

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

HEAD 121 – INDEPENDENT POLICE COMPLAINTS COUNCIL Subhead 000 Operational expenses

Members are invited to recommend to Finance Committee the deletion of the following permanent post in the Independent Police Complaints Council with immediate effect –

1 Administrative Officer Staff Grade C
(D2) (\$117,950 - \$129,000)

PROBLEM

The Independent Police Complaints Council (IPCC) appointed its own Secretary-General on contract terms in January 2011. It no longer needs the post of Secretary-General pitched at Administrative Officer Staff Grade C (AOSGC) (D2) level filled by a seconded civil servant during the initial period of the operation of IPCC as an interim arrangement.

PROPOSAL

2. IPCC proposes to delete the permanent AOSGC post in IPCC with immediate effect upon approval by the Finance Committee.

JUSTIFICATION

3. IPCC has its origin in the Police Group of the Office of the Unofficial Members of the Executive and Legislative Councils, which evolved into the Police Complaints Committee (PCC), an independent body commissioned by the then

/Governor

Governor in 1986. The body was renamed IPCC in December 1994 and became a statutory body on 1 June 2009 with the commencement of the Independent Police Complaints Council Ordinance (IPCCO) (Cap. 604). Section 6 of IPCCO empowers IPCC to appoint a Secretary-General and a Legal Adviser on terms of employment approved by the Chief Executive on the advice of IPCC, and also to appoint, on terms of employment determined by IPCC, such other employees as it requires to assist in performing its functions. Since then, through active recruitment, IPCC has replaced the majority of civil servants seconded from the Government. As at 1 May 2011, the majority of the current 36 posts in IPCC are filled by its own staff and only eight posts by seconded civil servants. It is IPCC's intention to replace all civil servants by IPCC employees within three years of the establishment of the statutory body, i.e. no later than end May 2012.

4. The AOSGC post proposed for deletion was created upon the establishment of PCC secretariat vide FC Item B.123 in 1986. When the statutory IPCC was established on 1 June 2009, the post-holder of Secretary-General was seconded from the civil service. With the successful recruitment and appointment of IPCC's own Secretary-General in January 2011, the AOSGC post is no longer required and can be deleted. The job description of the AOSGC post and an organisation chart of the secretariat of IPCC are respectively at Enclosures 1 and 2.

Encls.
1&2

FINANCIAL IMPLICATIONS

5. At present, the full staff costs, including on-costs, of the civil service posts in IPCC are recoverable from IPCC. Therefore, the deletion of the AOSGC post itself does not have any financial implications on the Government. IPCC will continue to absorb the salary and related costs arising from the appointment of the Secretary-General on contract terms with its existing resources.

PUBLIC CONSULTATION

6. We consulted the Legislative Council Panel on Security on the proposal vide an information paper issued on 29 March 2011. Members made no comment on the proposal.

/ESTABLISHMENT

ESTABLISHMENT CHANGES

7. The establishment changes in respect of civil service posts in IPCC for the last two years are as follows –

Establishment (Note)	Number of posts			
	Existing (As at 1 May 2011)	As at 1 April 2011	As at 1 April 2010	As at 1 April 2009
A	1*	1*	1	1
B	4	4	4	5
C	5 [#]	5 [#]	10	16
Total	10	10	15	22

Note:

A – ranks in the directorate pay scale or equivalent

B – non-directorate ranks the maximum pay point of which is above MPS Point 33 or equivalent

C – non-directorate ranks the maximum pay point of which is at or below MPS Point 33 or equivalent

* – one unfilled directorate post in IPCC (i.e. the one AOSGC post proposed for deletion in the present proposal)

– there was one civil service non-directorate post left vacant

CIVIL SERVICE BUREAU COMMENTS

8. Having regard to the justifications set out in paragraphs 3 and 4, the Civil Service Bureau supports the proposed deletion of the permanent AOSGC post.

ADVICE OF THE STANDING COMMITTEE ON DIRECTORATE SALARIES AND CONDITIONS OF SERVICE

9. The deletion of the permanent AOSGC post, if approved, will be reported to the Standing Committee on Directorate Salaries and Conditions of Service.

Security Bureau
Independent Police Complaints Council
May 2011

**Job Description
Secretary-General**

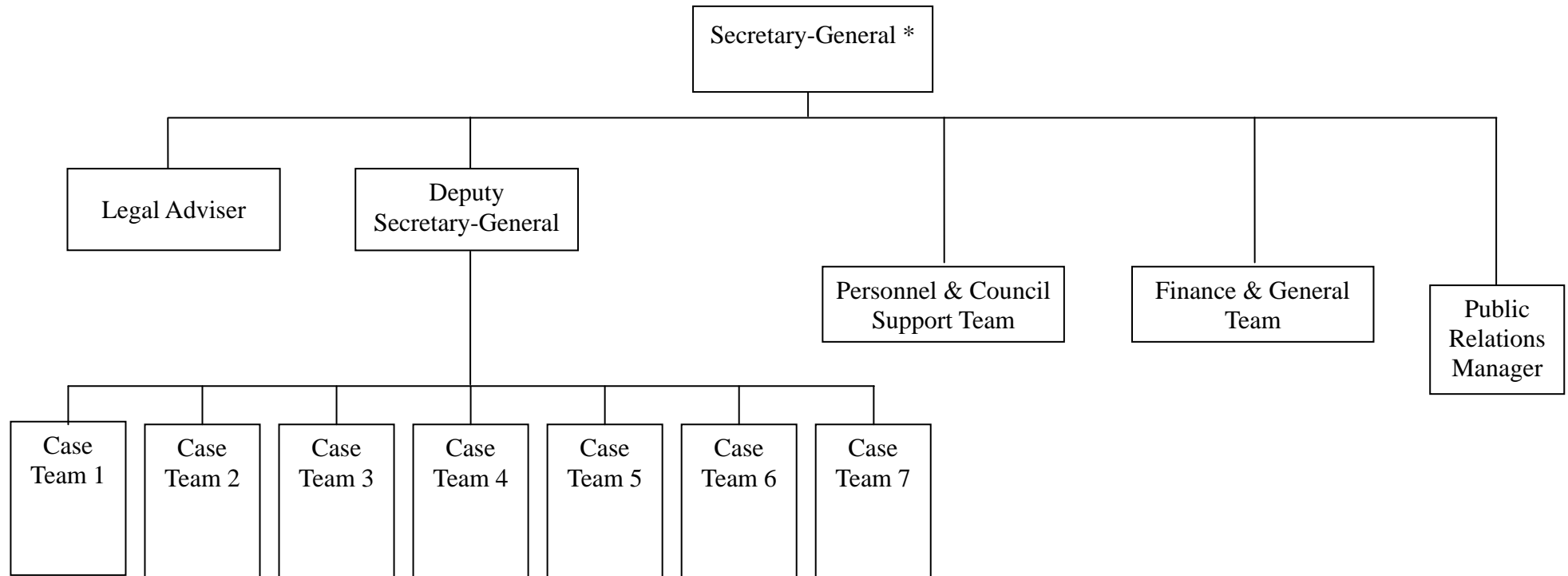
Rank : Administrative Officer Staff Grade C (D2)

Responsible to : The Chairman of Independent Police Complaints Council (IPCC)

Main Duties and Responsibilities –

1. To ensure that adequate and high-quality support and service is provided to IPCC.
2. To assume overall administration and supervision of the Secretariat.
3. To scrutinize investigation reports on reportable complaints, and formulate proposals and recommendations on matters that come under IPCC's purview.
4. To liaise with government departments and other agencies on matters relating to IPCC.
5. To serve as controlling officer in the relevant Government's Head of Expenditure.
6. To attend meetings of the Legislative Council and represent IPCC in public and other forums as and when necessary.
7. To promote the interests and credibility of IPCC.

Organisation Chart of the Independent Police Complaints Council (IPCC) Secretariat



* Administrative Officer Staff Grade C post proposed to be deleted. The IPCC appointed Secretary-General on contract terms took up the position since 3 January 2011.