

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

(Position as at 7 October 2013)

Subject	Date of meeting	Follow-up actions required	Administration's response
1. Employment situation of non-civil service contract ("NCSC") staff	17.12.2012	<p>The Administration was requested to provide the following information in descending order in terms of the number of NCSC staff in the respective Bureaux/Departments ("B/D") –</p> <p>(a) a breakdown of the 4 741 NCSC staff with continuous service of five years or more by B/D and years of service;</p> <p>(b) a breakdown of the number of NCSC staff by B/D and their length of current contracts;</p> <p>(c) a breakdown of the number of NCSC staff by B/D and their monthly salaries; and</p> <p>(d) a breakdown by B/D of the 5 080 NCSC positions which have been phased out and replaced by civil service posts as at 30 June 2012.</p>	<p>The Administration's response on items (a)-(e) was issued vide LC Paper No. CB(4)337/12-13(01) on 18 January 2013.</p> <p>The Administration's response on item (j) was reflected in paragraph 4 of the Administration's paper on the Civil Service-related issues featured in the 2013-14 Budget (LC Paper No. CB(4)465/12-13(03).</p>

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		<p>The Administration was also requested to provide the following figures/information –</p> <ul style="list-style-type: none"> (e) a breakdown by years of service of the 438 NCSC staff employed by the Buildings Department; (f) a breakdown by job nature of the 886 NCSC staff employed by the Education Bureau to meet the operational needs in government schools under the school-based management initiative; (g) progress and timetable of the replacement of NCSC positions by civil service posts in the Education Bureau; (h) progress and timetable of the replacement of NCSC positions by civil service posts in the Radio Television Hong Kong. The Administration should also provide information on the number of civil service posts proposed for creation by Radio Television Hong Kong to replace the NCSC posts in the department; and (i) employment situation of NCSC staff in those departments operated under trading funds, and the special considerations of the Civil Service Bureau in monitoring the implementation of the NCSC staff scheme in these departments. 	<p>The Administration's response on items (f)-(i) and (k) was issued vide LC Paper No. CB(4)928/12-13 on 26 July 2013.</p>

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	21.01.2013	<p>The Administration was requested to provide the following figures/information –</p> <ul style="list-style-type: none"> (j) the number of NCSC positions which will be converted to civil service posts in 2013; and (k) a breakdown by B/D and justifications for non-conversion of the number of NCSC positions which cannot be converted to civil service posts. 	
2. Use of agency workers by government bureaux/departments	3.06.2013	<p>The Administration was requested to provide the following information/figures–</p> <ul style="list-style-type: none"> (a) details, including the job nature and the services involved, of the "term contracts" under which 9% of the agency workers were employed; (b) whether the terms of employment of the service bureau staff, who provide service to the public libraries, meet the requirement of "4-1-18" (i.e. continuous employment of at least four weeks with a weekly working hours of 18 or more); (c) numbers and percentages of T-contract staff who have been continuously employed by contractors of different durations to provide service to B/Ds; and 	The Administration's response was issued vide LC Paper No. CB(4)929/12-13 on 26 July 2013.

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		(d) sample of the confidentiality undertaking signed by T-contract staff.	
3. 2013-14 Civil Service Pay Adjustment	17.06.2013	The Administration was requested to provide figures, broken down by the three salary bands, on the civil servants who have reached and those who will reach the maximum pay point of their ranks in the next five years.	The Administration's response was issued vide LC Paper No. CB(4)882/12-13(01) on 9 July 2013.
4. Employment of persons with disabilities in the civil service	17.06.2013	<p>The Administration was requested to provide the following information/figures –</p> <p>(a) detailed statistics on the employment of persons with disabilities ("PWDs") in the civil service over the past 10 years, including the numbers of vacancies available, the numbers of disabled candidates who were qualified and who were offered appointment in each recruitment exercise, and a comparison with able-bodied candidates;</p> <p>(b) a breakdown by B/Ds and type of disabilities of the disabled candidates recruited over the past 10 years;</p> <p>(c) detailed statistics on the employment of visually impaired persons in the civil service since 1997 broken down by year, including the numbers of such persons recruited, their education level and post titles;</p> <p>(d) whether the Administration will review the</p>	The Administration's response was issued vide LC Paper No. CB(4)902/12-13(03) on 16 July 2013.

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		<p>employment situation of visually impaired persons in the civil service with a view to creating more job opportunities for such persons;</p> <p>(e) whether the Government's practice of not requiring government job applicants and serving employees to declare their disability status on a mandatory basis was in line with international practices, and to seek the views of the Equal Opportunities Commission on whether there would be any implications of discrimination for mandating such requirement;</p> <p>(f) reasons for the decrease in both the number and success rate of referrals made by the Selective Placement Division of the Labour Department for PWDs to apply for government posts over the years from 2004 to 2012; and</p> <p>(g) details, including the success rate of applications, of the central fund managed by the Civil Service Bureau for financing the purchase of technical aids for PWDs working in the Government.</p>	
5. Conditioned hours of work and leave deduction arrangement for civil servants working 45 hours net per week in the Hospital Authority ("HA")	15.07.2013	<p>The Administration was requested to provide a response to the following motion passed at the meeting:</p> <p>"That this Panel urges the Government to take forward the full implementation of '44 hours of work gross per week (inclusive of meal</p>	<p>The Administration's response was issued vide LC Paper Nos. CB(4) 1011/12-13(01) and (02) on 3 October</p>

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		<p>breaks)' as a condition of service for Government employees and give priority to the immediate implementation of '44 hours of work gross per week (inclusive of meal breaks)' for civil servants under the Department of Health working in HA."</p> <p>The Administration was also requested to follow up with HA on the feasibility of addressing the concern raised by the civil servants working in HA about different conditioned hours of work between them and the supporting grades staff of HA through special administrative arrangements.</p>	2013.
6. Policy of granting paid study leave to civil servants	15.07.2013	<p>The Administration was requested to provided a response to the following motion passed at the meeting:</p> <p>"That this Panel urges the Civil Service Bureau to look critically into the decision of the Department of Health whereby Dr Sarah CHOI was granted paid leave to serve pupilage, with a view to clarifying the relevant policy and procedure, and to make a reprimand and take remedial actions where appropriate if maladministration has been identified."</p> <p>The Administration was also requested to provide</p>	The Administration's response. was issued vide LC Paper No. CB(4) 1011/12-13(03) on 3 October 2013.

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		information on the previous cases of granting paid leave for civil servants to serve pupillage by B/Ds.	

Council Business Division 4
Legislative Council Secretariat
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