



中華人民共和國香港特別行政區政府總部教育局
Education Bureau
Government Secretariat, The Government of the Hong Kong Special Administrative Region
The People's Republic of China

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17 February 2020

Clerk to Panel on Public Service
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong
(Attn: Ms Carol WONG)

Dear Ms Wong,

Panel on Public Service
Follow-up to meeting on 16 December 2019

I refer to the follow-up actions to the meeting on 16 December 2019 on the agenda item “Non-civil service contract staff” and attach the information requested.

Yours sincerely,

(Miss Alice NG)

for Secretary for Education

Encl.

c.c. Secretary for the Civil Service (Attn: Miss Linda LEUNG)

Panel on Public Service
Follow-up to meeting on 16 December 2019

At the meeting of the Legislative Council Panel on Public Service on 16 December 2019, Members requested the Government to provide the following information –

- (a) a breakdown of the number of Teaching Assistants in government schools engaged under the Non-civil Service Contract (NCSC) Scheme by duration in the same position; and
- (b) any plan to provide long-term information technology (IT) related funding to government schools in order to convert more IT/technical support NCSC positions to civil service posts.

NCSC Teaching Assistants in Government Schools

2. The breakdown on the number of NCSC Teaching Assistants in government schools as requested in paragraph 1(a) above is set out at **Annex**.

IT Related Grants to Government Schools

3. In addition to the permanent posts provided by the Education Bureau (EDB), government schools are provided with recurrent grants, as with aided schools, to suit their development and operational needs. They may deploy some of these resources to employ NCSC staff to meet their needs.

4. As far as IT related grants are concerned, the EDB has been providing all public sector schools with annual recurrent grants, including the Composite Information Technology Grant and the Information Technology Staffing Support Grant, to suit their IT development needs. Whilst the former can be deployed for meeting IT operational needs, including employment of technical support personnel or hire of technical support services from service providers, the latter is primarily used to strengthen the IT staffing support of schools. In addition to the aforementioned recurrent grants, to enhance support for schools in the practice of e-learning, all public sector schools are also provided with the One-off Information Technology Grant for e-Learning in Schools (OITG) mainly for acquiring mobile computing devices for use by students. The schools can also deploy the

OITG as appropriate to meet their operational needs, including hiring or subscribing additional manpower to enhance technical support for mobile computing devices, and acquiring or subscribing e-learning resources, software or platforms for supporting e-learning. Under the principle of school-based management, government schools can flexibly deploy their resources as appropriate to meet their changing operational needs and services that are time-limited, short-term or seasonal in nature for IT in education, including employing their own NCSC IT/technical support staff or engaging IT companies to provide the required technical support services. In fact, it is necessary for government schools to constantly assess the number of NCSC IT/technical support staff to meet their operational needs at different times.

5. The EDB is very concerned about whether the work performed by NCSC staff in government schools should become regular duties along with developments in education policies or school-based operation, and whether it is more appropriate for such work to be taken up by civil servants. To this end, the EDB conducts reviews from time to time and seeks to create civil service posts as and when appropriate. In fact, a total of 157 civil service posts have been created in government schools to replace NCSC positions from the 2014/15 to 2019/20 school years.

6. The EDB will, as always, keep under constant review government schools' operational needs and seek further conversion of NCSC positions to civil service posts as and when appropriate having regard to the pertinent criteria.

Education Bureau
February 2020

**Employment of Full-time^{Note1} Non-civil Service Contract (NCSC)
Teaching Assistants in Government Schools
(Position as at 30 June 2019)**

Length of continuous service	Number (percentage of total)		
	Employment in the same NCSC position ^{Note2}	Employment in different NCSC positions ^{Note3}	Total
Less than 3 years	298	22	320 (86.0%)
3 years to less than 5 years	18	11	29 (7.8%)
5 years or more	16	7	23 (6.2%)
Total	332 (89.2%)	40 (10.8%)	372 (100%)

Note 1: "Full-time" employment means employment under a "continuous contract" as defined by the Employment Ordinance ("EO")(Cap. 57). According to the EO, 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.

Note 2: Employment in NCSC Teaching Assistant position in the same government school without a break in service.

Note 3: Previous employment(s) in NCSC position(s) other than Teaching Assistant in the same government school or NCSC position(s) in different government school(s) without a break in service.