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24 March 2000

Secretary for Health and Welfare
(Attn: Miss Victoria TANG)
Health and Welfare Bureau
Mezzanine floor, 19th, 20th and 21st floor
Murray Building
Garden Road
Hong Kong

Dear Miss TANG,

LegCo Panel on Constitutional Affairs

Issue of employees of public-funded bodies taking up public offices

On the instruction of the Chairman, I write to follow up on the above issue which was discussed by the Panel on 25 October 1999 and 20 December 1999.

At the two Panel meetings, members of the Panel have expressed their view that there should be standardized guidelines for employees of public-funded bodies taking up similar remunerated public offices. Compared to the practices adopted by the Hospital Authority and UGC-funded institutions, members are particularly concerned that the welfare sector does not normally deduct the salaries and benefits of employees taking up remunerated public offices. In this respect, the Administration has advised the Panel that Social Welfare Department agrees in principle that guidelines should be drawn up for staff of subvented organizations in the welfare sector taking up public offices, taking into account the guidelines promulgated by the Hospital Authority and UGC-funded institutions.

To facilitate the Panel's further consideration of the issue at its next meeting, the Administration is requested to provide the following information -

- (a) what steps are being taken to draw up a set of guidelines for the welfare sector;

- (b) whether specific guidelines relating to adjustment of salaries/benefits of employees taking up remunerated public offices will be made; and
- (c) the expected timetable for completing the exercise.

I should be grateful for your bilingual reply (with a soft copy) by **12 April 2000**.

Yours sincerely,

(Mrs Percy MA)
Clerk to Panel