advised that it had to be considered carefully as any changes might also entail amendments to the conditions of service of staff involving additional resources. However, the Administration stressed that some B/Ds, such as the Immigration Department and the Food and Environmental Hygiene Department, were actively exploring trial schemes on further migrating more staff to FDW

work pattern when and where it was feasible and appropriate without incurring additional resources.

#### Other issues

53. During the current legislative session, the Panel also received briefings from the Administration on the responsibilities and objectives of CSB, policy initiatives of CSB featured in the 2017 Policy Address, civil service-related issues featured in the 2017-2018 Budget and Commendation Schemes for civil servants.

54. The Panel also discussed and in general supported the Administration's staffing proposal of re-grading of the Post of Director of Protocol to a Post of Senior Principal Executive Officer in the Protocol Division of the Administration Wing of the Chief Secretary for Administration's Office. This proposal has been endorsed by the Establishment Subcommittee and would be submitted to the Finance Committee for approval.

#### **Panel meetings held**

55. From October 2016 to June 2017, the Panel held a total of nine meetings. The Panel has scheduled another meeting on 17 July 2017.

Council Business Division 4  
Legislative Council Secretariat  
23 June 2017

**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 2016-2017 session**

**Chairman** Hon KWOK Wai-keung

**Deputy Chairman** Hon Jeremy TAM Man-ho

**Members**

Hon WONG Kwok-kin, SBS, JP  
Hon Mrs Regina IP LAU Suk-yee, GBS, JP  
Hon Paul TSE Wai-chun, JP  
Hon LEUNG Kwok-hung  
Hon Charles Peter MOK, JP  
Hon Alice MAK Mei-kuen, BBS, 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 CHU Hoi-dick  
Hon Jimmy NG Wing-ka, JP  
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

(Total : 21 members)

**Clerk** Mr Anthony CHU

**Legal Adviser** Miss Rachel DAI

\* Changes in membership are set out in Annex to Appendix II



## Annex to Appendix II

### Legislative Council Panel on Public Service

#### Changes in membership

<b>Member</b>	<b>Relevant date</b>
Dr Hon Priscilla LEUNG Mei-fun, SBS, JP	Up to 23 October 2016
Hon Christopher CHEUNG Wah-fung, SBS, JP	Up to 25 October 2016
Prof Hon Joseph LEE Kok-long, SBS, JP	Up to 6 November 2016
Hon YIU Si-wing, BBS	Up to 8 November 2016
Hon Kenneth LAU Ip-keung, MH, JP	Up to 8 November 2016
Hon WONG Ting-kwong, SBS, JP	Up to 10 November 2016
Ir Dr Hon LO Wai-kwok, SBS, MH, JP	Up to 14 November 2016
Hon Claudia MO	Up to 16 November 2016
Hon Tanya CHAN	Up to 16 November 2016
Dr Hon LAU Siu-lai	Up to 16 November 2016
Dr Hon Helena WONG Pik-wan	Up to 17 November 2016
Hon Andrew WAN Siu-kin	Up to 17 November 2016
Hon Martin LIAO Cheung-kong, SBS, JP	Up to 24 November 2016
Dr Hon KWOK Ka-ki	Up to 27 November 2016
Hon Steven HO Chun-yin, BBS	Up to 29 November 2016
Hon KWONG Chun-yu	Up to 29 November 2016
Hon Starry LEE Wai-king, SBS, JP	Up to 29 November 2016
Hon Holden CHOW Ho-ding	Up to 29 November 2016
Hon CHAN Kin-por, BBS, JP	Up to 30 November 2016
Hon CHEUNG Kwok-kwan, JP	Up to 30 November 2016
Hon LAU Kwok-fan, MH	Up to 30 November 2016
Hon Nathan LAW Kwun-chung	Up to 30 November 2016
Hon Kenneth LEUNG	Up to 1 December 2016
Hon Abraham SHEK Lai-him, GBS, JP	Up to 1 December 2016
Hon WU Chi-wai, MH	Up to 7 December 2016
Hon Dennis KWOK Wing-hang	Up to 7 December 2016
Hon LEUNG Yiu-chung	Up to 11 December 2016
Dr Hon YIU Chung-yim	Up to 13 December 2016
Hon Alvin YEUNG	Up to 20 December 2016
Hon LUK Chung-hung	Up to 12 January 2017
Hon CHAN Hak-kan, BBS, JP	Up to 12 January 2017
Hon LEUNG Che-cheung, BBS, MH, JP	Up to 15 January 2017

<b>Member</b>	<b>Relevant date</b>
Dr Hon Elizabeth QUAT, JP	Up to 15 January 2017
Hon MA Fung-kwok, SBS, JP	Up to 19 January 2017
Hon SHIU Ka-chun	Up to 25 January 2017
Hon James TO Kun-sun	Up to 5 February 2017
Hon HUI Chi-fung	Up to 8 February 2017
Hon CHAN Han-pan, JP	Up to 21 February 2017
Hon CHAN Chun-ying	Up to 12 March 2017
Hon Jeffrey LAM Kin-fung, GBS, JP	Up to 13 March 2017
Hon CHAN Chi-chuen	Up to 26 March 2017
Hon Michael TIEN Puk-sun, BBS, JP	Up to 11 April 2017