

**Panel on Public Service**

**List of outstanding items for discussion**

(Position as at 15 April 2021)

**Proposed timing  
for discussion**

**1. 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

May 2021

**2. Targeted measures for protection of government employees under the epidemic**

The Administration proposes to brief members on the targeted measures for protection of government employees under the epidemic.

May 2021

**3. 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.

June – 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 as soon as possible.

*(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. 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.

June – July  
2021

**Proposed timing  
for discussion**

In her letter to the Panel Chairman dated 7 April 2021 (LC Paper No. CB(4)747/20-21(01)), Hon Mrs Regina IP expressed concern on this topic and requested information from the Administration.

*(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.)*

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

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

June – July  
2021

At the meetings on 19 October 2020 and 17 February 2021, Dr Hon CHIANG Lai-wan proposed to discuss 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.

At the meeting on 18 January 2021, Hon Tony TSE called on the Administration to accord priority to discuss this topic.

At the meeting on 17 February 2021, Hon Steven HO proposed that the Administration should explain to members about the performance management system and appraisal system of the civil service.

*(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**

**6. 2021-2022 civil service pay adjustment**

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

June – July  
2021

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.

**7. 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.

June – 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.)*

**8. 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

**9. 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 as soon as possible.

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

**Proposed timing  
for discussion**

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 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 subsequent meetings, Hon Elizabeth QUAT reiterated her request for early 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.

At the meetings on 18 January and 17 February 2021, Hon Tony TSE and Hon Steven HO respectively called on the Administration to accord priority to discuss this topic.

**10. 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

**Proposed timing  
for discussion**

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

**11. 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 2019-2020 session.

To be confirmed

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 as soon as possible.

**12. 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 as soon as possible 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.

**Proposed timing  
for discussion**

**13. 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 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 as soon as possible.

At the informal meeting for policy briefing by videoconferencing on 28 December 2020, the Chairman, the Deputy Chairman, Hon Mrs Regina IP and Hon Elizabeth QUAT called on the Administration to report the results of the GSR for the disciplined services grades to the Panel as soon as possible.

**14. 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 as soon as possible.

To be confirmed

**Proposed timing  
for discussion**

**15. 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.

**16. 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

**17. 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.

**Proposed timing  
for discussion**

**18. 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

**19. 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

**20. Use of agency workers**

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

To be confirmed

Information paper from the Administration was issued to members vide LC Paper No. CB(4)429/20-21(01) on 25 January 2021.