

Legislative Council Finance Committee
Follow-up Actions Raised at the Meeting on 16 July 2018

The information requested by Members and the reply from the Administration are as follows -

FCR(2018-19)37

- (a) The total number of civil servants, non-civil service contract (“NCSC”) staff and outsourced service staff currently working in the Government (*Raised by the Hon Chu Hoi-dick; 12:42:20*)**

Reply: As at 30 June 2018, there were about 171 340 civil servants and 9 800 full-time¹ NCSC staff in total in the Government. As regards the number of staff engaged by outsourced services, we are unable to provide such information as the number of workers is not specified in many of the outsourced service contracts.

- (b) The Administration should provide a breakdown of the additional expenditure incurred by directorate, upper, middle and lower salary bands arising from the 2018-19 civil service pay adjustment (*Raised by the Hon Chu Hoi-dick; 12:42:20*)**

Reply: The estimated additional financial implications arising from the 2018-19 civil service pay adjustment with breakdown by salary bands are as follows -

Salary Band	Estimated Additional Expenditure (\$ million)
Directorate and Upper	1,324
Middle	2,784
Lower	385
Total	4,493

Note: The salary expenditure for each salary band is affected by the number of civil servants remunerated on individual pay points which changes from time to time upon the retirement, promotion, joining or leaving the service of or earning of increments by civil servants throughout the year.

¹ “Full-time” employment means employment under a “continuous contract” as defined by the Employment Ordinance (“the Ordinance”). According to the Ordinance, an employee is regarded as being employed under a “continuous contract” if he or she works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

- (c) **To provide the Legislative Council Panel on Public Service, with a copy to the Finance Committee, the comprehensive statistics on the replacement of NCSC positions with long-term service needs by permanent civil service posts and the Government's plan in this regard**
(Raised by the Hon Fernando Cheung; 12:45:42)

Reply: As we have regularly reported to the Legislative Council Panel on Public Service, Bureaux/Departments ("B/Ds") would review the employment situation of their NCSC staff from time to time to ascertain the need to replace those NCSC positions with established long-term service needs by civil service posts. Since 2006, about 8 000 NCSC positions in total have already been replaced by civil service posts. In determining whether an NCSC position should be replaced by a civil service post, B/Ds would ascertain whether the work involved is of a permanent nature and whether it should more appropriately be handled by a civil servant. B/Ds will continue to keep their NCSC positions under regular review and, where appropriate, consider replacing them with civil service posts. We will continue to report annually to the Legislative Council Panel on Public Service on the latest position, with copy of the relevant document(s) to the Finance Committee.