

**LegCo Panel on Public Service**

**List of follow-up actions**  
(Position as at 15 April 2005)

<b>Subject</b>	<b>Date of meeting</b>	<b>Follow-up actions required</b>	<b>Administration's response</b>
1. <u>Review of civil service allowances</u>	25.4.2003	The Administration undertook to consider some Members' suggestion that the Overseas Education Allowance (OEA) scheme should apply to schooling in the Mainland, instead of in the United Kingdom. In other words, schooling in the United Kingdom would no longer be eligible for OEA.	The Administration's initial response was circulated to members vide LC Paper No. CB(1)2346/03-04(01) on 15 July 2004. The Administration undertook to take Members' suggestion into account when drawing up detailed change proposals under Phase two of the Review on Civil Service Allowances.
2. <u>Policy governing post-retirement employment of civil servants</u>	21.12.2004	(a) The Administration undertook to report the outcome of its review of the existing post-retirement employment mechanism to the Panel in March 2005.	For items (a) and (b)(ii), relevant information was provided by the

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		<p>(b) The Administration undertook to look into the approved cases of post-retirement employment of civil servants and:</p> <p>(i) remind the retired civil servants concerned of the terms of approval, such as the type of activities that they were not permitted to take part in during their approved employment; and</p> <p>(ii) strengthen the monitoring mechanism to ensure that the retired civil servants concerned had complied with the terms of approval.</p> <p>(c) The Administration undertook to follow up on further complaints about the possible conflict of interests between the post-retirement employment of the former Deputy Director of Housing and her previous service in the Government, including an allegation that she had been involved in lobbying District Council members to support the proposal of change of land use for a site in Tsing Yi, and to provide a report on the outcome of the investigation within two months, i.e. by 21 February 2005.</p>	<p>Administration in the discussion paper for the Panel meeting on 21 March 2005. The paper was circulated to members vide LC Paper No. CB(1)1112/04-05(05) on 16 March 2005.</p> <p>The Administration's response for item (b)(i) was circulated to members vide LC Paper No. CB(1)1239/04-05(01) on 11 April 2005.</p> <p>For item (c), the report provided by the Administration was issued to members vide LC Paper No. CB(1)1095/04-05(01) on 12 March 2005.</p>

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3. <u>Civil Service Customer Service Award Scheme</u>	21.12.04	The Administration undertook to consider a member's proposal of putting in place a new award scheme to commend those retired civil servants who had participated in voluntary and/or charitable activities after their retirement, and to provide a paper to report the outcome to the Panel in due course.	The Administration's response awaited.
4. <u>Containing the size of the civil service</u>	17.1.05	<p>In response to members' concern about the need for deletion of the vacant directorate posts, the Administration undertook to provide the following information with a breakdown by bureaux/departments:</p> <p>(a) Number of directorate posts on the civil service establishment;</p> <p>(b) Number of directorate posts filled;</p> <p>(c) Number of directorate posts left vacant; and</p> <p>(d) Number of directorate posts frozen.</p>	The Administration's response was circulated to members vide LC Paper No. CB(1)1242/04-05(01) on 11 April 2005.
5. <u>Policy governing post-retirement employment of civil servants</u>	17.1.05	<p>In response to members' concern about the approval given for directorate officers to take up post-retirement employment during their final leave period:</p> <p>(a) the Administration undertook to seek legal advice on whether the Administration's disclosure of the information about individual applications for post-retirement employment would infringe the privacy</p>	The Administration's response was circulated to members vide LC Paper No. CB(1)1239/04-05(01) on 11 April 2005.

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		<p>rights of the applicants concerned; if yes, to consider to what extent and in what ways information on the applications could be disclosed.</p> <p>(b) subject to the legal advice on item (a) above, the Administration was requested to provide as far as possible the following information about the applications for post-retirement employment submitted by directorate officers in the years 2002 to 2004:</p> <p>(i) Names of the applicants, the last posts they held in the Government and the ranks concerned;</p> <p>(ii) The prospective employment to be taken up by the applicants;</p> <p>(iii) For those approved applications, to provide the following information:</p> <ul style="list-style-type: none"><li>● whether the applicants concerned were allowed to take up the employment during their final leave period; if yes, the reasons;</li><li>● the length of their final leave period; and for those applicants whose final leave period exceeded the normal upper limit of one year, the reasons for giving approval for them to accumulate such a long period of leave; and</li><li>● the length of the sanitization period imposed on the applicants;</li></ul>	

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		<p>(iv) For those applications which were not approved, to provide reasons for not approving the applications.</p> <p>(c) To consider a Member's suggestion that the Central Policy Unit or the Civil Service Bureau should conduct an opinion poll to ascertain the expectations of the public on the policy governing the post-retirement employment of civil servants, in particular, on whether directorate officers should be allowed to take up employment during their final leave period.</p>	
<p>6. <u>Employment of non-civil service contract (NCSC) staff</u></p>	<p>17.1.05</p>	<p>In response to members' concern about the employment of NCSC staff, the Administration undertook to provide, for the meeting in April 2005 when the Administration would brief the Panel on the employment of NCSC staff, updated information on the following items:</p> <p>(a) Number of NCSC staff whose jobs are comparable to certain civil service jobs, with a breakdown by bureau/department, and measures that the Administration will take to address the situation; and</p> <p>(b) Training for NCSC staff.</p>	<p>The required Information was provided by the Administration in the discussion paper for the Panel meeting on 18 April 2005. The paper was circulated to members vide LC Paper No. CB(1)1248/04-05(03) on 12 April 2005.</p>

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7. <u>Civil service training</u>	17.1.05	The Administration undertook to consider providing information on the training programmes open to civil servants at different levels.	The Administration's response was circulated to members vide LC Paper No. CB(1)1252/04-05(01) on 12 April 2005.
8. <u>Containing the size of the civil service</u>	21.3.05	<p>To address members' concerns about the measures adopted by the Administration for containing the size of the civil service, the Administration undertook to:</p> <ul style="list-style-type: none"> <li>(a) provide the paper submitted to the Establishment Subcommittee in 2004 on the anticipated deletion of directorate and non-directorate posts as a result of the restructuring of the Housing Department;</li> <li>(b) look into the current arrangements in the Architectural Services Department for employment of NCSC staff or contract staff as site supervisors and/or conducting site supervision; and</li> <li>(c) consider providing information on the 2 700 civil service posts to be reduced by March 2006 to the Panel for information.</li> </ul>	The Administration's response awaited.

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<p>9. <u>Review of policy on post-service employment of former directorate civil servants</u></p>	<p>21.3.05</p>	<p>The Administration undertook to take the following actions:</p> <p>(a) To provide information on the existing policy and mechanism governing post-retirement employment of former non-directorate civil servants;</p> <p>(b) To seek legal advice on a member's request for information on the approved applications where the former directorate officers are involved, directly or indirectly, in the bidding for any government land, property, projects or contracts;</p> <p>(c) To seek legal advice on a member's suggestion that the approval for applications for post-retirement employment by directorate officers be deferred until the implementation of the revised mechanism, and consider in what ways the processing of applications for post-retirement employment could be enhanced between now and the implementation of the revised mechanism; and</p> <p>(d) To provide written response to the following motion passed at the Panel meeting:</p> <p>“本事務委員會不接受公務員事務局《有關前房屋署副署長／房屋局副局長鍾麗嫻女士退休後就業事宜》的調查報告，以及要求政府就該事件進行獨立調查，並向立法會和公眾提交報告。”</p>	<p>The Administration's response to items (a) to (c) awaited.</p> <p>The Administration's response to (d) was circulated to members vide LC Paper No. CB(1)1263/04-05(01) on 13 April 2005.</p>

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		<p>(English translation) “That this Panel does not accept the Civil Service Bureau’s investigation report on “Post-retirement Employment of Ms Elaine Chung, Former Deputy Director of Housing/Deputy Secretary for Housing”, and requests the Government to conduct an independent investigation into the matter and present a report to the Legislative Council and the public.”</p>	