

# 立法會 *Legislative Council*

LC Paper No. CB(4)1250/17-18

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 2017-2018 legislative session. It will be tabled at the Council meeting on 27 June 2018 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 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 18 members, with Hon POON Siu-ping 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 Administration updated the Panel with an overview of the civil service establishment, strength, retirement, resignation, age profile and gender profile at the meeting on 21 May 2018. Panel members noted that

the civil service establishment was expected to increase from 181 751 as at 31 March 2018 (revised estimate) to 188 451 as at 31 March 2019 (draft estimate). The civil service strength as at 31 March 2017 represented about 2.3% of the population of Hong Kong (estimated at 7.392 million in mid-2017) and about 4.2% of the total workforce (3.962 million in mid-2017).

5. The Panel noted that 6 700 new posts would be created in 2018-2019, representing an increase of about 3.7%, the highest increase rate since 1997. While welcoming the increase in the civil service establishment to provide new and enhanced services, some Panel members asked whether the Administration would regularly review the functions, service nature and workflow of individual bureaux/departments ("B/Ds") and government subvented bodies in order to streamline/computerize their operations and optimize the deployment of their manpower resources.

6. The Administration said that the Civil Service Bureau ("CSB") had been encouraging B/Ds to review their scope of services, improve their organizational structures and streamline their work procedures. Any increase in civil service manpower resources of individual B/Ds had been considered with full justifications provided by B/Ds, such as their scope of services and their operational needs. The new posts created in 2018-2019 would augment the civil service establishment to support the implementation of new policies and initiatives and ease the work pressure on civil servants.

7. Members in general expressed concern about the retention problem of civil servants as the resignation rate of civil servants still hovered above 0.6% in the past two years. They doubted whether civil service jobs were still attractive to the general public as those who joined the Government after 1 June 2000 were not entitled to pension benefits and were not provided with dental and medical benefits after retirement.

8. The Administration said that in 2016-2017 the resignation rate was 0.63% of the overall strength of the civil service, which was lower than 0.65% in 2015-2016. Around 60% of the resignees left during their probation period, partly because they found a long-term career in the Government unsuitable for them. The Administration further said that according to the results of the last Starting Salaries Survey, starting pay of most civilian grades were broadly comparable to the upper quartile level of market pay. As reflected by the response to the recent recruitment exercises, the whole civil service remuneration package, comprising salaries and fringe benefits, was still attractive and competitive in the labour market.

*Extension of the service of civil servants*

9. At the meeting on 26 February 2018, the Panel received a briefing by the Administration on the progress of implementing the various measures for extending the service of civil servants. The Administration also briefed members on the new initiative ("new initiative") as announced 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) ("the Option"). The Panel noted that CSB had launched a consultation from 20 February 2018 to 30 April 2018 to seek views of the staff sides and grade/departmental management on the proposed implementation framework of the new initiative.

10. While members generally welcomed the new initiative, they noted the concerns of some civil servants on the proposed changes to the contribution scale of the Civil Service Provident Fund ("CSPF") under the new initiative. In order for Panel members to understand the views of the civil service staff unions/associations and the public on the new initiative, written views were invited in April 2018 and a total of 19 submissions were received. The deputations/individuals who had sent in written submissions supported the new initiative in principle, but some of them had serious concern about the proposed migration of the contribution scale of CSPF Scheme and the time allowed for eligible civil servants to take the Option.

11. The Administration said that CSPF Scheme was the retirement benefits system for civil servants appointed on new civil service terms on or after 1 June 2000 and when they subsequently progressed onto new permanent terms ("NPT"). In compliance with the parameter of keeping the Government's overall financial commitment to the CSPF Scheme within 18% of the salary cost, when the retirement age of civil servants appointed on or after 1 June 2015 was raised, a second CSPF scale ("2015 CSPF Scale") applicable to these civil servants was introduced. As compared with the original CSPF scale, the years of continuous service bands under the 2015 CSPF Scale had been lengthened. As the appointment terms and retirement age of eligible civil servants who took the Option and civil servants appointed on or after 1 June 2015 would basically be the same, the Administration proposed that eligible civil servants who had taken the Option should migrate to the 2015 CSPF Scale with effect from the implementation date of the Option. The proposed one-year period for eligible civil servants to take the Option was considered appropriate for allowing sufficient time for eligible civil servants to make

their choice on the one hand, and reducing the uncertainties in departments' manpower planning on the other.

12. The Administration further said that, after careful study of the views received on the initiative, it would finalize the implementation details for launching the new initiative as soon as possible, such that civil servants who were approaching their retirement age would not miss the opportunity to extend their service due to delay in the implementation of the initiative.

*Employment of persons with disabilities in the civil service*

13. At the meeting on 15 June 2018, the Administration provided the Panel with an update on the employment of persons with disabilities ("PWDs") in the civil service. Members noted that as at 31 March 2017, there were 3 087 civil servants with disabilities known to the Administration, representing 1.8% of the strength of the civil service. The Administration also reported that for the 131 recruitment exercises in 2017-2018, 3.42% of PWD applicants were subsequently offered appointment, while the figure for other applicants was 3.67%. The Administration said that it would follow up with those B/Ds with lower success rates of applicants who had declared their disabilities to explore if there would be room for further enhancement in the recruitment arrangements to facilitate PWDs in the process.

*Employment of non-ethnic Chinese in the civil service*

14. The Panel discussed the employment of non-ethnic Chinese ("NEC") in the civil service with the Administration on 26 February 2018.

15. Some members called on the Administration to resume the voluntary and anonymous survey on the racial profile of the civil service which had been conducted in 2011 and 2013. They considered that the survey findings could be used as a basis for comparison when evaluating the effectiveness of the Administration's various initiatives to facilitate the employment of NEC in the civil service.

16. The Administration said that the response rates of the surveys were low. Since the surveys were conducted on a voluntary and anonymous basis, the accuracy of the information collected could not be verified. Given that the number of grades which had lowered/would lower Chinese language proficiency requirements had been further increased to 53, the Administration would review the effectiveness of the above initiative in

facilitating the employment of NEC in the civil service and then decide whether, and if so, how to conduct another survey.

17. The Panel passed a motion urging the Government to set a target ratio in employing NEC with designated language competencies as civil servants in order to promote racial integration and provide better services to people of different races in Hong Kong.

18. The Administration's response to the motion was that it had been upholding the principle of appointment by merit through a fair, open and competitive process. Race was not a consideration of the Administration in the recruitment of civil servants. Instead of setting a target ratio of NEC civil servants, the Administration considered it more appropriate to facilitate NEC's employment in the civil service by providing them with equal access to openings like other applicants.

#### Other types of manpower

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

19. 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 15 January 2018. The Panel noted that there were 10 380 full-time NCSC staff employed by the Government as at 30 June 2017, and 3 673 of them had served continuously for five years or more.

20. Panel members noted with concern that the Administration was still engaging a sizable number of NCSC staff. They urged the Administration to expedite the replacement of NCSC positions by civil service posts and convert NCSC staff who had worked in B/Ds for a long period of time into civil servants.

21. The Administration said that the number of NCSC staff had been on a continuous downward trend in the past decade. The total number of NCSC staff had dropped by around 44% from 18 537 in June 2006 to 10 380 in June 2017. In 2018-2019, 278 civil service posts were approved for replacing NCSC positions for which long-term service need had been established. In recent years, the civil service had grown steadily to meet the demands for new or improved public services, but there was still a continued need for some B/Ds to engage a certain number of NCSC staff to meet specific operational and service needs that could not be catered for by civil servants.

22. Some members were concerned about the terms and conditions of service of NCSC staff. They requested the Administration to extend the retirement age of NCSC staff as the employment contracts of some NCSC staff were not renewed once they had reached 60 years of age. They also urged the Administration, as the employer of NCSC staff, to take the lead in abolishing the offsetting arrangement whereby the employer's contributions to the Mandatory Provident Fund schemes of NCSC staff were used for offsetting the end-of-contract gratuities. There was also suggestion that the Administration should provide medical benefits, such as medical insurance, for NCSC staff comparable to those of civil servants.

23. The Administration said that it had not set any retirement age for NCSC staff, but B/Ds were given the discretion to decide on the retirement age of some NCSC positions having regard to requirements of the positions concerned, such as physical fitness, operational need, etc. The Administration also said that although there was no legal requirement under the Employment Ordinance (Cap. 57) for an employer to offer gratuities to their employees, about 70% of full-time NCSC staff had been offered end-of-contract gratuities by B/Ds. As regards the provision of medical benefits for NCSC staff, as the remuneration offered to NCSC staff was an all-inclusive pay package, medical benefits would not be separately provided for them. B/Ds would conduct periodic reviews on the pay of their NCSC staff to ensure that it remained competitive with the prevailing pay levels in the market.

*Use of agency workers and T-contract staff*

24. Agency workers 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 15 January 2018. Members noted that the number of agency workers engaged by B/Ds had been on a decreasing trend with a reduction of some 65% from 2 398 in 2009 to 831 in 2017.

25. Some members were concerned that some agency workers had continuously been providing services to the same or different B/Ds for a long time and urged the Administration to convert these positions to civil service posts with a view to meeting the long-term service needs. Some members called on the Administration to review the use of agency staff in individual B/Ds, such as the Education Bureau, which had used more than 100 agency workers.

26. The Administration said that most of the agency workers were responsible for providing clerical support work which did not require any special skills or expertise. Besides, there were control measures to guard against prolonged use of agency workers and the use of agency workers should normally last for no more than nine months. B/Ds had to seek approval from and provide justifications to CSB if an existing contract was to be renewed or re-let and the aggregate period of contract service was expected to exceed 15 months. In addition, the Administration had been creating civil service posts to gradually take up the tasks performed by some of these agency workers.

27. On members' concern about the protection of agency workers, in particular their wage level and working hours, from exploitation by employment agencies, the Administration said that employment agencies were requested to state the wage amounts which they would pay to their workers and the working hours of these workers in the service contracts signed with the procuring B/Ds. Sanctions would be imposed in the case of non-compliance.

28. 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 2 800 T-contract staff as at 30 September 2017. Some members urged the Administration to convert T-contract staff to civil servants, in particular for those who had been providing services to the Government for a long time.

29. The Administration said that through the T-contract arrangement, the T-contract staff engaged could complement the services provided by IT grade civil servants, enabling B/Ds to better meet their fluctuating IT manpower demand. The arrangement also proved effective to tap the market's latest expertise and pool of professionals for developing and supporting IT systems and programmes, as well as to foster technology exchange between IT specialists in the civil service and the private sector. B/Ds would review their IT manpower requirements annually. For posts with long-term service needs, B/Ds could apply for additional resources in the annual Resource Allocation Exercise for the creation of civil service posts. Though existing T-contract staff could not be directly converted to civil servants, they might apply for civil service posts if they were interested.

## Pay and conditions of service

### *2018-2019 Civil Service Pay Adjustment*

30. The Panel discussed the 2018-2019 civil service pay adjustment at the meeting on 15 June 2018. The Chief Executive-in-Council decided on 12 June 2018 that the civil service pay for 2018-2019 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 4.06% (equals to the net pay trend indicator ("PTI") for the upper salary band) for civil servants in the upper salary band and the directorate;
- (b) a pay increase of 4.51% (equals to the net PTI for the middle salary band) for civil servants in the middle salary band; and
- (c) a pay increase of 4.51% (equals to the net PTI for the middle salary band) for civil servants in the lower salary band, by invoking the "bring-up" arrangement.

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

31. The Panel regularly monitored the provision of medical and dental benefits ("civil service medical benefits") for civil service eligible persons ("CSEPs"). The Panel was also consulted on the Department of Health's proposal to create a new permanent post of Consultant for enhancing the clinical supervision, planning, development and operations of Families Clinics in the New Territories region at its meeting on 19 March 2018. Members generally supported the Administration to submit the staffing proposal to the Establishment Subcommittee ("ESC") for endorsement.

32. Panel members repeated their requests to the Administration for including Chinese Medicine ("CM") service in the scope of civil service medical benefits as early as possible in view of the demand from civil servants. There were suggestions that, as a trial arrangement, the Administration should explore the feasibility of allowing CSEPs to obtain CM service from the public CM clinics ("CMCs") in the 18 districts and claim reimbursement from the Government for the costs incurred, subject to a ceiling if necessary, or engage the private sector in the provision of CM service to CSEPs.

33. The Administration explained that the crux of the issue was that CM service was not provided by the Department of Health or the Hospital



Authority as a standard service at present, thus it did not fall within the scope of the civil service medical benefits as defined in the relevant Civil Service Regulations. Existing public CMCs were operated on a tripartite collaboration model involving the Hospital Authority, a non-governmental organization and a local university. As regards feasibility of providing CM service for CSEPs by public CMCs, the Administration said that this might not be an effective solution to address civil servants' wish in view of its limited capacity to provide service for some 540 000 CSEPs. Moreover, it would be outside the scope of the civil service medical benefits and the existing policy for the Administration to purchase quotas from public CMCs or engage the private sector for the use of CSEPs.

34. The Administration further said that CSB would closely monitor the development of CM, in particular the new Tseung Kwan O CM hospital. As the Food and Health Bureau planned to announce the positioning of this new hospital by mid-2018, CSB would follow up with the Food and Health Bureau to explore the feasibility of providing CM service for CSEPs when situation so allowed.

35. Panel members also expressed grave concern that civil servants appointed on or after 1 June 2000 on 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 morale of these civil servants who would gradually make up the whole civil service, and called on the Administration to explore the feasibility of providing post-retirement medical benefits for these civil servants.

36. The Administration explained that a series of civil service reforms were carried out in 1999 that involved a review of the terms and conditions of employment for new recruits who joined the Government on or after 1 June 2000. Upon the completion of the review, revisions were introduced having regard to a host of factors, including the principle of broad comparability with the private sector. 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. Under these circumstances, it would be very difficult for the Administration to make major changes to this new package at this stage.

#### Training and development for civil servants

37. The Panel received a briefing by the Administration on the provision of training and development for civil servants at the meeting on 21 May 2018.

38. Some members stressed that the Administration should enhance national studies and Basic Law training for all civil servants. Moreover, as the Basic Law and the Constitution of the People's Republic of China ("the Constitution") formed the constitutional basis of Hong Kong, the Administration had a responsibility to let civil servants know about the relationship of the Constitution and the Basic Law. In reply, the Administration said that Basic Law foundation courses would be provided for all new recruits to the civil service. More advanced courses and thematic seminars on the Basic Law would be arranged for middle and senior level officers. Subject to resources availability, the Administration would organize more courses on national studies, Basic Law and the relationship between the Basic Law and the Constitution.

39. Some members pointed out that the Chief Executive had reaffirmed the Administration's commitment to developing Hong Kong into a smart city by using innovation and technology to enhance city management and improve people's livelihood. They sought details from the Administration about the training provided to civil servants on innovation and technology, such as the use of Big Data, so as to enhance the service quality of the civil service. The Administration said that CSB would explore ways to further improve and enhance training on innovation and technology for civil servants, such as organizing flagship courses.

40. The Panel noted that in the 2017 Policy Address, the Chief Executive announced that CSB would actively explore the feasibility of setting up a brand-new civil service college to upgrade the training facilities for civil servants, with a view to further enhancing training in the areas of leadership development, interaction and communication with the public, innovation, use of technology, etc. At the Panel meeting on 21 May 2018, in response to members' enquiry about the progress of the civil service college, the Administration said that it had identified a site which was generally suitable for the construction of the civil service college and was conducting further studies to follow up. When a more specific plan had been worked out, the Administration would report to the Panel, and conduct related studies and apply for funding in accordance with the established procedures for public works.

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

41. At the meeting on 13 April 2018 to follow up on the implementation of five-day week ("FDW") in the Government, Panel members noted that according to the results of the last biennial survey on the implementation of FDW in B/Ds, as at 30 September 2016, there were around 115 500 civil servants working on FDW, representing about 73% of

the total number of civil servants at that time. Panel members also noted that some B/Ds, such as the Immigration Department, the Food and Environmental Hygiene Department and the Correctional Services Department, were implementing FDW trials.

42. Some members were concerned that, despite the implementation of FWD initiative in the Government since 2006, 23 departments, which consisted of 18 civilian departments and five disciplined services departments, had not fully implemented FDW as at 30 September 2016. Questions were raised as to whether CSB had examined the underlying reasons in hindering B/Ds, in particular disciplined service departments, to implement the FDW initiative and solicited views from frontline staff on how to address any obstacles to FDW.

43. The Administration explained that individual B/Ds' implementation of FDW was subject to whether they could comply with the four basic principles, i.e. no additional staffing resources, no reduction in the conditioned hours of service of individual staff, no reduction in emergency services and continued provision of some essential counter services on Saturdays/Sundays. As many disciplined services departments were required to provide round-the-clock services, it would be difficult to migrate all of their staff to FDW. Nevertheless, CSB had been communicating with B/Ds to explore, in consultation with civil service unions/associations, migrating more staff to FDW where feasible. The Administration would also consider identifying the underlying reasons for B/Ds not being able to fully implement the FDW initiative through the next biennial survey which would be conducted in the third quarter of 2018.

#### Staffing proposals and restructuring of certain grades/departments

##### *Grade structure review for Marine Officer and Surveyor of Ships grades*

44. The Panel received briefings by the Administration on the findings and recommendations of Grade structure review ("GSR") for the Marine Officer ("MO") and Surveyor of Ships ("SoS") grades conducted by the Standing Commission on Civil Service Salaries and Conditions of Service ("the Commission") at the meetings on 22 December 2017 and 13 April 2018. Members noted that the Chief Executive-in-Council decided at its meeting on 13 February 2018 that the recommendations of the Commission on the GSR for the MO and SoS grades should be accepted in full. Members expressed support for the recommendations in principle.

45. Some members were gravely concerned that a large number of directorate and senior officers of the Marine Department ("MD") would

retire in the coming few years, and that the MO and SoS grades, which were the two feeder grades of the senior directorate ranks in MD, had very high vacancy rates of 38% and 26% at the non-directorate level respectively. There was suggestion that MD should consider grooming and developing officers in the Senior Marine Officer/Senior Surveyor of Ships ranks with good potential for advancement at a faster pace to the directorate level with a view to alleviating the serious succession problem of MD.

46. The Administration acknowledged that MD was facing acute succession problem as 16 out of the 17 directorate officers in MD would retire in five years' time and the average age of senior officers in MD was about 56 to 57. To address the serious succession problem, the MO and SoS grade officers with good potential were provided with promotion opportunities at a much faster pace than before. In addition, direct recruitment had been conducted for the Senior Surveyor of Ships rank, but due regard must be paid to the sentiments of the serving officers. MD had also employed retired officers under Post-retirement Service Contract Scheme to help alleviate the manpower shortage problem.

47. Some member urged the Administration to consider introducing measures to nurture local maritime professionals from junior grades, including non-degree grades, to take up the duties of these two professional grades. The Administration explained that the Commission agreed with MD's proposal to create new assistant ranks, i.e. Assistant Marine Officer and Assistant Surveyor of Ships, for MO and SoS grades to attract younger candidates who were not yet fully qualified for entry at the MO and SoS ranks to join MD, and to provide designated training programmes to groom them to take up the duties of the professional ranks in due course.

48. The proposed changes to the grade structure of the MO and SoS grades as well as the pay scale of the MO rank, and the conversion arrangement for the serving staff in the MO rank have been endorsed by ESC and submitted to the Finance Committee ("FC") for approval.

#### *Central Policy Unit Re-organization*

49. At the meeting on 20 November 2017, the Panel received a briefing by the Administration on the functions and organization structure of the Policy Innovation and Co-ordination Office ("PICO") to be formed after revamp of the Central Policy Unit. The Panel passed five motions urging the Administration to, amongst others, engage a talent outside the Government to lead PICO, introduce "policy research vouchers" to provide think tanks, political parties and other policy research organizations with

financial subsidies for the employment of young people, and study a new direction for education in the future so as to provide the market with the required talents. The establishment changes arising from the re-organization of the Central Policy Unit as a new PICO have been endorsed by ESC and approved by FC.

*Creation of a Principal Economist Post in the Economic Analysis and Business Facilitation Unit, Financial Secretary's Office*

50. The Panel discussed with the Administration the staffing proposal of creating one permanent Principal Economist Post in the Economic Analysis and Business Facilitation Unit, Financial Secretary's Office at the meeting on 20 November 2017. The Panel passed two motions urging the Administration to expeditiously hire from outside the Government an economic professional with higher education qualifications to lead the Economic Analysis and Business Facilitation Unit and take up the proposed new post, and to formulate and project at a macro level the detailed forecasts on manpower demand arising from different industries. The Panel called on the Administration to consult the appropriate panel of the Legislative Council on the policy issues relating to the staffing proposal before submitting the proposal to ESC for endorsement. The staffing proposal has been subsequently discussed and endorsed by ESC and approved by FC.

*Grade structure review of disciplinary services*

51. At the Panel meetings on 12 October and 20 November 2017, members relayed the requests from staff members of the disciplined services for an independent review of their grade structures, including their pay frameworks. The Administration responded that while there might be requests to conduct GSRs for individual grades to address a variety of issues, the Administration must examine whether such issues should actually be addressed through better human resource management. CSB would explore ways to help the departments make improvements in human resource management, and see whether there were sufficient justifications under the existing policy framework to conduct GSRs for individual grades.

Other issues

52. During the current legislative session, the Panel also received briefings from the Administration on the policy initiatives of CSB featured in the Chief Executive's 2017 Policy Address, civil service-related matters featured in the 2018-2019 Budget, commendation schemes for civil servants and the manpower situation of the Occupational Safety Officer grade of the Labour Department.

**Panel meetings held**

53. From October 2017 to June 2018, the Panel held a total of 10 meetings. The Panel has scheduled another meeting for 16 July 2018.

Council Business Division 4

Legislative Council Secretariat

15 June 2018

**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 2017-2018 session**

<b>Chairman</b>	Hon POON Siu-ping, BBS, MH
<b>Deputy Chairman</b>	Hon Jeremy TAM Man-ho
<b>Members</b>	Hon Mrs Regina IP LAU Suk-yee, GBS, JP Hon Charles Peter MOK, 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 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 YUNG Hoi-yan Dr Hon Pierre CHAN Hon Tony TSE Wai-chuen, BBS

(Total : 18 members)

<b>Clerk</b>	Mr Anthony CHU
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<b>Legal Adviser</b>	Miss Joyce CHAN
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\* 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>
Hon Tommy CHEUNG Yu-yan, GBS, JP	Up to 15 October 2017
Hon MA Fung-kwok, SBS, JP	Up to 23 October 2017
Hon LEUNG Che-cheung, SBS, MH, JP	Up to 23 October 2017
Hon CHAN Chun-ying	Up to 23 October 2017
Hon Starry LEE Wai-king, SBS, JP	Up to 23 October 2017
Dr Hon Priscilla LEUNG Mei-fun, SBS, JP	Up to 23 October 2017
Hon Holden CHOW Ho-ding	Up to 23 October 2017
Hon WONG Kwok-kin, SBS, JP	Up to 24 October 2017
Hon Alice MAK Mei-kuen, BBS, JP	Up to 24 October 2017
Hon Frankie YICK Chi-ming, SBS, JP	Up to 25 October 2017
Hon CHAN Hak-kan, BBS, JP	Up to 16 November 2017
Hon Tony TSE Wai-chuen, BBS	Since 21 March 2018