

Panel on Public Service

List of follow-up actions

(Position as at 5 February 2007)

Subject	Date of meeting	Follow-up actions required	Administration's response
1. <u>Employment of non-civil service contract (NCSC) staff</u>	18.4.2005	(a) The Administration was requested to provide the Panel with a regular update on the employment of NCSC staff once every six months.	For (a), the Panel last discussed the related issues on 15 January 2007.
	18.12.2006	(b) The Administration undertook to provide information on how the NCSC positions could be replaced by civil service posts, including detailed information on the number of existing/anticipated civil service vacancies, the newly created posts, and existing vacant posts to be regraded (with specification on their grades and ranks) which would be used to phase out the 4 004 NCSC positions (specifying the grades and ranks).	The Administration's response to (b) is awaited.
	15.1.2007	(c) The Administration was requested to provide the following information: (i) <u>Education and Manpower Bureau</u> The highest, lowest and median points of salary of the 1 204 NCSC staff (Annex C of LC Paper No. CB(1)623/06-07(03)), and the number of NCSC staff earning a salary below the median point; and (ii) <u>Hong Kong Post</u>	For (c) and (d), the Administration's response in LC Paper No. CB(1)843/06-07(03) was circulated to members on 2 February 2007.

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		<p>The working hours specified in the contracts and the actual working hours of individual NCSC staff in December 2006.</p> <p>(d) The Administration was requested to provide an explanation as to why the following NCSC positions were not converted into civil service posts:</p> <p>(i) <u>Department of Health</u> The 277 Health Surveillance Assistant posts;</p> <p>(ii) <u>Education and Manpower Bureau</u> The 138 General Clerks and 22 General Workers; and</p> <p>(iii) <u>Leisure and Cultural Services Department</u> The NCSC staff working in public libraries, including 471 Library Officers/Assistants and 2 Assistant Librarians.</p>	
<p>2. <u>Resumption of open recruitment for selected grades included in the Second Voluntary Retirement Scheme (VR II Scheme)</u></p>	<p>18.12.2006</p>	<p>The Administration undertook to provide the Panel with regular updates (the first update was provided at the end of 2006) on approval granted by the panel co-chaired by the Chief Secretary for Administration and the Financial Secretary for exemption from the recruitment freeze imposed on VR II grades, with relevant information including the number of posts approved for open recruitment and the grades involved.</p>	<p>The Panel last discussed the related matters on 18 December 2006.</p>
<p>3. <u>Consultancy study on private certification of building</u></p>	<p>17.7.2006 (Joint meeting)</p>	<p>The Provisional Construction Industry Co-ordination Board's Task Force to Review the Construction Stage of the</p>	<p>The Administration's response is awaited.</p>

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<u>submissions</u>	with the Panel on Planning, Lands and Works (PLW Panel))	<p>Development Process and the consultant conducting a study on private certification of building submissions were requested to take the following actions:</p> <p>(a) To take into consideration the views expressed by LegCo Members and deputations at the joint meeting on 17 July 2006, as well as those set out in the deputations' written submissions, in preparing the final report on the consultancy study and formulating recommendations on private certification; and</p> <p>(b) To provide the PS Panel and PLW Panel with the final report, and brief the two Panels on the final report in due course.</p>	
4. <u>General recruitment freeze on civil service posts</u>	16.10.2006	The Panel noted that the Administration was reviewing whether the general recruitment freeze (including the current mechanism for application for exemption from the panel co-chaired by the Chief Secretary for Administration and the Financial Secretary) should continue to apply. The Administration undertook to report to the Panel, after the completion of the review by the end of the 2006-2007 financial year, on the outcome of the review and proposed policy changes, if any.	The Administration proposed to brief the Panel in March 2007 on the progress in containing the civil service establishment and implementation of the civil service recruitment freeze.
5. <u>Training and development for civil servants</u>	16.10.2006	<p>The Administration was requested to provide the following information:</p> <p>(a) Details of the Civil Service Exchange Programme with the Mainland, including the following information:</p>	For (a), the information provided by the

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	15.1.2007	<ul style="list-style-type: none"> ● Details of the arrangements for the attachment of 43 Hong Kong civil servants to Mainland government offices/departments, including the criteria for selection of civil servants for attachment, the grades and ranks of the civil servants involved, the Mainland government offices/departments to which the civil servants were attached, and the duration of attachment; and ● Details of the arrangements for the secondment of 73 Mainland civil servants to the Hong Kong Special Administrative Region Government, including the ranks of Mainland civil servants involved, the bureaux/departments to which the Mainland civil servants were seconded (for disciplined services departments, please specify the divisions or units involved) and the positions held by them, and the duration of the attachment; <p>(b) Details of the thematic seminars, customized programmes meeting specific needs of departments, and induction seminars for new appointees to enhance civil servants' understanding of the Basic Law, including the types of seminars/programmes, and the grades and ranks of the participants;</p> <p>(c) Details of the various management-related training programmes; and</p> <p>(d) The Administration undertook to provide the following</p>	<p>Administration in LC Paper CB(1)623/06-07(04) was discussed at the Panel meeting held on 15 January 2007.</p> <p>For (b) and (c), the Administration proposed to brief the Panel in April 2007 on the provision of training and development to civil servants.</p> <p>For (d), the Administration's</p>

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		<p>information:</p> <ul style="list-style-type: none"> (i) supplementary information relating to Annex C of LC Paper No. CB(1) 623/06-07(04) including the names of speakers from the Mainland and the topics they had spoken on; (ii) details of the international exchange programmes organized for civil servants; and (iii) details of the areas covered in the exchange programmes for officers/engineers of Transport Department attached to the Mainland transportation and communications authorities, and the feedback from the officers. 	<p>response in LC Paper CB(1)879/06-07 was circulated to members on 2 February 2007.</p>
<p>6. <u>Civil service disciplinary mechanism and procedures</u></p>	<p>16.10.2006</p>	<p>The Administration undertook to provide the following information:</p> <ul style="list-style-type: none"> (a) Details of the dismissal cases since 2000-2001, including reasons for dismissal, and number and ranks of the officers involved; and (b) Measures and procedures in place to ensure the transparency and fairness of the civil service disciplinary mechanism and to ensure that the disciplinary mechanism will not be exploited to dismiss civil servants on political considerations. 	<p>The Administration proposed to brief the Panel in May 2007 on the measures to manage the civil servants' conduct and integrity, and handle misconduct and under-performance.</p>

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7. <u>Commendation schemes for civil servants</u>	16.10.2006	The Administration undertook to consider, in consultation with the staff side, a member's suggestion as follows: (a) To allow members of the public to participate in the selection of civil servants with outstanding performance for the award of commendations; and (b) To enhance the publicity of the outstanding work of individual civil servants who have been awarded commendations.	The Administration's response in LC Paper CB(1) 623/06-07(05) was discussed at the Panel meeting on 15 January 2007.

Note: The Administration was reminded on 17 January 2007 to provide the information requested by members.

Council Business Division 1
Legislative Council Secretariat
5 February 2007