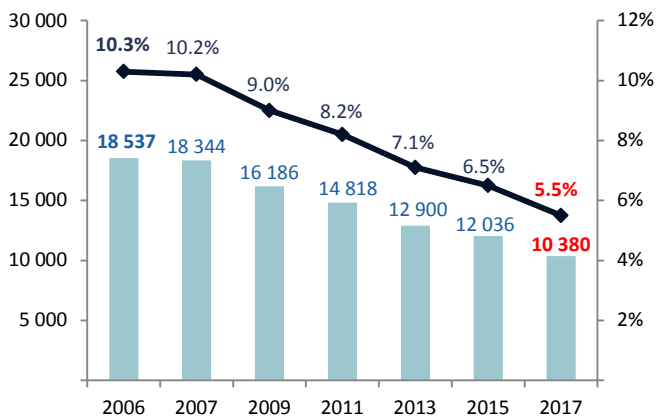




Non-civil service contract staff

Figure 1 – Number and proportion* of full-time NCSC staff, 2006-2017



Note: (*) Ratio of full-time NCSC staff to sum of civil service establishment and full-time NCSC staff.

Figure 2 – Major B/Ds employing NCSC staff in 2013 and 2017

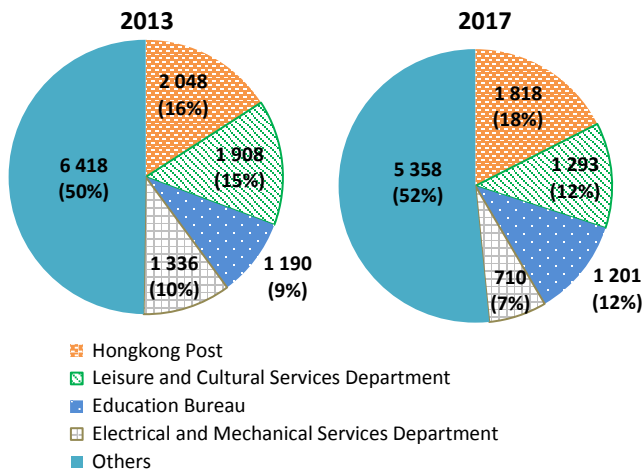
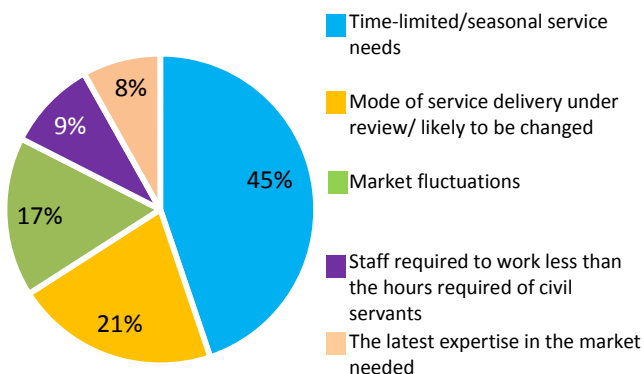


Figure 3 – Reasons for hiring NCSC staff in 2017

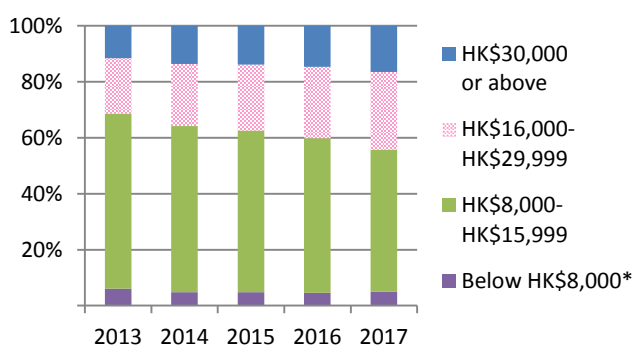


Highlights

- In January 1999, the Government began to employ staff under non-civil service contract ("NCSC") terms to increase operational flexibility of individual bureaux or departments ("B/Ds"). Following a special review conducted by the Civil Service Bureau ("CSB") in 2006, a significant part of NCSC positions with established long-term service needs have been progressively replaced by civil service posts over the past decade.
- Reflecting this trend, the number of NCSC staff has fallen by a cumulative 44% in 11 years, from a peak of 18 537 in 2006 to 10 380 in 2017. To a considerable extent, this was attributable to the creation of some 7 930 civil service posts to replace NCSC positions during the period. As a ratio to the total government employees, NCSC staff also halved from 10.3% to 5.5% (Figure 1).
- Analyzed by B/D, Hongkong Post ("HKP"), Leisure and Cultural Services Department ("LCSD"), Education Bureau ("EDB") and Electrical and Mechanical Services Department ("EMSD") remained the major employers of NCSC staff in 2017, accounting for half of the overall NCSC appointments (Figure 2).
- Analyzed by reason for employment, 45% of NCSC staff were to meet the time-limited or seasonal service needs, as manifested in hiring of about 780 NCSC staff during the swimming season by LCSD in 2017 and about 900 NCSC staff for time-limited school-based education initiatives under EDB in 2016. While 17% were engaged by trading fund departments (including HKP and EMSD's trading fund arm) for prompt response to market fluctuations, 21% were to meet service needs which were under review (such as public library service of LCSD) (Figure 3).

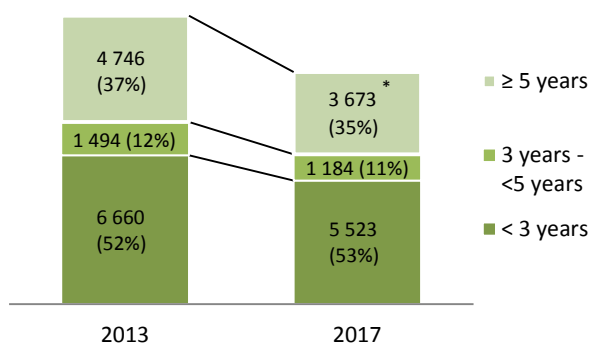
Non-civil service contract staff (cont'd)

Figure 4 – Full-time NCSC staff by salary range, 2013-2017



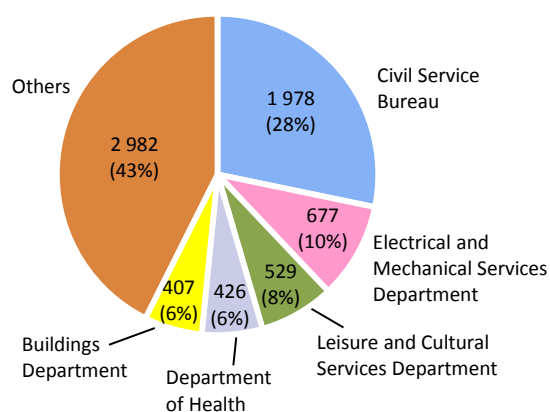
Note: (*) Some of the staff were paid at an hourly rate.

Figure 5 – Full-time NCSC staff by length of service in 2013 and 2017



Note: (*) 1 030 of them have worked in different positions in the same B/D.

Figure 6 – NCSC staff appointed as civil servants by B/D, 2007-2015



Highlights

- There are public concerns over pay and service conditions of NCSC staff. During 2013-2017, the proportion of NCSC staff earning HK\$30,000 or above per month increased from 12% to 17%, while those earning HK\$16,000-HK\$29,999 per month also went up from 20% to 28%. However, 5% still earned less than HK\$8,000 per month, as a majority of them were paid at an hourly rate in HKP (Figure 4). While complete statistics are not publicly available, CSB indicated that the rate of pay adjustments for NCSC staff in major B/Ds in 2017-2018 were close to that for civil servants in the same year.
- Analyzed by tenure, the number of NCSC staff with at least five years of continuous service decreased from the peak of 4 746 in 2013 to 3 673 in 2017. The proportion of such NCSC staff thus slightly dropped from 37% to 35% over this period (Figure 5).
- There are also concerns over how far the serving NCSC staff can be selected in open recruitment in the event their positions are converted into civil service posts. According to CSB, 6 999 NCSC staff were recruited as civil servants during 2007-2015. By virtue of their relevant working experience, the success rate of civil service post applications for NCSC staff was 15%, 6.5 times higher than that of 2% for other applicants. Based on limited statistics up to 2015, CSB was the largest employer of NCSC-turned-civil-servants, with a share of 28%, followed by EMSD (10%) (Figure 6).

Data source: Latest figures from Civil Service Bureau.

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