

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

(Position as at 14 March 2019)

Subject	Date of meeting	Follow-up actions required	Administration's response
1. Briefing by the Secretary for the Civil Service on the Chief Executive's 2018 Policy Address	15.10.2018	The Administration was requested to provide details on the training programmes on innovation and use of technology (including the names of the programmes and estimated number of participants of each programme) to be provided to civil servants in the coming year in the Administration's paper on an overview of training and development for civil servants.	The Administration's response is awaited.
2. Non-civil service contract staff	19.11.2018	<p>The Administration was requested to provide the following information:</p> <p>(a) the average annual salary adjustment rates for non-civil service contract ("NCSC") staff by bureau/department/office for the 2018-2019 financial year; and</p> <p>(b) a breakdown of full-time NCSC staff employed by the Education Bureau and government schools by type of jobs undertaken by these staff and reasons of their employment (Annex C of the Administration's paper refers).</p>	The Administration's response was issued vide LC Paper No. CB(4)559/18-19(01) on 20 February 2019.

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3. Commendation Schemes for Civil Servants	19.11.2018	The Administration was requested to follow up on the feasibility of the Leisure and Cultural Services Department ("LCSD") implementing a pilot scheme on revised leave deduction arrangement for its staff members who are not working on a five-day week basis, and provide a response in due course.	The Administration's response is awaited.
4. Use of agency workers	21.1.2019	<p>The Administration was requested to provide the following information:</p> <p>(a) the reasons of using 134 agency workers for meeting urgent/unforeseen service needs or unexpected surge in service demands for the short-term in 2018, of which the number is the largest among the four scopes of usage, and the reasons of using agency workers for service needs related to the new kindergarten education policy given that a number of civil service posts had already been approved for the purpose;</p> <p>(b) details, such as the rank and number of agency workers engaged by the Hospital Authority in the past three years and its policy in this aspect;</p> <p>(c) regarding the engagement of information technology ("IT") contract staff by Bureaux/Departments under a term contract ("T-contract"), measures implemented by the Administration to:</p> <p>(i) monitor that the T-contractors will provide the</p>	<p>The Administration's response to item (a) was issued vide LC Paper No. CB(4)559/18-19(01) on 20 February 2019.</p> <p>The Administration's response to item (b) was issued vide LC Paper No. CB(4)580/18-19(01) on 22 February 2019.</p> <p>The Administration's response to items (c) and (d) was issued vide LC Paper No. CB(4)541/18-19(02) on 15 February 2019.</p>

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		<p>committed remuneration packages to their T-contract staff;</p> <p>(ii) improve the transparency by revealing more information for the T-contract staff's reference, such as the service fees payable by the Government for engagement of T-contract, the annual rate adjustment and the performance of T-contractors etc.;</p> <p>(iii) convert T-contract staff to civil servants, especially those who have been working for the Government for a long time;</p> <p>(iv) formulate plans to address the issues of excessive exploitation by the T-contractors on the T-contract staff, standardizing the minimum remuneration and employment terms for T-contract staff, and lack of advancement prospects for T-contract staff, and</p> <p>(v) solicit views of the T-contract staff direct; and</p> <p>(d) the number and the respective percentage of time-limited/non-recurrent IT projects undertaken by the Administration in the past two years.</p>	

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5. Issues relating to the lifeguards of the Leisure and Cultural Services Department	18.2.2019	<p>The Administration was requested to respond whether LCSD would:</p> <ul style="list-style-type: none">(a) conduct a study on the need for a grade structure review of civil service lifeguards;(b) in light of the changing environments, review the entry requirements of civil service and NCSC lifeguards so as to meet the current operational needs of public swimming pools/gazetted beaches and water sports centres;(c) introduce new type of job-related allowance for lifeguards who possess qualification of scuba diving so as to attract and retain talents; and(d) assign Amenities Assistants III with life-saving and first aid working experience to manage pools/gazetted beaches and water sports centres.	The Administration's response is awaited.