

**Panel on Public Service**

**List of outstanding items for discussion**

(Position as at 14 January 2021)

**Proposed timing  
for discussion**

**1. Efforts in attracting young people to join the government**

The Administration proposes to brief members on the efforts in attracting young people to join the Government.

February 2021

**2. Update on establishing the Civil Service College**

The Administration proposes to update members on the progress of establishing the Civil Service College.

February 2021

At the meetings on 19 October and 16 November 2020, Dr Hon CHIANG Lai-wan suggested that when discussing the overview of training and development for civil servants, matters relating to strengthening civil servants' understanding of the Basic Law and the Law of the People's Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region, as well as the Administration's training plans to nurture young civil servants with potential for advancement should be covered. She requested an early discussion of the overview of training and development for civil servants.

At the meeting on 16 November 2020, Hon LUK Chung-hung proposed that when discussing the overview of training and development for civil servants, the discussion should also cover strengthening civil servants' understanding of the Constitution of the People's Republic of China.

**3. Use of agency workers**

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

1st Quarter 2021

**Proposed timing  
for discussion**

*(Note: At the work plan meeting on 3 November 2020, the Chairman requested the Administration to update members on the position of the subject matter by circulation of an information paper.)*

**4. Civil service-related matters featured in the 2021-2022 Budget**

The Administration proposes to brief members on the civil service-related matters featured in the 2021-2022 Budget.

1st Quarter 2021

**5. 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  
2021

In her letter to the Panel Chairman dated 16 October 2020 (LC Paper No. CB(4)23/20-21(01)) and at the meeting on 19 October 2020, Hon Elizabeth QUAT proposed that the Panel should discuss this topic expeditiously.

*(Note: At the work plan meeting on 3 November 2020, the Chairman requested the Administration to update members on the position of the subject matter by circulation of an information paper.)*

**6. 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  
2021

*(Note: At the work plan meeting on 3 November 2020, the Chairman requested the Administration to update members on the position of the subject matter by circulation of an information paper.)*

**Proposed timing  
for discussion**

**7. Commendation schemes for civil servants and performance management of the civil service**

April – July  
2021

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

At the meeting on 19 October 2020, Dr Hon CHIANG Lai-wan proposed the introduction of a performance-based merit and demerit system in addition to the current civil service disciplinary mechanism.

At the meeting on 16 November 2020, Hon Starry LEE proposed that the Administration should review the performance management system of bureaux/departments and appraisal systems of the civil service, with a view to enhancing the efficiency and effectiveness of the delivery of public services.

*(Note: At the work plan meeting on 3 November 2020, the Chairman requested the Administration to update members on the position of the subject matter by circulation of an information paper.)*

**8. 2021-2022 civil service pay adjustment**

April – July  
2021

The Administration proposes to brief members on the civil service pay adjustment for 2021-2022.

At the meeting on 19 October 2020, Dr Hon Fernando CHEUNG suggested that discussion on this topic should cover matters relating to the income disparity between civil servants in the directorate and upper salary bands and those in the lower salary band.

**9. Employment of persons with disabilities in the civil service**

April – July  
2021

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

**Proposed timing  
for discussion**

*(Note: At the work plan meeting on 3 November 2020, the Chairman requested the Administration to update members on the position of the subject matter by circulation of an information paper.)*

**10. 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  
2021

**11. 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 the Disciplined Services Ordinances.

To be confirmed

**12. Enactment of legislation to prohibit acts of insulting public officers**

During the 2019-2020 session and in two joint letters to the Panel Chairman dated 21 March 2017 and 6 November 2019, Dr Hon CHIANG Lai-wan and Hon Elizabeth QUAT proposed that the Panel should discuss this topic expeditiously.

To be confirmed

As advised by the Civil Service Bureau at the meeting on 17 July 2018 and in its reply letter dated 17 April 2020 (LC Paper No. CB(4)482/19-20(01)) in response to the joint letter from Dr Hon CHIANG Lai-wan and Hon Elizabeth QUAT dated 6 November 2019, the Security Bureau was studying the issue and was conducting researches on the practices of overseas jurisdictions.

At the meeting on 20 April 2020, members agreed to refer the joint letter of Dr Hon CHIANG Lai-wan and Hon Elizabeth QUAT dated 6 November 2019 together with the reply letter from the Administration to the Panel on Security for follow up. The referral memorandum was

**Proposed timing  
for discussion**

issued to members of the Panel on Security vide LC Paper No. CB(2)907/19-20(01) on 4 May 2020.

In her letter to the Panel Chairman dated 16 October 2020 (LC Paper No. CB(4)23/20-21(01)) and at the meeting on 19 October 2020, Hon Elizabeth QUAT reiterated her request for expeditious discussion of the topic.

At the meeting on 19 October 2020, Hon Claudia MO, Dr Hon Fernando CHEUNG, Hon LAM Cheuk-ting and Hon KWONG Chun-yu proposed that the applicability of the proposed legislation to prohibit acts of insulting public officers should be elucidated; they also considered that enactment of legislation to prohibit acts of insulting members of the public by public officers should be discussed.

**13. Spousal benefits to same-sex partners of civil servants**

At the meeting on 21 June 2019, Hon Mrs Regina IP expressed concerns 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 members on the implications of the ruling on the policies of civil service benefits and the relevant matters in due course.

To be confirmed

At the meeting on 19 October 2020, Dr Hon Helena WONG proposed that the Panel should discuss this topic expeditiously.

**14. Fringe benefits under the terms of appointment to the civil service**

At the special meeting on 4 May 2020 and in her letter dated 7 May 2020, Dr Hon CHIANG Lai-wan proposed that the Administration should review the fringe benefits under the terms of appointment to the civil service, including overseas education allowance and housing benefits, and that the issue should be discussed in the

To be confirmed

**Proposed timing  
for discussion**

2019-2020 session.

The Administration's response to the concerns raised by Dr Hon CHIANG Lai-wan was issued to members vide LC Paper No. CB(4)664/19-20(01) on 2 June 2020.

In her letter to the Panel Chairman dated 16 October 2020 (LC Paper No. CB(4)23/20-21(01)) and at the meeting on 19 October 2020, Hon Elizabeth QUAT proposed that the Panel should discuss this topic expeditiously.

**15. Civil service disciplinary matters**

In her letter to the Panel Chairman dated 16 October 2020 (LC Paper No. CB(4)23/20-21(01)) and at the meeting on 19 October 2020, Hon Elizabeth QUAT proposed that the Panel should follow up expeditiously on matters relating civil servants breaching the Civil Service Code and breaking the law.

To be confirmed

At the meeting on 19 October, 2020, Hon Andrew WAN and Hon KWONG Chun-yu requested for a briefing on disciplinary regulation of staff of disciplined services.

**16. Grade structure review for the disciplined services grades**

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 ("GSR") 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 GSR should be conducted for the disciplined services grades once every ten years. The relevant Legislative Council Brief was issued to Members on 11 October 2018.

To be confirmed

At the meeting on 20 January 2020, members received views from relevant staff unions/associations on the

**Proposed timing  
for discussion**

subject.

In her letter to the Panel Chairman dated 16 October 2020 (LC Paper No. CB(4)23/20-21(01)) and at the meeting on 19 October 2020, Hon Elizabeth QUAT proposed that the Panel should follow up on the progress of the GSR for the disciplined services grades expeditiously.

**17. Grade structure review for lifeguards of the Leisure and Cultural Services Department**

At the meeting on 19 October 2020, Hon LUK Chung-hung proposed that the Panel should discuss this topic expeditiously.

To be confirmed

**18. Matters relating to the roles, functions and governance of civil servants working at the Radio Television Hong Kong**

At the meeting on 19 October 2020, Hon Claudia MO proposed that the Panel should discuss matters relating to the roles and functions of civil servants working at the Radio Television Hong Kong, as well as the measures to ensure that they can strike a balance between pledging allegiance to the Hong Kong Special Administrative Region ("HKSAR") and the HKSAR Government whilst achieving editorial independence.

To be confirmed

At the meeting on 19 October 2020, Hon Steven HO proposed that a joint meeting be held with the Panel on Information Technology and Broadcasting to discuss the way forward for the Radio Television Hong Kong.

**19. Regulate the outsourcing regime of subvented organizations**

At the meeting on 19 October 2020, Hon LUK Chung-hung proposed that the Panel should discuss this topic with a view to protecting the rights of relevant employees employed under outsourced service contracts.

To be confirmed

**Proposed timing  
for discussion**

**20. The financial situation and establishment of Hongkong Post operating under trading fund principles**

At the work plan meeting on 3 November 2020, the Chairman proposed that a joint meeting be held with the Panel on Economic Development to discuss this topic.

To be confirmed

At the meeting on 16 November 2020, Hon LUK Chung-hung proposed to discuss issues relating to the remuneration packages and workload of staff of the Hongkong Post.

**21. Retirement benefits for civil servants employed under the civil service new entry system**

At the work plan meeting on 3 November 2020, the Chairman proposed that the Panel should discuss this topic.

To be confirmed

**22. 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.

To be confirmed