

For Information

**Legislative Council Panel on Public Service
Follow-up to the Meeting on 17 July 2017**

At the meeting of Legislative Council Panel on Public Service on 17 July 2017, the Administration was requested to provide the following information -

- (a) a breakdown of the directorate civil servants who applied for post-service outside work from 2012 to 2016 by rank;
- (b) the number of applications between 2012 and 2016 from officers who left the service on grounds other than retirement;
- (c) measures to further enhance the transparency of the vetting and approval process of the post-service outside work applications from directorate civil servants; and
- (d) the annual number of Administrative Officer (AO) grade staff and Executive Officer (EO) grade staff who have resigned over the past five years.

2. With regard to paragraph 1(a), the number of directorate civil servants¹ who applied for post-service outside work between 2012 to 2016 with breakdown by rank is as follows -

| Directorate rank (or equivalent pay point)² | 2012 | 2013 | 2014 | 2015 | 2016 |
|---|-------------|-------------|-------------|-------------|-------------|
| D1 | 15 | 7 | 19 | 20 | 13 |
| D2 | 17 | 17 | 17 | 14 | 16 |
| D3 | 6 | 5 | 9 | 6 | 5 |

¹ A directorate civil servant may submit more than one application for post-service outside work in a year. Such applicants are counted only once in that year.

² Currently, there is no post at Directorate Pay Scale Point D7.

| Directorate rank (or equivalent pay point)² | 2012 | 2013 | 2014 | 2015 | 2016 |
|---|-------------|-------------|-------------|-------------|-------------|
| D4 | 1 | 1 | 2 | 1 | 1 |
| D5 | 3 | 4 | 3 | 4 | 2 |
| D6 | 1 | 1 | 1 | 3 | 0 |
| D8 | 2 | 2 | 2 | 3 | 6 |

3. With regard to paragraph 1(b), the number of directorate civil servants who left the service on grounds other than retirement and applied for post-service outside work between 2012 to 2016 is as follows -

| Grounds of leaving service | 2012 | 2013 | 2014 | 2015 | 2016 |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|
| Completion of agreement | 3 | 1 | 4 | 4 | 1 |
| Resignation | 10 | 9 | 4 | 3 | 3 |

4. With regard to paragraph 1(c), the existing control regime was formulated by the Government in 2011, after detailed consideration of the recommendations in the reports of the independent Committee on Review of Post-service Outside Work for Directorate Civil Servants appointed by the Chief Executive, and the Legislative Council Select Committee to Inquire into Matters Relating to the Post-service Work of Mr Leung Chin-man, as well as stakeholders' views and legal advice. To enhance transparency, the Government has extended the coverage of the public register from directorate officers at Directorate Pay Scale Point D4 or above only to all directorate officers. In addition, the advice tendered by the Advisory Committee on Post-service Employment of Civil Servants on all approved and taken up work has also been included in the public register³. At present, the public register provides detailed information on the post-service outside work approved and taken up, including the applicant's name, his/her last civil service post, date of cessation of active duty, name of the employer, job position, main duties, work restrictions, commencement date of work, advice of the Advisory Committee

³ Before the implementation of the new measures in 2011, post-service employment information of D1 to D3 officers and the relevant advice of the Advisory Committee on Post-service Employment of Civil Servants were not included in the public register.

on Post-service Employment of Civil Servants and decision of the authority. The public register is uploaded to the website of Civil Service Bureau for public inspection. The aforesaid measures have enhanced the transparency of the process in handling the applications. Relevant implementation details have also been set out in the “Annual Report on the Work of the Advisory Committee on Post-service Employment of Civil Servants”, which is submitted to the Legislative Council annually for information. We will continue to monitor the implementation of the control regime.

5. With regard to paragraph 1(d), the annual number of AO grade and EO grade staff who have resigned over the past five years is tabulated below -

| Financial Year | Number of AO grade staff resigned | Number of EO grade staff resigned |
|-----------------------|--|--|
| 2012/13 | 10 | 43 |
| 2013/14 | 9 | 27 |
| 2014/15 | 10 | 30 |
| 2015/16 | 8 | 29 |
| 2016/17 | 6 | 43 |

Civil Service Bureau
August 2017