

Panel on Public Service

List of outstanding items for discussion

(Position as at 15 November 2006)

**Proposed timing
for discussion**

1. Review of employment situation of non-civil service contract staff

In the 2005-06 session, the Panel reiterated its view that the Administration should properly manage the non-civil service contract (NCSC) staff scheme to prevent abuse. In this connection, the Panel welcomed the Administration's initiative to conduct a special review of the NCSC staff situation on a department-by-department basis to better understand individual departments' overall manpower situation. The Panel urged the Administration to consider, after the review, whether some of the NCSC posts, in particular those created to meet service needs on a long-term basis or those filled by NCSC staff continuously for five years or more, should be converted to civil service posts. The Panel also urged the Administration to take into account the views expressed by members at the meeting on 20 March 2006 in the special review.

18 December 2006

The Administration proposes to brief the Panel in December 2006 on the outcome of the special review.

2. Progress update on resumption of open recruitment for selected grades included in the Second Voluntary Retirement Scheme

At the Panel meeting on 20 April 2006, members supported the Administration's proposal to allow a limited number of grades included in the Second Voluntary Retirement Scheme (VR II Scheme), which were facing manpower shortage problem, to resume open recruitment before the five-year recruitment freeze imposed on these VR grades expired in March 2008. The Administration undertook to provide the Panel with regular updates on approval granted by the panel co-chaired by the Chief Secretary for Administration and the Financial Secretary (CS/FS Panel) 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.

18 December 2006

**Proposed timing
for discussion**

In July 2006, the Administration informed the Panel that it had provided an information paper on the above subject to the Finance Committee (FCRI(2006-07)6 issued on 14 July 2006). It was set out in the information paper that the CS/FS Panel had considered and approved applications from bureaux and departments to conduct open recruitment to fill a total of 156 vacancies in 2006-07 and five vacancies in 2007-08 for six VR grades.

The Administration proposes to update the Panel in December 2006 on the latest position regarding resumption of open recruitment for selected grades included in the VR II Scheme.

3. Update on National Studies Programmes for civil servants

At the Panel meeting on 16 October 2006, members requested the Administration to provide detailed information about the Civil Service Exchange Programme with the Mainland and the seminars/programmes for enhancing civil servants' understanding of the Basic Law.

15 January 2007

The Administration proposes to provide the Panel in January 2007 with an up-dated overview of the national studies training programmes and civil service exchange programmes organized by the Civil Service Bureau (CSB).

4. Commendation schemes for civil servants

At the Panel meeting on 16 October 2006, the Administration undertook to consider, in consultation with the staff side, a member's suggestion to allow members of the public to participate in the selection of civil servants with outstanding performance for the award of commendations, and to enhance the publicity of the outstanding work of individual civil servants who have been awarded commendations.

15 January 2007

The Administration proposes to brief the Panel in January 2007 on the commendation schemes in the civil service.

**Proposed timing
for discussion**

5. Integrity enhancement initiatives for civil servants

The Administration proposes to update the Panel on the initiatives to promote and educate civil servants on integrity management.

8 February 2007

6. Update on occupational safety and health in the civil service

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

8 February 2007

7. Civil service-related issues featuring in the 2007 Budget Speech

The Administration proposes to discuss with the Panel the civil service-related issues which may feature in the 2007 Budget Speech.

15 March 2007

8. 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.

15 March 2007

9. Further update on Civil Service Pay Level Survey

The Administration proposes to brief the Panel on the latest progress of the conduct of the pay level survey and the next steps forward.

16 April 2007

10. Updated overview of training and development for civil servants

At the Panel meeting on 16 October 2006, members requested the Administration to provide details of the various management-related training programmes.

16 April 2007

The Administration proposes to brief the Panel in April 2007 on

**Proposed timing
for discussion**

the provision of training and development in the civil service.

11. Implementation of five-day week in the Government (Final Phase)

The Administration proposes to brief the Panel on the final phase implementation of five-day week in the Government.

21 May 2007

12. Updated overview of civil service conduct and discipline

At the Panel meeting on 16 October 2006, the Administration undertook to provide the following information:

21 May 2007

- (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 proposes to brief the Panel in May 2007 on the measures to manage civil servants' conduct and integrity, and handle misconduct and under-performance.

13. Progress update on 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 development of an improved civil service pay adjustment mechanism.

25 June 2007

14. Promotion of good human resource management practices in the civil service

The Administration proposes to brief the Panel on initiatives implemented by CSB to promote good human resources management practices and measures.

25 June 2007

**Proposed timing
for discussion**

15. Consultancy study on private certification of building submissions

At the joint meeting of the Panel on Public Service (PS Panel) and the Panel on Planning, Lands and Works (PLW Panel) on 17 July 2006, the Provisional Construction Industry Co-ordination Board's Task Force to Review the Construction Stage of the Development Process (the Task Force) briefed the two Panels on the above subject, and the relevant civil service staff associations and other associations expressed their views on the above subject. The Task Force and its consultant were requested to:

To be confirmed

- (a) take into consideration the views expressed by Legislative Council Members and deputations at the joint meeting, 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) provide the PS Panel and PLW Panel with the final report, and brief the two Panels on the final report in due course.