

Panel on Public Service

List of outstanding items for discussion

(Position as at 12 December 2019)

**Proposed timing
for discussion**

1. Grade structure review of disciplined services

Since October 2016, a number of members, including Hon Jeremy TAM, Dr Hon CHIANG Lai-wan, Hon Elizabeth QUAT, Hon Mrs Regina IP, Hon Charles Peter MOK and Hon SHIU Ka-chun, have separately made requests to discuss the remuneration of fire personnel of the Fire Services Department and pilots of the Government Flying Service as well as a grade structure review of disciplined services departments, at a future meeting.

January 2020

The Chief Executive-in-Council decided at the meeting on 2 October 2018 that the Standing Committee on Disciplined Services Salaries and Conditions of Service should be invited to conduct a grade structure review for the disciplined services grades, and the Standing Committee on Directorate Salaries and Conditions of Service should be invited to advise on the salaries and conditions of service of the heads of the seven departments/agency; and in future, a grade structure review should be conducted for the disciplined services grades once every 10 years. A Legislative Council Brief on Grade Structure Review for the Disciplined Services Grades was issued to Members on 11 October 2018.

At the Panel meeting on 11 October 2018, Hon Elizabeth QUAT proposed to discuss the grade structure review to be conducted for the disciplined services grades at a future meeting.

Hon Jeremy TAM wrote a letter to the Panel Chairman on 4 April 2019 requesting the Panel to discuss the subject as early as possible.

**Proposed timing
for discussion**

At the Panel meeting on 15 April 2019, members agreed that a special meeting should be organized to receive views from relevant staff unions/associations on the grade structure review for the disciplined services grades. 18 submissions have been received on the subject.

The Administration's response to the submissions from relevant staff unions/associations above was circulated to members on 30 September 2019 (LC Paper No. CB(4)1244/18-19(01)).

2. Employment of persons with disabilities in the civil service

The Administration proposes to update members on the employment of persons with disabilities in the civil service.

January 2020

3. Use of agency workers

The Administration proposes to brief members on the use of agency workers.

January –
March 2020

4. Creation of a Principal Executive Officer Post in the General Grades Office under the Civil Service Bureau

The Administration proposes to consult members on the proposal to create a Principal Executive Officer post in the General Grades Office under the Civil Service Bureau.

January –
March 2020

5. Civil service-related matters featured in the 2020-2021 Budget

The Administration proposes to brief members on the civil service-related matters featured in the 2020-2021 Budget.

January –
March 2020

6. Update on extension of the service of civil servants

The Administration proposes to update members on the progress of the implementation of the initiatives for extending the service of civil servants.

January –
March 2020

**Proposed timing
for discussion**

7. Employment of non-ethnic Chinese in the civil service

The Administration proposes to brief members on the employment of non-ethnic Chinese in the civil service.

April – July
2020

8. Implementation of five-day week in the Government

The Administration proposes to brief members on the latest position of the implementation of five-day week in the Government.

April – July
2020

9. An overview of the civil service establishment, strength, retirement, resignation, age profile and gender profile

The Administration proposes to brief members on the civil service establishment, strength, retirement, resignation, age profile and gender profile.

April – July
2020

10. An overview of training and development for civil servants

The Administration proposes to brief members on the provision of training and development for civil servants by the Civil Service Bureau.

April – July
2020

11. 2020-2021 Civil Service Pay Adjustment

The Administration proposes to brief members on the civil service pay adjustment for 2020-2021.

April – July
2020

12. Commendation schemes for civil servants

The Administration proposes to brief members on the various commendation schemes for civil servants.

April – July
2020

**Proposed timing
for discussion**

13. Grade structure review for Veterinary Laboratory Technician and Medical Laboratory Technician grades

The Administration briefed the Panel on the recommendations of the Standing Commission on Civil Service Salaries and Conditions of Service on the grade structure review for the Veterinary Laboratory Technician and Medical Laboratory Technician grades at the meeting on 4 November 2019. Members in general had no objection to the recommendations. The Administration proposes to brief members on the decisions of the Executive Council on the recommendations.

To be confirmed
(see *Note*)

(Note: At the work plan meeting on 11 November 2019, the Chairman requested the Administration to update the Panel on the Executive Council's decisions by circulation of an information paper.)

14. Proposed amendments to subsidiary legislation on discipline made under Disciplined Services Ordinances

The Administration proposes to update members on the proposed amendments to the subsidiary legislation on discipline made under Disciplined Services Ordinances.

To be confirmed

15. Enactment of legislation to prohibit acts of insulting public officers

Dr Hon CHIANG Lai-wan and Hon Elizabeth QUAT wrote a joint letter to the Panel Chairman on 21 March 2017 requesting that the Panel should discuss the enactment of dedicated legislation to prohibit acts of insulting public officers as early as possible.

To be confirmed

The Administration advised at the Panel meeting on 17 July 2018 that the Security Bureau was studying the issue, including carrying out research on practices in overseas jurisdictions. The Civil Service Bureau issued a set of guidelines to bureaux/departments in March 2018 on helping frontline civil servants understand and respond to verbal violence at work.

**Proposed timing
for discussion**

Dr Hon CHIANG Lai-wan and Hon Elizabeth QUAT proposed at the Panel meeting on 4 November 2019 and in their joint letter dated 6 November 2019 that this issue should be discussed at a meeting in this session.

16. Review of the structure of operations inspector post in the Civil Aviation Department

At the Panel meeting on 12 October 2017, Hon Jeremy TAM proposed to discuss at a future meeting the review of the structure of operations inspector post in the Civil Aviation Department which required post-holders to possess professional pilot licences. He was concerned about the recruitment and retention problems for this post given its small establishment.

To be confirmed
(see *Note*)

(Note: At the work plan meeting on 11 November 2019, the Administration was requested to provide an information paper updating the progress of the matter.)

17. Civil service establishment and training matters in relation to the tree management work of the Leisure and Cultural Services Department

At the Panel meeting on 21 January 2019, Hon Mrs Regina IP expressed concern about the civil service establishment, training and outsourcing arrangement for the tree management work of the Leisure and Cultural Services Department. She requested the Panel to follow up the related matters with the Administration.

To be confirmed
(see *Note*)

(Note: At the work plan meeting on 11 November 2019, the Administration was requested to provide an information paper updating the progress of the matter.)

**Proposed timing
for discussion**

18. Spousal benefits to same-sex partners of civil servants

At the Panel meeting on 21 June 2019, Hon Mrs Regina IP expressed concern on the ruling made by the Court of Final Appeal in June 2019 in favour of a male Senior Immigration Officer requesting the granting of spousal benefits to his same-sex partner. She requested the Administration to update the Panel the implications of the ruling on the policies of civil service benefits and the relevant matters in due course.

To be confirmed

19. Political neutrality of civil servants and staff of Government-funded public bodies

At the Panel meeting on 4 November 2019, Hon LAM Cheuk-ting proposed to discuss the issue of political neutrality of civil servants at a future meeting. Dr Hon CHIANG Lai-wan suggested that the political neutrality of staff of Government-funded public bodies should also be covered.

To be confirmed

Hon LAM Cheuk-ting wrote a letter to the Panel Chairman on 3 December 2019 requesting the Administration to brief the Panel on the policy relating to the political stances of civil servants.