

Index Page

Replies to supplementary questions raised by Finance Committee Members in examining the Estimates of Expenditure 2020-21

Director of Bureau : Secretary for the Civil Service

Session No. : 1

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Reply Serial No.	Question Serial No.	Name of Member	Head	Programme
S-CSB01	S045	KWOK Ka-ki	143	(2) Human Resource Management
S-CSB02	S030	LAM Cheuk-ting	143	–
S-CSB03	S046	MOK Charles Peter	143	(2) Human Resource Management
S-CSB04	S032	TSE Wai-chuen, Tony	143	(2) Human Resource Management
S-CSB05	S033	TSE Wai-chuen, Tony	143	(2) Human Resource Management
S-CSB06	S042	WU Chi-wai	143	(2) Human Resource Management
S-CSB07	SV008	CHIANG Lai-wan	143	–
S-CSB08	SV007	TAM Man-ho, Jeremy	143	(2) Human Resource Management

CONTROLLING OFFICER'S REPLY

S-CSB01

(Question Serial No. S045)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Thomas Chow)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding that “a total of 43 civil servants have been arrested and under police investigation or charged for suspected involvement in unlawful public activities relating to the Anti-Fugitive Offenders Ordinance amendment exercise since June 2019. Among them, 42 have been interdicted thus far”, please inform this Committee of the following:

1. How will the provision of the numbers of interdicted civil servants in various departments affect the judicial or disciplinary proceedings?
2. Are there any police officers among the 42 interdicted civil servants? If so, please provide the number of such officers.
3. Are police officers who were “rebuked” among the above 42 civil servants? Please also inform this Committee of the following:
4. The reasons for one of the 43 civil servants not being interdicted;
5. The reasons for civil servants to be interdicted before they are found guilty;
6. Do police officers need to be interdicted before being “rebuked”? If yes, please inform this Committee of the number of police officers required to be interdicted “pending rebukes”.
7. What are the reasons for the 42 civil servants to be interdicted?
8. Among them, are there any civil servants who participated in strikes? If yes, please provide the number of such officers.
9. The number of civil servants interdicted for participating in strikes;
10. Will interdicted civil servants have their pay withheld? Please provide the detailed salary arrangements for interdicted civil servants.

Asked by: Hon KWOK Ka-ki

Reply:

The Government has an established mechanism for handling the interdiction matters of civil servants. Generally speaking, in accordance with the relevant established mechanism,

the Government may, having regard to public interest, interdict a civil servant who is under inquiry or investigation for serious misconduct or criminal offence or that judicial or disciplinary proceedings have been or are to be taken against him. Interdiction is not a disciplinary punishment and there is no presumption of guilt in interdiction. An officer may be interdicted when the relevant authority, having regard to public interest, considers it inappropriate for him to continue to exercise the powers and functions of his public office temporarily.

As at 29 February 2020, a total of 43 civil servants have been arrested and under police investigation or charged for suspected involvement in unlawful public activities relating to the Anti-Fugitive Offenders Ordinance amendment exercise (“Anti-FOO”) since June 2019. Among them, 42 have been interdicted thus far. To avoid the relevant judicial or disciplinary proceedings being prejudiced, we are unable to provide the details of individual cases.

Given the small number of civil servants being arrested and under police investigation or charged for suspected involvement in unlawful public activities relating to the Anti-FOO, further disclosure of the respective departments of the concerned staff may render their identity be revealed, thereby prejudicing the relevant judicial or disciplinary proceedings. Hence, we are unable to provide further information.

On the salary arrangement for civil servants during interdiction, generally speaking, a civil servant who is interdicted will normally have not more than 50% of his salary withheld upon being charged with a criminal offence. The civil servant concerned will have his salary withheld in full when he is convicted of a serious criminal offence. Where the officer being interdicted is eventually imposed with removal punishment upon conclusion of disciplinary proceedings, the withheld salary will be forfeited. Where a punishment other than removal punishment is imposed, the withheld salary will be repaid in such proportion deemed appropriate by the disciplinary authority.

Moreover, on the matters relating to “rebukes” made by Police, the Hong Kong Police Force has provided the following information –

Police attach great importance to the integrity and behaviour of officers. All police officers must meet requirements on behaviour and discipline, and must uphold Police’s values in such areas as fairness and professionalism.

The “rebukes” made by Police aim to immediately intervene in, stop and rectify the inappropriate behaviours of officers, as well as let other officers know that such behaviours are inappropriate. “Rebuke” is an administrative measure and is the starting point of the penalty mechanism. If it is found upon further investigation that other actions are required, Police will conduct disciplinary or criminal investigations and procedures. As such, Police do not maintain the figures requested in the question.

The “rebukes” made by Police are totally irrelevant to civil servants who were arrested and interdicted for suspected involvement in unlawful public activities relating to the Anti-FOO.

- End -

CONTROLLING OFFICER'S REPLY**S-CSB02****(Question Serial No. S030)**Head: (143) Government Secretariat: Civil Service BureauSubhead (No. & title): (-) Not SpecifiedProgramme: (-) Not SpecifiedControlling Officer: Permanent Secretary for the Civil Service (Thomas Chow)Director of Bureau: Secretary for the Civil ServiceQuestion:

In addition to the wastage rate of Executive Officer, please provide the following information:

1. the number of members in the Administrative Officer (AO) grade leaving the service in each month on a voluntary basis, broken down by non-directorate AO and directorate AO, in the past 3 years;
2. the percentage of AO leaving the service in the total number of members in the grade in each of the past 3 years;
3. whether the Government has explored the reason for officers to leave the service and whether there are measures to reduce the wastage rate of AO.

Asked by: Hon LAM Cheuk-tingReply:

1. The numbers of officers in the Administrative Officer (AO) grade resigning in each month (Note 1) of the past 3 years (2017-18 to 2019-20) are as follows:

	2017-18		2018-19		2019-20	
	Non-directorate	Directorate	Non-directorate	Directorate	Non-directorate	Directorate
April	2	0	0	1	0	0
May	1	0	0	0	1	0
June	0	0	1	2	1	0
July	0	2	0	0	0	0
August	1	2	1	0	0	1
September	0	0	3	0	0	0
October	0	0	1	0	2	0
November	0	0	0	0	1	0

	2017-18		2018-19		2019-20	
	Non-directorate	Directorate	Non-directorate	Directorate	Non-directorate	Directorate
December	0	0	0	0	0	0
January	1	0	1	0	0	1
February	0	0	1	1	1	1
March	0	0	1	1	0	0
Total	5	4	9	5	6	3

(Note 1: As per the date of leaving the service)

2. The annual number of wastage and wastage rate (Note 2) of the AO grade (including officers reaching their retirement ages and those leaving on other grounds, including resignation, completion of contract and death) from 2017-18 to 2019-20 (up to 31 March 2020) are as follows:

	2017-18	2018-19	2019-20
Total number of officers leaving the service	15	27	14
Wastage rate	2.32%	4.1%	2.11%

(Note 2: Wastage rate refers to the number of staff leaving the service to the strength of the grade)

3. Wastage occurs in all organisations. What matters most is that the job of AO remains attractive and at the same time, we are able to recruit talent of a high calibre to join the Government. In the past 10 years, the annual number of applicants for the post of AO consistently exceeded 10 000, and there were over 12 000 applicants in this year's recruitment exercise. This shows that the post of AO is still attractive.

Generally speaking, some AOs left the service for family reasons; some found the nature of the job of AO not suitable for them and hoped to venture into new endeavours in other arenas; and some others wanted to pursue their own academic goals.

The Civil Service Bureau will continue to maintain close contact with members of the AO grade through various channels to understand their expectation about their career and offer them appropriate assistance. We also provide relevant training to help them meet the needs of their job.

- End -

CONTROLLING OFFICER'S REPLY

S-CSB03

(Question Serial No. S046)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Thomas Chow)

Director of Bureau: Secretary for the Civil Service

Question:

In order to prevent and control the epidemic, the Government has earlier announced that provision of limited service would resume, and some civil servants would resume working from home. However, I have received complaints from civil servants that the Government's current arrangement of working from home was not fully implemented, with most of the civil servants still working in the office as usual, and with some even working in the office five days a week. Failure to fully implement the arrangement of working from home for civil servants by the Government not only arouses anxiety among staff, but is also inconsistent with the Government's policy of reducing the flow of people. Will the Government inform this Committee of the following:

- (1) the number of staff in various government bureaux and departments and public organisations having been arranged to work from home and its proportion to the total number of staff (including outsourced workers employed through contractors), as well as the number of staff working from home on a shift system and the average number of working days on which staff work from home per week;
- (2) whether government departments are required to provide civil servants with protective equipment such as surgical masks, if yes, of the details; if not, the reasons for that;
- (3) the fact that some government departments require staff to return to the office as usual for non-urgent work shows that it is not an effective measure for the Civil Service Bureau to ask departments to make their own decisions on the arrangement of working from home, whether the Government will issue appropriate guidelines to various departments stating that staff need not return to office for non-urgent and non-essential work, or require departments to report the number of days on which staff work from home, with a view to more effectively coordinating the arrangement of working from home and safeguarding the health of staff;
- (4) whether additional funding will be allocated for providing resources concerning the necessary computer equipment and other software and hardware as well as technical support for government staff working from home?

Asked by: Hon MOK Charles Peter

Reply:

- (1) and (3) Since the implementation of the special work arrangement for government employees on January 29, government departments have been monitoring their operations closely and making adjustments with regard to the situation on ground. The objective is to continue to provide services to members of the public taking into account the need for the functioning of the society while fighting the epidemic and safeguarding the safety of staff. In view of the latest situation, the Government has since 23 March 2020 adjusted the provision of public services and the special work arrangement once again to reduce social contacts. All government departments only provided essential, emergency and limited-scale public services. During the implementation period of special work arrangement, bureaux/departments (B/Ds) will make necessary manpower deployment taking into account their operational needs and the public services to be provided. B/Ds will also make adjustments from time to time and continue to implement targeted measures to reduce social contact as well as other anti-epidemic measures. The Government has also appealed to enterprises to make flexible work arrangement for employees to tie in with the government strategies to fight the disease.
- (2) Regarding the arrangements to provide staff with necessary protective equipment including masks, priority has to be accorded to essential uses such as healthcare personnel and other frontline staff responsible for providing emergency and essential services and involved in anti-epidemic work. The Steering Committee cum Command Centre in relation to the COVID-19 virus has recognised the need of B/Ds that in addition to the above-mentioned officers, masks should also be provided to other staff if he/she will have frequent contact with members of the public as part of his/her duties (e.g. counter staff) or work in crowded places; or those with operational or other needs. B/Ds will continue to provide masks, alcohol handrub and swab, gloves and safety goggles, etc. to staff as necessary, with due regard to the actual operational situation. The Financial Services and the Treasury Bureau has already promulgated guidelines to relax the procedures of mask procurements to give B/Ds more flexibility to procure masks from the market to meet their respective operational and staff needs. All Heads of Departments will express understanding of staff's situation and respond to staff concerns as far as possible in a considerate and caring manner.
- (4) B/Ds will provide electronic devices and/or the corresponding technical support to staff to facilitate the work from home arrangements according to actual operational situation.

- End -

CONTROLLING OFFICER'S REPLY

S-CSB04

(Question Serial No. S032)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Thomas Chow)

Director of Bureau: Secretary for the Civil Service

Question:

Regarding Reply Serial No. CSB050, the Secretary for the Civil Service stated in his reply that “Among the 147 additional civil service posts to be created in 2019-20, 25 are time-limited posts and 122 are permanent posts. Among the 164 additional civil service posts to be created in 2020-21, 71 are time-limited posts and 93 are permanent posts.” Please provide the details of the distribution of the relevant posts in the following table.

Department	No. of posts in the Professional Grades		Surveyor														Planning Officer				Landscape Architect		Total	
			Architect		Building Surveyor		Estate Surveyor		Land Surveyor		Maintenance Surveyor		Quantity Surveyor		Valuation Surveyor		Town Planner		Planning Officer		Landscape Architect	Total		
	Time-limited posts	Permanent posts	Time-limited posts	Permanent posts	Time-limited posts	Permanent posts	Time-limited posts	Permanent posts	Time-limited posts	Permanent posts	Time-limited posts	Permanent posts	Time-limited posts	Permanent posts	Time-limited posts	Permanent posts	Time-limited posts	Permanent posts	Time-limited posts	Permanent posts	Time-limited posts	Permanent posts		

Department	Architect		Surveyor												Planning Officer				Landscape Architect		Total		
			Building Surveyor		Estate Surveyor		Land Surveyor		Maintenance Surveyor		Quantity Surveyor		Valuation Surveyor		Town Planner		Planning Officer						
	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	
Environmental Protection Department	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
Food and Health Bureau (Health Branch)	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Government Property Agency	-	1	-	-	-	6 [Note1]	-	-	-	2	-	1	3	5	-	-	-	-	-	1	3	16	
Home Affairs Bureau	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	
Home Affairs Department	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2	
Housing Authority	-	6	-	-	-	2	-	1	-	3	-	1	-	-	-	-	-	1	-	2	-	16	
Lands Department	-	-	-	-	5	15	4	6	-	-	-	-	-	-	-	-	-	-	-	-	9	21	
Labour Department	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	
Planning Department	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	-	3	-	10	
Rating and Valuation Department	-	-	-	-	-	-	-	-	-	-	-	-	-	13	-	-	-	-	-	-	-	13	

No. of posts in the Professional Grades Department	Architect		Surveyor												Planning Officer		Landscape Architect		Total			
			Building Surveyor		Estate Surveyor		Land Surveyor		Maintenance Surveyor		Quantity Surveyor		Valuation Surveyor		Town Planner	Planning Officer						
	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post		
Water Supplies Department	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Total	1	19	3	10	5	23	4	9	5	11	2	9	3	18	1	11	-	1	1	11	25	122
Year-on-year growth of the relevant grades	4%		3%		7%		8%		7%		5%		16%		4%		2%		10%		6%	

Note 1: One of these posts could be filled by Estate Surveyor or Valuation Surveyor.

**Increase in the number of posts in the grades relating to the
Architectural, Surveying, Planning and Landscape Professions
of Bureaux / Departments in 2020-21**

No. of posts in the Professional Grades Department	Architect		Surveyor											Planning Officer				Landscape Architect		Total		
			Building Surveyor		Estate Surveyor		Land Surveyor		Maintenance Surveyor		Quantity Surveyor		Valuation Surveyor		Town Planner		Planning Officer					
	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post
Architectural Services Department	-	10	-	-	-	-	-	-	2	6	3	3	-	-	-	-	-	-	-	2	5	21
Buildings Department	-	-	13	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	13
Civil Aviation Department	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	2	-
Civil Engineering and Development Department	3	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	5	-
Development Bureau (Planning and Lands Branch)	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	1	-	-	-	-	4	1
Development Bureau (Works Branch)	-	1	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	2	1
Education Bureau	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1

Department	No. of posts in the Professional Grades		Surveyor												Planning Officer				Landscape Architect		Total	
			Architect		Building Surveyor		Estate Surveyor		Land Surveyor		Maintenance Surveyor		Quantity Surveyor		Valuation Surveyor		Town Planner					
	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post	Time-limited post	Permanent post
Government Property Agency	-	4	-	-	-	3	-	-	-	5	-	-	4	3	-	-	-	-	-	1	4	16
Home Affairs Department	-	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2
Housing Authority	12 [Note 1]	10	-	-	-	3	-	-	-	1	-	1	-	-	-	-	3	2	-	2	15	19
Lands Department	-	-	-	-	8	7	8	1	-	-	-	-	-	-	-	-	-	-	-	-	16	8
Leisure and Cultural Services Department	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	2
Planning Department	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	7	-	-	-	-	4	7
Rating and Valuation Department	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2
Total	15	27	15	14	8	13	10	1	3	13	6	4	4	5	6	8	3	2	1	6	71	93
Year-on-year growth of the relevant grades	9%		7%		5%		6%		7%		5%		6%		4%		9%		5%		6%	

Note 1: Nine of these posts could be filled by Building Services Engineer, Engineer, Geotechnical Engineer, Structural Engineer or Quantity Surveyor.

CONTROLLING OFFICER'S REPLY

S-CSB05

(Question Serial No. S033)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Thomas Chow)

Director of Bureau: Secretary for the Civil Service

Question:

In response to the reply to Q.2 (a) provided by the Secretary for the Civil Service in Reply Serial No. CSB042 that as at 30 June 2019, bureaux/departments (B/Ds) employed a total of 2 939 full-time post-retirement service contract (PRSC) staff under the PRSC Scheme, how many of them are professional grade members? Among them, how many are architectural, surveying, planning and landscape professionals? Please provide a breakdown by B/D.

Asked by: Hon TSE Wai-chuen, Tony

Reply:

Professional grades are defined as grades requiring membership of a professional institution or equivalent as an entry requirement. As at 30 June 2019, there were 226 full-time^(Note) post-retirement service contract staff performing duties comparable to civil service professional grades. Among them, 26 performed duties relating to architecture, surveying, planning and landscape. A breakdown by bureaux/departments is set out at **Annex**.

Note: "Full-time" employment means employment under a "continuous contract" as defined by the Employment 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.

Breakdown of full-time Post-retirement Service Contract (PRSC) staff performing duties comparable to civil service professional grades relating to architecture, surveying, planning and landscape (position as at 30 June 2019)

Bureau / Department	Comparable civil service professional grade	No. of full-time PRSC staff
Architectural Services Department	Architect	3
	Quantity Surveyor	1
Civil Engineering and Development Department	Architect	1
Development Bureau	Building Surveyor	1
	Estate Surveyor	1
	Town Planner	1
Highways Department	Landscape Architect	1
	Land Surveyor	1
Hongkong Post	Architect	1
	Quantity Surveyor	1
Lands Department	Estate Surveyor	3
	Land Surveyor	2
Planning Department	Town Planner	2
Rating and Valuation Department	Valuation Surveyor	3
Social Welfare Department	Architect	1
	Quantity Surveyor	2
Transport Department	Town Planner	1
Total		26

- End -

CONTROLLING OFFICER'S REPLY

S-CSB06

(Question Serial No. S042)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Thomas Chow)

Director of Bureau: Secretary for the Civil Service

Question:

In response to the reply provided in Reply Serial No. CSB052 that “for civil servants who have committed misconduct or have been convicted of criminal offences, their respective policy bureaux/departments (B/Ds) may institute disciplinary actions against them” and “formal disciplinary actions in respect of senior ranking civil servants in the disciplined services grades are handled by the Secretariat on Civil Service Discipline (SCSD) in accordance with the Public Service (Administration) Order (PS(A)O)”, please provide the following information since the movement of opposition to the proposed legislative amendments:

1. Has the Hong Kong Police Force (HKPF) referred any cases in which senior ranking civil servants in the disciplined services grades are suspected to have committed misconduct or have been convicted of criminal offences to the SCSD? If yes, what are the details?
2. The HKPF has admitted that some police officers, including senior ranking civil servants, have not displayed their warrant cards according to the Police General Orders (PGOs). In this connection, has the SCSD handled any cases involving police officers who have not displayed their warrant cards?
3. It has been widely reported that senior ranking civil servants in the Force have breached the PGO or are suspected to have committed misconduct. Will the SCSD take the initiative to conduct investigations in this regard? Will the SCSD open case files upon receipt of complaints from the public or other government departments?
4. With regard to the figures on police officers having been punished as provided in the reply, please provide the figures relating to summary disciplinary action and formal disciplinary action (including removal and other punishment) by rank.

Asked by: Hon WU Chi-wai

Reply:

For civil servants who have committed misconduct or have been convicted of criminal offences, their respective policy bureaux/departments (B/Ds) will follow up on disciplinary actions in accordance with the established mechanism. B/Ds (including disciplined services departments) may take summary disciplinary actions for isolated acts of minor misconduct. If there are justifiable grounds to take formal disciplinary actions in respect of civilian grades and senior ranking civil servants in the disciplined services grades, B/Ds will refer the cases to the Secretariat on Civil Service Discipline (SCSD) for handling in accordance with the Public Service (Administration) Order (PS(A)O).

In the past 5 financial years (up till 31 December 2019), a total of 9 disciplinary cases of civil servants in the Hong Kong Police Force being punished in accordance with the PS(A)O for their criminal convictions or misconduct were referred to the SCSD for handling. Among these civil servants, 6 were removed from office while the others were given other punishments.

We do not comment on individual disciplinary cases.

- End -

CONTROLLING OFFICER'S REPLY

S-CSB07

(Question Serial No. SV008)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (-) Not Specified

Controlling Officer: Permanent Secretary for the Civil Service (Thomas Chow)

Director of Bureau: Secretary for the Civil Service

Question:

How many civil servants were punished by dismissal and lost their retirement benefits because of criminal convictions or misconduct last year?

Asked by: Hon CHIANG Lai-wan

Reply:

In 2019, a total of 13 civil servants were punished by dismissal and lost their retirement benefits because of criminal convictions or misconduct.

- End -

CONTROLLING OFFICER'S REPLY

S-CSB08

(Question Serial No. SV007)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Thomas Chow)

Director of Bureau: Secretary for the Civil Service

Question:

Last year, the General Grades Office (GGO) under the Civil Service Bureau (CSB) created the posts of a Chief Executive Officer and a Senior Executive Officer to handle the posting issues of the Executive Officer (EO) Grade. Has there been any improvement regarding the delayed posting arrangements in the EO Grade as compared to the past two years? Please provide the details relating to the posting arrangements of the EO Grade before and after the two posts were created.

Asked by: Hon TAM Man-ho, Jeremy

Reply:

In order to enhance the management of the EO Grade, including appointment, manpower planning, career posting, performance management, staff management, etc., the GGO under the CSB increased one Senior Executive Officer in April 2019 and has earlier arranged to add one Chief Executive Officer in May this year to share out the grade management duties relating to Senior Executive Officers, Executive Officers I and Executive Officers II.

In 2017-18, 2018-19 and 2019-20 (position as at 31 March of each year), there were 2 688, 2 877 and 2 993 officers respectively in the EO Grade with postings arranged within the normal timeframe ^{Note 1}. The year-on-year growth rate of the relevant figures in the past two years was 7% and 4% respectively. Overall speaking, the progress of career posting arrangements in the EO Grade is stable, with around 82% to 83% of EOs with postings arranged within the normal timeframe. It is anticipated that with the arrival of an additional Chief Executive Officer as well as the proposed creation of a Principal Executive Officer post in 2020-21, posting arrangements for grade members at all ranks will be expedited. Details of the posting arrangements at various ranks in the EO Grade in the past 3 years are as follows:

Rank	Length of a normal tour	Position as at 31 March 2018		Position as at 31 March 2019		Position as at 31 March 2020	
		Total number of officers in the rank	Number of officers with postings arranged within the normal timeframe Note 2	Total number of officers in the rank	Number of officers with postings arranged within the normal timeframe Note 2	Total number of officers in the rank	Number of officers with postings arranged within the normal timeframe Note 2
Executive Officer II	Around 2-3 years	1 191	1 179	1 364	1 351	1 482	1 468
Executive Officer I		1 037	794	1 064	799	1 110	750
Senior Executive Officer	Around 3-4 years	705	454	750	505	785	549
Chief Executive Officer	Around 4-5 years	234	194	216	168	218	175
Directorate Executive Officer		72	67	57	54	52	51
Overall		3 239	2 688 (83%)^{Note3}	3 451	2 877 (83%)^{Note3}	3 647	2 993 (82%)^{Note3}

Note 1: Normal timeframe refers to the time within the prescribed interval of a normal tour or within one year after the prescribed interval of a normal tour of officers in the Grade.

Note 2: Some officers are not posted within the normal timeframe for various reasons, including deferred posting arrangements due to operational needs of respective bureau/department or individual circumstances such as impending retirement, personal health and family reasons, etc.

Note 3: Percentage against the total number of officers in the Grade.

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