

Panel on Public Service**List of Follow-up Actions**

(Position as at 10 April 2012)

Subject	Date of meeting	Follow-up actions required	Administration's response
1. Racial profile of the civil service	20.06.2011	The Administration undertook to provide a paper to address members' concerns about ethnic minorities' difficulties in meeting the language proficiency requirements of respective departments/grades.	The Administration's response is awaited.
2. Provision of paternity leave to government employees	17.10.2011	The Administration was requested to consider – (a) making it a statutory requirement for all employers in Hong Kong to provide paid paternity leave for their employees as a measure to promote family-friendly practice; and (b) extending the scope of consultation on the provision of paid paternity leave to include subvented organizations, public bodies and private sector organizations.	The Administration's response was issued vide LC Paper No. CB(1)1455/11-12 on 29 March 2012.
	19.12.2011	The Administration was requested to – (a) consider seeking the Equal Opportunities Commission's advice on whether restricting the provision of paid paternity leave to childbirth within marriage would violate the spirit of equality and constitute a discrimination against infants not born within marriage; and	

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		(b) consider providing training programmes or courses on care of infants for fathers or fathers-to-be eligible for paid paternity leave.	
3. Attractiveness of civil service jobs	17.10.2011	The Administration was requested to consider commissioning an academic institution to conduct a longitudinal study to keep track on the career development of civil servants who had resigned from the Government with an aim to reviewing whether civil service jobs remained competitive and attractive in the job market.	The Administration's response is awaited.
4. Employment situation of Non-Civil Service Contract ("NCSC") staff	21.11.2011	<p>The Administration was requested to –</p> <p>(a) provide a breakdown by Bureau/Department ("B/D") of the number of NCSC staff with continuous service of five years or more, showing the number of NCSC staff serving in different NCSC positions in the same B/D and the number of those employed for time-limited programmes;</p> <p>(b) provide a breakdown by job nature of the number of NCSC staff in the disciplined services;</p> <p>(c) review the length of contract, terms of employment and conditions of service of teaching assistants and provide the number of teaching assistants who had been re-employed in the same position under consecutive contracts; and</p> <p>(d) consider according priority to NCSC staff with</p>	The Administration's response is awaited.

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		relevant working experience in open recruitment for civil service posts and granting incremental credits to NCSC staff taking into account their years of service in the Government.	
5. Civil service-related issues featuring in the 2012-2013 Budget	20.02.2012	The Administration was requested to provide a detailed breakdown of the 1 535 additional civil service posts to be created in various Government bureaux/departments in the 2012-2013 financial year.	The Administration's response is awaited.
6. Overview of medical and dental benefits for civil servants, pensioners and eligible dependents	19.3.2012	The Administration undertook, in consultation with the Constitution and Mainland Affairs Bureau, to advise members of the non-cash employment benefits to which politically appointed officials are entitled.	The Administration's response is awaited.