

LegCo Panel on Public Service

List of outstanding items for discussion

(Position as at 13 January 2006)

**Proposed timing
for discussion**

1. Civil service establishment and related matters

The Administration proposes to brief the Panel on the progress in containing the civil service establishment and implementation of the civil service recruitment freeze.

28 February 2006

The Administration also proposes that the concern expressed by Hon LI Fung-ying, Hon WONG Kwok-hing and Hon KWONG Chi-kin, in their joint letter dated 11 October 2005 to the Chairman of the Panel (LC Paper No. CB(1)36/05-06(01)), on the impact of the civil service recruitment freeze on disciplined services departments be covered under this item.

2. Civil service-related issues featuring in the Budget Speech 2006

The Administration proposes to discuss civil service-related issues which may feature in the 2006 Budget Speech.

28 February 2006

3. Civil Service Outstanding Service Award Scheme 2006

The Administration proposes to brief members on the outcome of the Civil Service Outstanding Service Award Scheme in 2005; and the outline of the Award Scheme to be launched in 2006.

20 March 2006

4. Civil servants' right to strike

At the Panel meeting held on 13 October 2005, Hon LEE Cheuk-yan expressed concern about the existing regulations forbidding civil servants from participating in a

20 March 2006

**Proposed timing
for discussion**

strike. Mr LEE pointed out that while the right to strike is one of the fundamental rights of the residents of Hong Kong as stipulated in Article 27 of the Basic Law, some civil servants had been warned by their departmental management that they would be considered as absent from duty without approval if they participated in a strike. Mr LEE then wrote to the Clerk to Panel on 31 October 2005 providing more details of the subject (LC Paper Nos. CB(1)251/05-06(01) and (02)).

The Administration proposes to deal with the following issues at the Panel meeting on 20 March 2006:

- (a) To clarify that civil servants' right to strike is protected by the Basic Law; and
- (b) To address the concerns raised by Hon LEE Cheuk-yan with regard to the deduction of salary for absence from duty in a trade dispute.

5. Review of fringe benefit type of civil service allowances

The Administration provided an information paper on 22 September 2005 to brief the Panel on the latest position of the review of fringe benefit type of allowances including the latest package of change proposals for staff consultation (LC Paper No. CB(1)2298/04-05). The consultation period ended on 21 November 2005. The Administration will brief the Panel on 16 January 2006 on the change proposals arising from the review and the feedback received during staff consultation.

The Administration proposes to seek the Panel's views on the final proposals on the review on 20 April 2006 before the proposals are submitted to FC for approval. The Administration intends to submit the proposals to FC at the meeting scheduled for 19 May 2006.

20 April 2006

6. Employment of non-civil service contract (NCSC) staff

At the Panel meeting held on 13 October 2005, Hon WONG Kwok-hing and Hon LEE Cheuk-yan expressed concern about the up-to-date position on the employment of NCSC staff, including the number of NCSC staff currently

20 April 2006

**Proposed timing
for discussion**

employed by various government departments and the duration of contracts offered to the staff concerned. They requested the Administration to update the Panel on the employment of NCSC staff.

The Administration proposes to provide an update on the employment of NCSC staff as at 31 December 2005.

At the Panel meeting held on 21 November 2005, Hon WONG Kwok-hing and Hon LEE Cheuk-yan requested that the discussion on employment of NCSC staff be advanced to the Panel meeting in January 2006 so as to enable the Administration, before deciding on the allocation of funds in the 2006-2007 Estimates to be published in February 2006, to take into account the Panel's views on the need for renewal of contract of NCSC staff and conversion of some of the NCSC posts to civil service posts. In this connection, the Administration was requested to brief the Panel on its plans, if any, for the conversion of those NCSC posts with long-term service needs to civil service posts.

In response, the Administration explains that as it needs time to collect and compile the relevant statistics from bureaux/departments, the earliest possible date it can provide an update on the statistics of NCSC staff will be April 2006. The Administration also advises that the Panel on Manpower will discuss the matter on the extension of temporary jobs in the public sector (involving both temporary jobs outsourced either to the private sectors or non-governmental organizations by Government and some NCSC posts directly employed by the Government departments) at its meeting on 19 January 2006. Members' views about the extension of these jobs would be covered at this meeting. The Administration proposes to update the Panel on Public Service on the latest position of employment of NCSC staff at its meeting on 20 April 2006 as scheduled.

7. Flexible work arrangements in the Government

At the Panel meeting held on 21 November 2005, Hon LEE Cheuk-yan requested that the feasibility of implementing the five-day week arrangement in the civil service be discussed at a meeting of the Panel in the 2005-2006 session. The

15 May 2006

**Proposed timing
for discussion**

Administration proposes to present a paper to the Panel on “flexible work arrangement in the Government” in May 2006.

8. Measures for managing cases of misconduct and under-performance in the civil service

The Administration proposes to present to the Panel an overview of the measures taken by the Government in managing cases of misconduct and under-performance in the civil service.

15 May 2006

9. Promotion of good Human Resource Management (HRM) practices in the civil service

The Administration proposes to update the Panel on initiatives implemented by CSB to promote good HRM practices and measures.

15 May 2006

10. Progress update on pay level survey and the development of an improved pay adjustment mechanism for the civil service

The Administration proposes to brief the Panel on the latest progress of the conduct of the pay level survey and the development of an improved civil service pay adjustment mechanism.

19 June 2006

11. Promotion of occupational safety and health in the civil service

The Administration proposes to brief the Panel on the initiatives and progress in promotion of occupational safety and health in the civil service.

19 June 2006