

**Panel on Public Service**

**List of outstanding items for discussion**  
(Position as at 15 January 2009)

**Proposed timing  
for discussion**

**1. Draft Civil Service Code**

Complementing the political appointment system, the Administration considers it appropriate to prepare and issue a Civil Service Code applicable to civil servants. The Code will set out the principles and values which civil servants are expected to uphold and the framework within which they are expected to work with appointees under the political appointment system. The Civil Service Code will also delineate the roles and responsibilities of civil servants under the political appointment system and safeguard the integrity and political impartiality of the civil service.

16 February 2009

When the Panel was briefed on the draft Civil Service Code at its meeting on 15 December 2008, members agreed to revisit the subject at the Panel's February regular meeting and invite deputations from major civil service consultative councils and staff associations to give views to the Panel.

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

Proposed by Mr IP Wai-ming and Dr PAN Pey-chyou at the meeting on 14 October 2008. The members requested the Administration to review the employment of NCSC staff, including the terms and conditions of employment, arrangements for recruitment to fill civil service posts and application of the provisions relating to employment protection under the Employment Ordinance (Cap. 57) to NCSC staff. The Administration would report on the latest position of the employment of NCSC staff.

16 February 2009

**Proposed timing  
for discussion**

**3. Public consultation document by the Committee on Review of Post-service Outside Work for Directorate Civil Servants**

The Administration proposes to brief members on the public consultation document by the Committee on Review of Post-service Outside Work for Directorate Civil Servants.

16 February 2009

At the meeting between Duty Roster Members and other Invited Members with the Tuen Mun District Council on 12 December 2008, concerns about the control regime for post-service outside work of directorate civil servants were raised. The memo from the Complaints Division referring relevant issues to the Panel for consideration was issued vide LC Paper No. CB(1) 568/08-09 on 12 January 2009.

**4. Civil service-related issues featuring in the 2009 Budget Speech**

The Administration proposes to brief members on the civil service-related issues featuring in the 2009 Budget Speech.

16 March 2009

**5. Medical and dental benefits for civil servants**

Proposed by Mrs Regina IP at the meeting on 14 October 2008. She expressed concern about the provision of medical and dental benefits for civil servants and requested that the subject be discussed at a meeting of the Panel.

First Quarter of  
2009

**6. Disciplinary mechanism and related procedures for disciplined services and civilian grades**

Proposed by Dr Margaret NG at the Panel meeting on 20 October 2008. The Administration was requested to provide an information paper on the subject for discussion with the Panel in due course. The paper should include information on the principles and considerations for determining the percentage of salary and/or allowance paid to interdicted officers in the disciplined service grades; the application in actual cases, etc. Dr NG also suggested that relevant staff

Second quarter of  
2009

**Proposed timing  
for discussion**

associations should be invited to participate in the discussion of this item.

As agreed at the meeting on 17 November 2008, the paper on this item would include a report on the progress of review of the disciplinary procedures in disciplined services departments on which the staff sides had expressed concern.

**7. Integrity enhancement initiatives for civil servants**

The Administration proposes to brief members on its integrity enhancement initiatives for civil servants.

Second quarter of  
2009

**8. Grade structure reviews: way forward**

The Administration proposes to brief members on the way forward for the grade structure reviews.

Second quarter of  
2009

**9. Policy on government outsourcing**

Proposed by Mr IP Wai-ming and Dr PAN Pey-chyou at the meeting on 14 October 2008. The members requested the Administration to review its policy on outsourcing.

Second Quarter  
of 2009

**10. 2009-2010 civil service pay adjustment**

The Administration proposes to brief members on the 2009-2010 civil service pay adjustment.

15 June 2009

**11. Report by the Committee on Review of Post-service Outside Work for Directorate Civil Servants**

The Administration proposes to brief members on the report by the Committee on Review of Post-service Outside Work for Directorate Civil Servants

June/July 2009