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LC Paper No. CB(4)541/18-19(01)

INNOVATION AND  
TECHNOLOGY BUREAU

THE GOVERNMENT OF THE HONG KONG  
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**By email**

15 February 2019

Mr Anthony CHU  
Clerk to Panel  
Panel on Public Service  
Legislative Council Complex  
1 Legislative Council Road  
Central, Hong Kong

Dear Mr CHU,

**Panel on Public Service  
Letter from Hon Charles Peter MOK**

As requested by the Chairman of the Panel on Public Service, we set out below our response to Hon Charles Peter MOK's letter of 18 January 2019 on T-contract services.

***(1) Enhancing transparency of information relating to remuneration***

T-contract staff are employees of T-contractors. T-contractors will negotiate and determine the remuneration packages of T-contract staff having regard to their individual academic qualifications, professional skills and experience, as well as prevailing job market conditions. Generally speaking, T25 contractors are willing to provide job seekers with information on the remuneration packages offered in the market for information technology ("IT") professionals according to different types of skills and experience. OGCIO will continue to remind T25 contractors to disclose such information to job seekers to enhance transparency.

In addition, to improve the overall transparency of T25 contract, apart from disseminating information on the average service fees paid to T25 contractors through the Public Sector Information ("PSI") portal from mid-2019 (and update on a half-

yearly basis), OGCIIO will also require T25 contractors to submit regular reports on their compliance with the contract terms (including the progress of enhancing the remuneration packages of the T-contract staff, the rate of annual salary adjustment etc.). The related information will be disseminated on the PSI portal.

### ***(2) Improving fringe benefits***

T25 contract has commenced in February 2019. We note that the salaries of re-engaged T-contract staff have generally been increased. Apart from offering sick leave to T-contract staff in accordance with the requirements in the Employment Ordinance, most T25 contractors have provided their staff with medical insurance covering outpatient and/or inpatient services. In addition, they will provide training, information on new technology etc. to their staff to enhance their professional knowledge. Around 90% of T24 contract staff have accepted the terms of re-engagement and been re-engaged under T25 contract.

Improvements to the remuneration packages of T-contract staff as proposed and committed by T25 contractors in the tendering process have been incorporated into the relevant contract. The OGCIIO will conduct random checks of relevant records to ensure that the contractors fulfil their contractual obligations. Should any T25 contractor be found to violate the contract terms and fail to respond and rectify within a reasonable period, OGCIIO will issue a Notice of Default to the contractor concerned. The Government is entitled to terminate the contract if the contractor has received three or more Notices of Default during the contract period. In assessing future tenders for similar services, the Government will take into account any previous Notice of Default issued, among other considerations.

### ***(3) Establishing promotion mechanism***

At present, there are around half of the T-contract staff in the staff categories of “Contract Senior Project Manager”, “Contract Project Manager”, “Contract Senior Systems Analyst” and “Contract Systems Analyst” who have advanced to their current category from a lower one during T-contract periods.

Regarding concerns about the relatively stringent experience requirements for some T-contract positions, OGCIIO will review with relevant departments to see if there is any room for relaxation, and ensure that the experience requirements are of practical need and justifiable.

***(4) Lifting the “sanitisation” arrangement***

We have introduced improvements to the arrangement regarding switching of positions under T25 contract. T-contract staff can now apply for T-contract positions involving different assignments through different T-contractors two months prior to the expiry of their current service contract. However, this does not apply to re-engagement for T-contract positions involving same assignments. The reason is that if T-contract staff can apply for re-engagement for the same assignment through different T-contractors two months prior to the expiry of their current service contract, poaching amongst contractors will be encouraged and is not conducive to the Government recruiting more IT talents from the market. We consider that the present executive measures balance the interests of the parties concerned.

***(5) Ceasing T-contract arrangement***

T-contract arrangement has provided bureaux/departments (“B/Ds”) with the flexibility to meet the fluctuating IT manpower demand, and to acquire the market’s latest expertise and pool of professionals. Given the continuous need of B/Ds for T-contract services, OGCIIO will step up monitoring of the use of T-contract services, including the growth in the number of T-contract staff in B/Ds.

B/Ds will review annually their IT manpower requirements having regard to their operational needs and plans for IT projects. For T-contract positions with long-term operational and service needs, OGCIIO has reminded B/Ds to consider bidding the necessary resources under the annual Resource Allocation Exercise to convert the concerned T-contract positions into civil service posts. OGCIIO will continue to support B/Ds in the bidding process. In the past two years (i.e. 2017-18 and 2018-19), creation of about 320 new IT grade civil service posts was approved, amongst which about 190 were for replacement of T-contract positions.

There is at present no mechanism to convert T-contract staff to civil servants directly. Individual T-contract staff who are interested in related civil service posts are welcome to apply through open recruitment. Apart from uploading relevant information on the websites of the Civil Service Bureau and OGCIIO, we will keep the T-contract staff abreast of the open recruitment exercises related to IT grade vacancies of both civil service and non-civil service contract terms through their

respective B/Ds. In the past five years, there were around 50 former T-contract staff who have been recruited as civil servants through open recruitment exercises.

Yours sincerely,



( Eva YAM )

for Secretary for Innovation and Technology

c.c. Hon Gary FAN Kwok-wai (Chairman)  
Secretary for the Civil Service (Fax: 2868 5069)  
Ms Bertille LI, PEO(Mgt), Management Division,  
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