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7 November 2018

Clerk to Panel on Public Service  
Legislative Council  
Legislative Council Complex  
1 Legislative Council Road  
Central, Hong Kong  
(Att.: Ms Wendy JAN)

Dear Ms Jan,

**Legislative Council Panel on Public Service**  
**Submission from**  
**the Hong Kong Confederation of Trade Unions**

Thank you for your letter of 24 October 2018 to the Secretary for the Civil Service relaying the views of the Hong Kong Confederation of Trade Unions (“the Confederation”) regarding the leave deduction arrangement for civil servants who were unable to resume duty due to non-availability of public transport services after Super Typhoon Mangkhut. Our reply is as follows.

The Civil Service Bureau (CSB) all along has clear guidelines for general reference on the arrangements for resumption of duty of government staff after Tropical Cyclones. Bureaux/departments (B/Ds) have also drawn up their own departmental instructions and work plans to suit their operational requirements, and brought them to the attention of all their staff. According to the guidelines issued by CSB, when No. 8 or higher Tropical Cyclone Warning Signal is cancelled within office hours, staff should report for duty as soon as practicable. Where there is road flooding, landslide or heavy rain, or non-availability of public transport

services, etc., and affected staff experience delay in reporting for duty, they should inform their supervisors as soon as practicable and supervisors should give due consideration to the circumstances of individual affected staff and handle each case with flexibility.

With the unprecedented impact brought by Super Typhoon Mangkhut, the Chief Executive (CE) announced at a media standup in the morning of 17 September 2018 that civil servants might give their supervisors a call if they had difficulty in resuming work due to the disruption to public transport services. They would not be considered as absent from duty and would not have to take leave. To our knowledge, individual B/Ds have been flexibly handling individual cases of their staff with discretion along with CE's remarks. They have also conducted review on some special cases and exercised discretion in making the most appropriate arrangements for the staff concerned.

The Government has decided to review the above-mentioned guidelines, and CSB is now working with B/Ds to examine them with a view to considering any areas for enhancement. We hope to complete the review as soon as possible. We understand the concerns of staff being affected. In reviewing the guidelines, we shall strike a balance between the need to maintain the provision of public service and the circumstances of individual affected staff. Apart from the Confederation, we have also received views and suggestions from other civil service staff associations and individual civil servants in the past few weeks which will be taken into account in our review.

As for the number of civil servants who were not able to report for duty on 17 September 2018 due to the damages done by Super Typhoon Mangkhut, we do not have the relevant statistics.

Thank you once again for the attention of the Panel and the Confederation on the issue.



( Ms Bertille LI )  
for Secretary for the Civil Service

c.c.: The Hon Hon Gary FAN Kwok-wai  
Chairman, Legislative Council Panel on Public Service