

香港特別行政區政府

創新及科技局

香港添馬添美道二號
政府總部西翼二十樓



電話 Tel: 3655 5607
圖文傳真 Fax: 3153 2664

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,

**Information requested at the meeting of
the Panel on Public Service on 21 January 2019**

At the meeting of the Panel on Public Service on 21 January 2019, Members requested the Administration to provide supplementary information on T-contract services. Our response is set out below.

Measures implemented by the Government under T25 contract

(1) Monitoring the provision of remuneration packages committed by T25 contractors

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 Office of the Government Chief Information Officer (“OGCIO”) 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, OGCIO 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.

(2) 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), OGCIO 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.

(3) Recruiting T-contract staff as civil servants

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 OGCIO, 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.

(4) Standardising the remuneration packages and establishing promotion mechanism

As stated under item (2) above, T-contract staff are employees of T-contractors and T-contractors will negotiate and determine the remunerations packages of T-contract staff having regard to their individual academic qualifications, professional skills and experience, as well as prevailing job market conditions.

Regarding establishing promotion mechanism, there are at present 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.

(5) Direct Engagement with T-contract staff

To strengthen communication, OGCIO will make arrangements to directly meet with T-contract staff to understand their working conditions and areas of concern. OGCIO will follow up on their requests with their respective B/Ds and T25 contractors as appropriate.

Figures relating to the Government's non-recurrent and time-limited IT projects

In general, non-recurrent/time-limited IT projects involve expenditure on procurement of IT facilities, system analysis and design, development, testing and installation, etc. Recurrent IT projects primarily involve expenditure on management, operation, maintenance (including maintenance of IT facilities) and support of operational systems. In 2016-17 and 2017-18, the Government has implemented around 700 non-recurrent/time-limited IT projects each year, which accounted for about 40% of the total Government IT expenditure (excluding the expenditure on personal emoluments and related expenses on civil servants).

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, Civil Service Bureau (Fax: 2501 4504)
Miss Donna CHAN Fung-kwan, Deputy Government Chief Information Officer,
OGCIO (Fax: 3153 2664)