

LegCo Panel on Public Service

List of outstanding items for discussion

(Position as at 17 December 2004)

**Proposed timing
for discussion**

1. Civil service related initiatives in the 2005 Policy Address

The Administration proposes to discuss the policy initiatives of the Civil Service Bureau (CSB) featuring in the 2005 Policy Address of the Chief Executive.

17 January 2005

2. Update on civil service training

The Administration proposes to update the Panel on the provision of training and development opportunities in the civil service.

17 January 2005

3. Progress update on review of job-related allowances

In relation to the third phase review on job-related allowances payable to civilian grades, Hon WONG Kwok-hing has written to the Chairman of the Panel on 2 November 2004 expressing his concerns about the impact of changes in the payment of Hardship Allowance on staff of the Food and Environmental Hygiene Department. He suggests that the subject be discussed at a Panel meeting and representatives of the relevant staff unions be invited to present their views at the meeting.

21 February 2005

The Administration proposes to brief the Panel on the latest position of the review of job-related allowances.

4. Outcome of the consultation on the proposals for the pay level survey and the way forward

The Administration proposes to report on the views received during the consultation on the proposals on the methodology of the pay level survey and the application of the survey results, and the next steps.

21 February 2005

**Proposed timing
for discussion**

5. Civil service-related issues in the 2005 Budget Speech

The Administration proposes to discuss the civil service-related issues featuring in the 2005 Budget Speech.

21 March 2005

6. Review of policy governing post-retirement employment by civil servants

When the subject of the policy governing post-retirement employment by civil servants was discussed at the Panel meeting held on 17 May 2004, the Administration undertook to review the existing post-retirement employment mechanism, taking into account views expressed by members at the meeting, and revert to the Panel on the outcome of the review.

21 March 2005

The Administration originally proposed to update the Panel on the progress of the review in May 2004. In response to the Panel's request to advance the date for reporting on the outcome of the review, the Administration confirmed on 8 December 2004 that it would report the outcome of the review to the Panel in March 2005. Pending the outcome of the review, the Administration was invited to attend the Panel meeting on 21 December 2004 to discuss the policy governing post-retirement employment by civil servants in relation to public concerns about the approval given by the Administration for the former Deputy Director of Housing to take up post-retirement employment with the Hong Kong Ferry (Holdings) Co. Ltd..

7. Employment of non-civil service contract staff

The Administration proposes to brief the Panel on the updated position on the employment of non-civil service contract staff.

18 April 2005

8. Staff consultation mechanism in the civil service

At the Panel meeting held on 12 October 2004, Hon LEE Cheuk-yan suggested that the Administration be invited to discuss with the Panel on the subject of collective bargaining system for civil servants. Mr LEE then wrote to the Clerk to Panel on 3 November 2004, requesting that the Administration be invited to discuss with the Panel on the four recommendations

18 April 2005

**Proposed timing
for discussion**

made by the Committee on Freedom of Association of the International Labour Organization.

The Administration proposes to brief the Panel on the staff consultation mechanism at various levels within the civil service and the Administration's response to the related issues raised by Hon LEE Cheuk-yan.

9. Promotion of integrity in the civil service

The Administration proposes to present to the Panel the work of CSB in the promotion of integrity in the civil service. 20 May 2005

10. Performance management in the civil service

The Administration proposes to update the Panel on the improvement measures to the civil service performance management and disciplinary mechanism and procedures. 20 May 2005

11. Progress update on the development of an improved pay adjustment mechanism for the civil service

The Administration proposes to report on the latest work progress of the exercise on the development of an improved civil service pay adjustment mechanism. 20 June 2005

12. Review of civil service allowances — update on the outcome of consultation on fringe benefit type of allowances

The Administration proposes to inform the Panel of the outcome of the staff consultation on the review on fringe benefit type of allowances. 20 June 2005

The Administration plans to submit the review proposals to the Finance Committee for approval at its meeting on 8 July 2005.