

立法會

Legislative Council

LC Paper No. CB(4)172/17-18
(These minutes have been
cleared by the Chairman)

Ref : CB4/PL/PS

Panel on Public Service

**Minutes of meeting held on
Thursday, 12 October 2017, at 1:30 pm
in Conference Room 3 of the Legislative Council Complex**

Members present : Hon POON Siu-ping, BBS, MH (Chairman)
Hon Jeremy TAM Man-ho (Deputy Chairman)
Hon Tommy CHEUNG Yu-yan, GBS, JP
Hon Starry LEE Wai-king, SBS, JP
Hon CHAN Hak-kan, BBS, JP
Dr Hon Priscilla LEUNG Mei-fun, SBS, JP
Hon Mrs Regina IP LAU Suk-yee, GBS, JP
Hon Frankie YICK Chi-ming, SBS, JP
Hon MA Fung-kwok, SBS, JP
Hon Charles Peter MOK, JP
Hon Alice MAK Mei-kuen, BBS, JP
Hon KWOK Wai-keung, JP
Hon IP Kin-yuen
Dr Hon Elizabeth QUAT, BBS, JP
Hon Martin LIAO Cheung-kong, SBS, JP
Dr Hon CHIANG Lai-wan, JP
Hon Jimmy NG Wing-ka, JP
Hon HO Kai-ming
Hon LAM Cheuk-ting
Hon Holden CHOW Ho-ding
Hon SHIU Ka-fai
Hon YUNG Hoi-yan
Dr Hon Pierre CHAN
Hon CHAN Chun-ying

Members absent : Hon WONG Kwok-kin, SBS, JP
Hon LEUNG Che-cheung, SBS, MH, JP
Hon CHUNG Kwok-pan
Hon CHU Hoi-dick

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

Staff in attendance : Mr Matthew LOO
Assistant Secretary General 4

Ms Wendy JAN
Senior Council Secretary (4)7

Ms Maggie CHUNG
Council Secretary (4)1

Miss Winnie CHENG
Senior Legislative Assistant (4)1

Ms Carmen HO
Senior Legislative Assistant (4)2

Miss Emma CHEUNG
Senior Legislative Assistant (4)3

Mr Griffin FUNG
Legislative Assistant (4)8

Mr Terry HON
Clerical Assistant (4)1

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I. Election of Chairman and Deputy Chairman

Election of Chairman

Mr KWOK Wai-keung, the incumbent Chairman, invited nominations for the chairmanship. Mr CHAN Hak-kan nominated Mr POON Siu-ping and the nomination was seconded by Ms Starry LEE. Mr POON Siu-ping accepted the nomination. There being no

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other nomination, Mr KWOK declared that Mr POON Siu-ping was elected Chairman of the Panel for the 2017-2018 legislative session. Mr POON Siu-ping then took the chair.

Election of Deputy Chairman

2. The Chairman called for nominations for the deputy chairmanship of the Panel. Mr Charles Peter MOK nominated Mr Jeremy TAM and the nomination was seconded by Mr LAM Cheuk-ting. Mr Jeremy TAM accepted the nomination. There being no other nomination, the Chairman declared that Mr Jeremy TAM was elected Deputy Chairman of the Panel for the 2017-2018 session.

II. Schedule of meetings for the 2017-2018 session

3. Members noted the proposed schedule of regular meetings prepared by the Clerk tabled at the meeting. Members agreed that the monthly regular meetings of the Panel for the 2017-2018 session would be held on the third Monday of each month at 10:45 am.

4. Members further agreed that :

- (a) since the third Monday of February 2018 was a public holiday (the fourth day of Lunar New Year), the regular meeting in February would be re-scheduled for Monday, 26 February 2018 at 10:45 am;
- (b) as the special meetings of the Finance Committee would be held from 16 to 20 April 2018, the regular meeting in April would be re-scheduled for Friday, 13 April 2018 at 10:45 am; and
- (c) since the third Monday of June 2018 was a public holiday (Tuen Ng Festival), the regular meeting in June would be re-scheduled for Friday, 15 June 2018 at 10:45 am.

(Post-meeting note: The meeting schedule was issued to members vide LC Paper No. CB(4)33/17-18 on 12 October 2017.)

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III. Items for discussion at the next meeting

(Appendix V to LC Paper No. — List of outstanding items
CB(4)5/17-18 for discussion

Appendix VI to LC Paper No. — List of follow-up
CB(4)5/17-18 actions)

Regular Panel meeting on 16 October 2017

5. Members noted that at the first regular meeting scheduled for 16 October 2017 at 10:45 am, the Secretary for the Civil Service would brief the Panel on the policy initiatives of the Civil Service Bureau featuring in the Chief Executive's 2017 Policy Address. Members also agreed to discuss the item "Manpower situation of the Occupational Safety Officer grade of the Labour Department" proposed by the Administration at the meeting.

Items for future meetings

6. Regarding the item proposed by Dr Pierre CHAN and Mr LAM Cheuk-ting in the "List of outstanding items for discussion" ("the List") relating to the meal break arrangement for the Ambulanceman Grade in the Fire Services Department ("FSD") (Item 4), the Chairman informed members that the Administration had provided an information note for members' information (LC Paper No. CB(4)1506/16-17(01)) and proposed to delete this item from the List. Mr LAM Cheuk-ting considered that the Panel should continue to follow up the issue and retain this item in the List. Members agreed.

7. Mr IP Kin-yuen suggested that the Panel should discuss the following items at future meetings of the Panel:

- (a) Review of pay scales of teachers in government and aided schools;
- (b) Policy on post-service employment of civil servants, including re-appointment in the civil service and taking up employment in the private sector and statutory bodies; and
- (c) Policies on payment of salary to interdicted civil servants and staff in major subvented organizations, in particular the differences in such policies between the civil service and

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major subvented organizations.

8. Dr CHIANG Lai-wan said that she had written to the Panel Chairman on 10 October 2017 proposing to discuss the grade structure review of disciplined services at a future meeting because the Administration had not conducted any such review since 2008. Her letter was tabled at the meeting. Both Dr Elizabeth QUAT and Mrs Regina IP expressed support for Dr CHIANG's proposal, in particular a review of the grades in FSD. Dr QUAT further said that some staff members of FSD had been calling for an independent review of their grade structure. Mrs IP added that there had been request for the Administration to upgrade FSD to an emergency service which was better remunerated.

(Post-meeting note: Dr CHIANG Lai-wan's letter was issued to members after the meeting on 13 October 2017 vide LC Paper No. CB(4)40/17-18(01).)

9. Dr Elizabeth QUAT suggested that the Panel should discuss the following items at future meetings of the Panel:

- (a) Training for civil servants to promote the use of innovation and technology in their work; and
- (b) Retirement age of disciplined services grades.

(Post-meeting note: After the meeting, Dr Elizabeth QUAT clarified her main concern was to allow disciplined services officers joining the Government before 1 June 2000 to choose to retire at 60.)

10. Dr CHIANG Lai-wan was concerned that the remuneration levels of primary school principals were still on the low side comparing with those of secondary school principals, despite the fact that most half-day primary schools had been converted into whole-day primary schools. The Chairman considered that while the Panel on Education might be in a better position to follow up this matter, he would clarify with the Secretary for the Civil Service ("SCS") on the matter.

11. Referring to the policy initiative in the Chief Executive's 2017 Policy Address that serving civil servants who joined the Government between 1 June 2000 and 31 May 2015 would be allowed to choose to retire at 65 (for civilian grades) or 60 (for disciplined services grades), Mr HO Kai-ming proposed to discuss the retirement age of non-civil

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service contract staff at a future meeting as most of their employment contracts were not renewed after they had reached 60 years of age.

12. The Deputy Chairman proposed to discuss the following issues at future meetings of the Panel:

- (a) Review of the structure of pilot grade in the Government Flying Service and operations inspector post in the Civil Aviation Department which both required post-holders to possess professional pilot licences in view of the recruitment and retention problems for these grades/posts and the impact on their small establishment; and
- (b) Review of the rank of the Controller of the Government Flying Service as it was lower than the rank of the commissioners/directors of other disciplined services.

13. The Chairman said that he and the Deputy Chairman would meet with SCS to discuss the annual work plan of the Panel for the 2017-2018 session and members' views expressed at the meeting would be conveyed to SCS at this meeting.

(Post-meeting note: The work plan meeting was subsequently scheduled for Wednesday, 1 November 2017 at 2 pm.)

IV. Any other business

(LC Paper No. CB(4)5/17-18(01) -- Letter dated 22 September 2017 from Hon HO Kai-ming concerning the setting up of a subcommittee to follow up issues relating to the lifeguards of the Leisure and Cultural Services Department (Chinese version only))

Setting up of a subcommittee to follow up issues relating to the lifeguards of the Leisure and Cultural Services Department

14. The Chairman informed members that Mr HO Kai-ming had

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written to the Panel on 22 September 2017 (LC Paper No. CB(4)5/17-18(01)) suggesting forming a subcommittee under the Panel on following up matters relating to lifeguards under the Leisure and Cultural Services Department ("LCSD").

15. Referring to the views expressed by a number of lifeguards' unions on the shortage of lifeguard manpower in LCSD, Mr HO Kai-ming considered that the Administration should review the grade structure of lifeguards and provide adequate training for them to upgrade their skill and knowledge level, with a view to alleviating the problem of manpower shortage and better safeguarding the safety of swimmers. In this connection, Mr HO suggested setting up a subcommittee under the Panel to follow up these matters.

16. Mr CHAN Hak-kan, Dr Elizabeth QUAT, the Deputy Chairman and Mrs Regina IP expressed support for the Panel to follow up the issues raised by Mr HO Kai-ming. Having regard to the queuing time for the activation of subcommittees under Panels on policy issues, Mr CHAN suggested that the Panel should request the Administration to provide a written response to the concerns raised by Mr HO, and consider the way forward after receiving the Administration's response. Members agreed.

17. There being no other business, the meeting ended at 1:50 pm.

Council Business Division 4
Legislative Council Secretariat
6 November 2017