

**Panel on Public Service**

**List of follow-up actions**  
(Position as at 9 March 2007)

<b>Subject</b>	<b>Date of meeting</b>	<b>Follow-up actions required</b>	<b>Administration's response</b>
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 8 February 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.
	8.2.2007	(c) The Administration was requested to provide the following information:  (i) Social Welfare Department The timing of the review on the employment assistance scheme.  (ii) Electrical and Mechanical Services Department The number of Works Supervisors/Technicians and Craftsmen who would retire in the next three and	The Administration's response to (c) was circulated to members vide LC Paper No. CB(1)1108/06-07(01) on 9 March 2007.

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		five years.	
2. <u>Resumption of open recruitment for selected grades included in the Second Voluntary Retirement Scheme (VR II Scheme)</u>	18.12.2006	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.	The Panel last discussed the related matters on 18 December 2006.
3. <u>Consultancy study on private certification of building submissions</u>	17.7.2006 (Joint meeting with the Panel on Planning, Lands and Works (PLW Panel))	The Provisional Construction Industry Co-ordination Board's Task Force to Review the Construction Stage of the Development Process and the consultant conducting a study on private certification of building submissions were requested to take the following actions:  (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  (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.	The Administration's response is awaited.

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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 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; and</p> <p>(b) Details of the various management-related training programmes.</p>	<p>to provide the Panel in January 2007 with an updated overview of the national studies training programmes and civil service exchange programmes organized by the Civil Service Bureau.</p> <p>The Administration proposed to brief the Panel in April 2007 on the provision of training and development to civil servants.</p>

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6. <u>Civil service disciplinary mechanism and procedures</u>	16.10.2006	The Administration undertook to provide the following information:  (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.	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.

Note: The Administration was reminded on 9 February 2007 to provide the information requested by members.

Council Business Division 1  
Legislative Council Secretariat  
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