

For Information

**Legislative Council Panel on Public Service**

**Follow-up to the Meeting on 18 March 2019**

At the meeting of the Legislative Council Panel on Public Service on 18 March 2019, the Government was requested to provide the following information on civil service-related matters featuring in the 2019-20 Budget –

- (a) a breakdown in the number of civil service posts to be created by the Buildings Department and Lands Department in the 2019-2020 financial year by their main areas of responsibilities;
- (b) the number of contract teachers currently serving in government schools;
- (c) guidelines on contract renewal for government schools' contract teachers;
- (d) the anticipated time when the Government's liability on pension payments to eligible retired civil servants is expected to reach the peak and the total amount of pensions involved by that time; and
- (e) the age of the oldest retired civil servant who was receiving pension from the Government.

2. Regarding paragraph 1(a) above, the number of posts in the Buildings Department and the Lands Department will increase by 72 and 175 respectively in 2019-20. Details of the main areas of responsibilities involved are set out at **Annex**.

3. As regards paragraph 1(b) and 1(c) above, according to the information provided by the Education Bureau (EDB), government schools employed a total of 492 contract teachers on 1 March 2019 for filling vacancies within the approved teaching establishment. According to EDB, the contract period for these contract teachers is normally one year.

Government schools will conduct open recruitment exercise each year to recruit contract teachers. Hence, there is no contract renewal arrangement. Contract teachers are not employed under the non-civil service contract terms. For further details please approach EDB direct.

4. With regard to paragraph 1(d), a number of assumptions have to be adopted in order to assess the Government's pension liabilities, for instance, discount rate, inflation rate and so on. These assumptions would change over time. According to the assessment made based on the latest data of 2018, the Government's forecast annual total pension payment will reach the peak around 2034 with an annual payment of about \$64 billion. Since civil service pension schemes are closed schemes and civil servants offered appointment on or after 1 June 2000 are no longer eligible for pensions, though the Government's pension liabilities will continue to increase for some time owing to additional years of service being accumulated by serving officers, the liabilities will decrease gradually in the very long term.

5. With regard to paragraph 1(e), the oldest retired civil servant receiving pension at the moment is at the age of 106.

**Civil Service Bureau**  
**April 2019**

(a) New posts to be created in Buildings Department in 2019-20 are as follows:

Main areas of responsibilities	Number of posts
1. Increasing housing and land supply	30
2. Enhancing building safety	18
3. Implementing Electronic Submission Hub project	7
4. Others (e.g. strengthening manpower to tackle public reports on water seepage, enhancing fire safety of old industrial buildings, etc.)	17
<b>Total</b>	<b>72</b>

(b) New posts to be created in Lands Department in 2019-20 are as follows:

Main areas of responsibilities	Number of posts
1. Further increasing and expediting land supply	44
2. Implementing new development areas and new town extensions	36
3. Implementing Smart City-related initiatives	8
4. Others (e.g. handling matters relating to land control and squatter control, increasing manpower in District Lands Office, etc.)	87
<b>Total</b>	<b>175</b>