

Panel on Public Service**List of follow-up actions**

(Position as at 15 December 2010)

Subject	Date of meeting	Follow-up actions required	Administration's response
1. <u>Briefing by the Secretary for the Civil Service on the policy initiatives of the Civil Service Bureau featuring in the 2010-2011 Policy Address</u>	18.10.2010	<p>The Administration was requested to provide in the paper for the agenda item on "Employment of non-civil service contract (NCSC) staff" to be discussed at the Panel's November regular meeting the following –</p> <p>(a) The Administration's response to a member's concern that it was unfair and demoralizing that when NCSC staff could successfully apply for civil service posts, their periods of employment with the Government on contract terms were not taken into account for the provision of incremental credits, and that they would only receive pay at the starting salary point of the relevant ranks; and</p> <p>(b) The ratio of civil servants, NCSC staff and agency workers working in government departments, particularly the Buildings Department.</p>	The Administration's response was issued vide LC Paper No. CB(1)338/10-11(03) on 9 November 2010.
2. <u>Supplementary provision arising from the modification to the '3+3' civil service entry system</u>	18.10.2010	The Administration was requested to report in late 2010 the results of its assessment of the suitability for permanent appointment of the officers who had opted for further appointment on new permanent terms.	The Administration's response is awaited.

Subject	Date of meeting	Follow-up actions required	Administration's response
3. <u>Employment of non-civil service contract (NCSC) staff</u>	15.11.2010	<p>The Administration was requested to take the following actions –</p> <ul style="list-style-type: none">(a) Obtain from the Leisure and Cultural Services Department (LCSD) details on the reasons for having a relatively high proportion of NCSC staff in its Information Technology Office, so as to address Mr WONG Kwok-hing's concerns in this regard;(b) Provide a breakdown by job titles and department of the 4 000 NCSC positions identified in the 2006 review for gradual replacement by civil service posts; and(c) Provide a breakdown (as at 30 June 2010) by post of the 859 full-time NCSC staff employed by LCSD to meet service needs where the mode of delivery of the service was under review or likely to be changed, in particular those 422 NCSC staff with a length of continuous service of five years or more. The Administration should also explain why the reviews concerned took as long as five years, and advise how many of these 422 NCSC staff were staff of public libraries.	The Administration's response is awaited.

Subject	Date of meeting	Follow-up actions required	Administration's response
4. <u>Policy on overtime work compensation</u>	15.11.2010	<p>The Administration was requested to take the following actions –</p> <p>(a) Provide a response to the submission from the Hong Kong Fire Services Department (FSD) Staff's General Association tabled at the meeting (LC Paper No. CB(1)438/10-11(01)), particularly estimates on the additional manpower and resources incurred in reducing the conditioned hours of work for staff of FSD's Fire Stream from 54 to 48 hours per week, so as to improve fire-fighting work and training, and facilitate the deployment of six firemen for each fire appliance; and</p> <p>(b) Make reference to papers/reports of the three relevant advisory bodies on civil service salaries and conditions of service, including their predecessor the Salaries Commission, and provide details on the changes since the sixties in the conditioned hours of work of civil servants, in particular staff of FSD's Fire Stream.</p>	The Administration's response is awaited.