

立法會

Legislative Council

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Report of the Panel on Public Service for submission to the Legislative Council

Purpose

This report gives an account of the work of the Panel on Public Service ("the Panel") during the 2020-2021 legislative session. It will be tabled at the Council meeting of 13 October 2021 in accordance with Rule 77(14) of the Rules of Procedure of the Legislative Council.

The Panel

2. The Panel was formed by a resolution passed by the Legislative Council on 8 July 1998 and as amended on 20 December 2000, 9 October 2002, 11 July 2007 and 2 July 2008 for the purpose of monitoring and examining government policies and issues of public concern relating to the civil service and government-funded public bodies, and other public service organizations. The terms of reference of the Panel are in **Appendix I**.

3. The Panel comprises 14 members, with Hon KWOK Wai-keung and Hon POON Siu-ping elected Chairman and Deputy Chairman of the Panel respectively. The membership list of the Panel is in **Appendix II**.

Major work

Implementation of the requirement for civil servants and government staff appointed on non-civil service terms to take oath or sign declaration

4. The Administration introduced, in October 2020 and January 2021 respectively, the arrangements for requiring new appointees to the civil service and serving civil servants to take an oath or sign a declaration to uphold the Basic Law of the Hong Kong Special Administrative Region of the People's Republic of China ("the Basic Law"), bear allegiance to the Hong Kong Special Administrative Region of the People's Republic of China ("HKSAR"), be dedicated to their duties and be responsible to the

HKSAR Government. The relevant declaration requirement was subsequently extended in May 2021 to all government staff appointed on non-civil service terms ("non-civil service government staff") on or after 1 July 2020. The Administration briefed Panel members on the updated progress of implementing the oath-taking/declaration requirement in a number of Panel meetings in this session.

Civil servants

5. Panel members were advised that as at September 2021, all civil servants joining the HKSAR Government on or after 1 July 2020 (around 11 000 in total) had signed the declaration. As for civil servants who joined the HKSAR Government before 1 July 2020 (about 170 000 in total), the great majority of them had signed the declaration and 129 civil servants had neglected or refused to duly sign and return the declaration. All civil servants appointed to senior positions had also taken an oath or would be arranged to do so.¹

6. Some members were of the view that the oath-taking/declaration requirement served the purpose of reminding civil servants of their basic responsibilities and obligation to uphold the Basic Law, bear allegiance to HKSAR and be responsible to the HKSAR Government. Noting that 129 civil servants had neglected or refused to duly sign and return the declaration, these members considered that as these civil servants had refused to acknowledge their responsibilities as civil servants, the Administration should impose stringent punishment on them, such as immediately suspending their duties, withholding their pensions and forbidding them from working in the Government in future.

7. The Administration advised that as it had lost confidence in these officers continuing to discharge duties as civil servants, it had, based on the facts of each case, taken follow-up actions, including requiring the civil servants concerned to retire from the service in the public interest under section 12 of the Public Service (Administration) Order, or terminating the service of the probationers concerned in accordance with the relevant provisions of the Civil Service Regulations. Advice had been sought from the Department of Justice on the proper approach of handling these cases. As at end August 2021, the great majority of the 129 civil servants had left the Government. The service of the remaining officers would be terminated shortly.

¹ At present, all prospective appointees who have received conditional offers of appointment by relevant departments/bureaux/grades should sign a declaration as one of the conditions for appointment.

8. Members expressed concern as to how the Administration could ensure that all civil servants, in particular those who had right of abode in foreign countries, would sincerely uphold the Basic Law and bear allegiance to HKSAR. They urged the Administration to formulate measures or establish a mechanism to monitor that serving civil servants who took the oath/signed the declaration would genuinely uphold the Basic Law and bear allegiance to HKSAR.

9. The Administration advised that according to the Basic Law, all public servants of the HKSAR Government must be dedicated to their duties and be responsible to the HKSAR Government, regardless of their nationalities or the passports they were holding. The Basic Law did not stipulate any requirement on the nationality of civil servants or the passports they were holding. The Administration was open to public views as to whether civil servants should be allowed to hold foreign passports. The Administration further advised that the case of a civil servant who was involved in any misconduct which also breached the oath/declaration would be dealt with according to the established civil service disciplinary mechanism.

10. Members were also concerned that some civil servants were unsure about what words and actions would constitute a breach of the oath/declaration, and whether the oath-taking/declaration requirement would affect civil service unions' negotiations with the Administration over salary and benefits issues.

11. The Administration advised that civil servants' freedom of speech, of assembly, of demonstration, and so forth was enshrined in the Basic Law. There was no objection to individual civil servants participating in peaceful and lawful public order events in their personal capacity, as long as that did not give rise to any conflict of interest with their official duties, and would not be perceived as compromising the principle of maintaining impartiality and political neutrality when discharging their duties. As regards civil service unions registered under the Trade Unions Ordinance (Cap. 332), the oath-taking/declaration requirement would not affect their communication with the Administration over issues relating to civil servants' rights and benefits in accordance with the aegis of the provisions of the Ordinance and the constitutions of the respective unions.

Non-civil service government staff

12. Members noted that as at end August 2021, more than 18 000 serving full-time and 8 000 serving part-time non-civil service government staff who were employed between 1 July 2020 and 21 May 2021 had duly signed and

returned the declaration, and 149 full-time and around 380 part-time non-civil service government staff had neglected or refused to do so. Around half of the 149 full-time non-civil service government staff who neglected or refused to duly sign and return the declaration had left the Government, whereas the service of the remaining some 70 full-time non-civil service government staff who failed to provide reasonable explanation for their neglect or refusal to duly sign and return the declaration had been terminated by their respective bureaux and departments ("B/Ds"). All of the some 380 part-time non-civil service government staff who neglected or refused to duly sign and return the declaration had left the Government.²

13. Having regard that the remuneration of staff of government-funded bodies was paid for by public money, members had been requesting the Administration to extend the oath-taking/declaration arrangements to employees of government-funded bodies. The Administration advised that the Chief Secretary for Administration was coordinating the relevant work and would announce the detailed arrangements in due course.

Civil service workforce

Civil service establishment, strength, retirement, resignation, age profile and gender profile

14. The Administration briefed Panel members on the overview of the civil service establishment, strength, retirement, resignation, age profile and gender profile at the Panel meeting in May 2021. Panel members noted that as announced in the Chief Executive's 2020 Policy Address, there would be zero growth in the civil service establishment in 2021-2022 in order to contain the growth in establishment expenditure.

15. While members in general welcomed the Administration's decision to have zero growth in the civil service establishment in 2021-2022, they noted with concern that as at 31 March 2021, the difference between the establishment and strength of the civil service had reached about 14 000 posts. Some members were concerned about the recruitment and resignation situation in the civil service upon the implementation of the oath-taking/declaration arrangements, and whether the remuneration package offered by the civil service had lost its attractiveness when

² Since the introduction of the requirement for newly-recruited non-civil service government staff to sign the declaration, the signing of declaration is one of the conditions for employment for all prospective non-civil service government appointees who have received conditional offers of appointment by the HKSAR Government on or after 22 May 2021.

compared to that offered by the private sector. Some members were worried that the workload of civil servants might substantially increase, and as a result civil service morale as well as the quality of public services might be adversely affected. They suggested that the Administration should review the structure and operations of B/Ds, and ensure that there were adequate manpower resources to meet their operational needs during recruitment freeze.

16. The Administration advised that the vacancy rate of the civil service ranged from 4% to 7.5% in the past five years. The increase in the vacancy rate was due to the significant growth of the civil service establishment and the retirement wave in recent years. The resignation rate was 1.05% of the strength in 2020-2021 and the numbers of resignees in the civil service in 2020-2021 was largely the same as in 2019-2020. B/Ds were encouraged to enhance their effectiveness through re-prioritization, internal redeployment and streamlining of work processes. Recruitment exercises would still be conducted in 2021-2022 to fill the vacancies arose from retirement and new civil service posts to take forward new initiatives. The Administration would also keep in view the manpower and succession planning in the civil service and provide civil servants with the necessary and adequate support to help them perform their duties.

Extension of the service of civil servants

17. In January 2021, the Panel received a briefing by the Administration on the progress of implementing various measures for extending the service of civil servants. Members noted that as at the application deadline (i.e. 16 September 2020), about 47 000 (83%) out of the 56 000 serving civil servants who joined the Government between 1 June 2000 and 31 May 2015 had chosen to retire at the age of 65 (for civilian grades) or 60 (for disciplined services grades, regardless of ranks) ("the Option").

18. Having regard that only 52% of the eligible civil servants on the Directorate/Directorate (Legal) Pay Scale had taken the Option, a member expressed concern about the possible succession problem in the leadership of the civil service. On the other hand, a question was raised as to whether there would be promotion blockage as about 47 000 civil servants had taken the Option. The Administration advised that as most of the eligible civil servants would only reach their retirement age about 15 to 25 years later, B/Ds should have sufficient time to make succession planning systematically. The Administration would keep in view the manpower situation, staff morale and succession planning in the civil service after the implementation of the Option.

19. Pointing out that many disciplined services staff were still healthy and willing to work when they retired, some members suggested that the Administration should review the retirement age of disciplined services staff to help alleviate the manpower shortage of disciplined services and retain expertise and experience. The Administration advised that the Hong Kong Police Force had launched a scheme on 1 April 2021 for all serving police officers at non-directorate level who joined the Government before 1 June 2000 to apply for extending their service beyond the retirement age up to the age of 60. The Chief Executive had also given in-principle approval for other disciplined services departments to explore launching a similar scheme.

Non-civil service employment

20. In this session, members continued to follow up the employment of non-civil service contract ("NCSC") staff by the Government. Members were of grave concern that there were 11 027 full-time NCSC staff as at 30 June 2020, while 3 340 of them had continuously served the Government for five years or more. Members asked the reasons for the long tenure of these NCSC staff. They urged the Administration to review the employment situation of NCSC staff and the NCSC Scheme as well as to replace NCSC positions with civil service posts. Some members considered that the Administration should implement facilitation measures to help NCSC staff, in particular those with professional knowledge/occupation skills, join the civil service so as to retain experience and expertise.

21. The Administration advised that B/Ds regularly reviewed the employment situation of NCSC staff and replaced the NCSC positions with long-term operational and service needs by civil service posts. However, it was inevitable for B/Ds to engage a certain number of NCSC staff to meet operational and service needs that were time-limited or seasonal in nature or subject to market fluctuations. As regards the appointments to the civil service, NCSC staff should generally enjoy a competitive edge over other applicants because of their working experience.

Pay and conditions of service

2021-2022 civil service pay adjustment

22. The Chief Executive-in-Council decided on 15 June 2021 that the pay for civil servants in the upper, middle and lower salary bands and the directorate should be frozen in 2021-2022 with retrospective effect from 1 April 2021. The Panel discussed the matter at its meeting in June 2021.

23. Some members relayed the disappointment of some staff side representatives over the Administration's pay freeze decision, and expressed concern that the pay freeze arrangement would have adverse impact on the livelihood of civil servants at junior ranks and the civil service morale. There were suggestions that the Administration should offer a pay rise that could catch up with inflation or provide assistance to civil servants in the lower salary bands so as to alleviate their financial pressure. Some members, on the other hand, considered that the civil service pay freeze decision was a wise one given that many industries had been hit hard by the Coronavirus Disease 2019 ("COVID-19") epidemic.

24. The Administration explained that the decision for a pay freeze in 2021-2022 was made in accordance with the established mechanism having regard to six factors, namely the net pay trend indicators, the state of Hong Kong's economy, changes in the cost of living, the Government's fiscal position, the pay claims of the staff side and civil service morale. It considered the 2021-2022 civil service pay adjustment an informed decision in the face of the uncertain future economic condition.

25. Some members called on the Administration to improve the Pay Trend Survey ("PTS") methodology and review the arrangement of deducting the payroll cost of increments from each salary band to arrive at the net pay trend indicators. The Administration advised that each year before PTS began, the Pay Trend Survey Committee would review the survey methodology and the survey fields. As over 50% of the companies participating in the 2021 PTS still took merit pay as one of the considerations when deciding on the pay adjustment for their employees but failed to provide the percentages of pay adjustment attributable to special merit pay, the Administration considered it reasonable to maintain the payroll cost of increments deduction arrangement.

Medical and dental benefits

26. The Panel regularly monitored the provision of medical and dental benefits for civil service eligible persons ("CSEPs"). Noting that the Pilot Scheme on Civil Service Chinese Medicine Clinics was well received by CSEPs, members urged the Administration to conduct a review of the pilot scheme as early as practicable so as to improve and expand the provision of services. The Administration advised that feedback from the service users was being collected by questionnaire and the review of the pilot scheme was planned for completion in 2021. The Administration would map out the way forward of the pilot scheme and explore increasing the service capacity of the services to cater for the significant demand of CSEPs.

27. In response to members' request for the provision of post-retirement medical benefits for civil servants appointed on the New Permanent Terms of Appointment, the Administration advised that it had to make thorough and careful consideration as any changes in the policy relating to civil service medical benefits might give rise to significant financial implications. That said, the Administration would explore the feasibility of providing these civil servants with some forms of medical support after their retirement.

28. With a view to providing better protection for civil servants and helping release the burden on public healthcare sector, some members suggested that the Administration should take out medical insurance for CSEPs or encourage them to take out medical insurance. The Administration advised that it was encouraging civil servants to take out medical insurance provided under the Voluntary Health Insurance Scheme for better retirement protection. However, when deciding whether to take out medical insurance for CSEPs, factors including the quality of the medical services covered by medical insurance, financial implications, benefits, etc., had to be carefully and thoroughly considered.

Mainland and local education allowance

29. At its meeting in April 2021, the Panel was consulted on the Administration's proposal to expand the scope of Local Education Allowance ("LEA")³ to cover primary and secondary education in the Mainland and rename LEA as "Mainland and Local Education Allowance". The funding proposal was considered and approved by the Finance Committee ("FC") at its meeting on 2 July 2021.

30. Members in general welcomed the Administration's proposal. Some members called on the Administration to expand the scope of the proposed Mainland and Local Education Allowance to cover civil servants who were appointed on or after 1 June 2000, and cover tertiary education in the Mainland until the children of eligible civil servants reached the age of 19 (i.e. the maximum age limit for claiming LEA).⁴ The Administration explained that it was not advisable to make any changes that would deviate from the original scope and policy intent of the LEA scheme. LEA had

³ The Government provides LEA to civil servants who were appointed before 1 June 2000 in the package of fringe benefits to pay part of the fees for the primary and secondary education of their children in Hong Kong.

⁴ According to the prevailing general rules for claiming LEA, the duration of primary and secondary education of a civil servant's children in an approved school up to the end of the accounting period during which the eligible child reaches the age of 19, or until the officer leaves the service, whichever is earlier.

no longer been included in the package of fringe benefits available to the civil servants who were offered appointment on or after 1 June 2000, following the Administration's review of the terms and conditions of their employment. The staff sides were generally in support of the proposal. In addition, Hong Kong students pursuing undergraduate studies in designated Mainland institutions could apply for financial support under the Mainland University Study Subsidy Scheme launched by the Education Bureau.

Training and development for civil servants

31. The Panel continued to follow up with the Administration on the training and development for civil servants and the establishment of the Civil Service College ("the College"). The Panel was also consulted on the proposal to create a new one-rank grade post of Head of the Civil Service College ("Head of the College") and the funding proposal for the Kwun Tong Composite Development ("KTCD") Project, which involved the construction of the long-term accommodation for the College and a range of community and welfare facilities. The staffing proposal was endorsed by the Establishment Subcommittee ("ESC") at its meeting on 23 July 2021 and approved by FC at its meeting on 13 August 2021. The funding proposal of KTCD Project was endorsed by the Public Works Subcommittee at its meeting on 15 September 2021 and would be submitted to FC for approval.

32. Members noted at the Panel meeting in June 2021 that the Administration planned to expedite and establish the College in 2021 by upgrading the Civil Service Training and Development Institute's existing facilities in North Point Government Offices, so as to enable the premises to be used as the College's interim accommodation. The Administration would proactively press ahead with the construction work of the long-term accommodation for the College.

33. While members supported the Administration's proposals to establish the College and create the post of Head of the College, they raised concern over the duties, responsibilities and entry requirements of the post, and whether the terms and form of employment could attract suitable talents for the post. The Administration advised that the Head of the College would be required to work with the relevant departments to press ahead with the construction works of the College, set the direction for the future planning and development of the College, and formulate the policy and strategy in delivering and enhancing civil service training. The Head of the College would also be required to establish network with government officials, senior professionals and experts from local academic

institutions as well as counterparts in the Mainland and overseas to explore collaboration. Given the qualifications and expertise required of the post, the Administration pitched the post at the D6 level. The officer filling the post would be appointed on civil service agreement terms for three years and selected through an open recruitment exercise.

34. On the software front, members were concerned about the provision of national studies training for civil servants at various levels by the Administration. They called on the Administration to organize more training programmes on national studies for civil servants and ensure that they had an accurate understanding of the concept behind the "The Law of the People's Republic of China on Safeguarding National Security in the Hong Kong Special Administrative Region".

35. The Administration advised that it had in recent years enhanced substantially the national studies training for all levels of civil servants. Apart from local seminars, the Administration had been working with nine Mainland institutions to run relevant training programmes in the Mainland. Thematic visits to the Mainland were arranged to cater for job-specific requirements of staff. The Administration was reviewing the national studies and the Basic Law training for civil servants and would enrich the coverage on topics on national security.

Grade structure review for the disciplined services grades

36. At its meeting in July 2021, the Panel received a briefing by the Administration on the findings and recommendations of the Standing Committee on Disciplined Services Salaries and Conditions of Service ("SCDS") in relation to the grade structure review ("GSR") for the disciplined services grades. Relevant staff unions/associations were invited to submit views on the issue to the Panel. The proposals recommended in the GSR were endorsed by ESC at its meeting on 27 August 2021 and approved by FC at its meeting on 24 September 2021.

37. Noting that the proposed entry pay point and maximum pay point of the Immigration Assistant ("IA") grade were still lower than those of comparable grades in other disciplined services, members called on the Administration to reconsider the request raised by the staff sides of the Immigration Department ("ImmD") for aligning the pay scales of the IA grade with those of comparable grades in other disciplined services. Members considered it unfair that ImmD staff could not have equal pay with their counterparts in other disciplined services departments.

38. The Administration advised that SCDS had examined the scope, complexity and conditioned hours of work as well as the recruitment, retention and career progression of the IA grade. As the average wastage of the IA rank in the past five years was the second highest as compared with its comparable ranks in the disciplined services, SCDS recommended narrowing the existing pay difference between IAs and their counterparts in other disciplined services. However, as the conditioned hours of work for ImmD was different from other disciplined services departments, SCDS suggested preserving the pay relativity between the IA grade and its comparable grades in other disciplined services.

39. In respect of members' suggestion of aligning the conditioned hours of work of the disciplined services departments, the Administration advised that conditioned hours of work varied among the disciplined services and were laid down in accordance with their operational needs and other relevant considerations. Thorough considerations had to be made before making changes to the conditioned hours of work of disciplined services grades.

Manpower situation of the lifeguards of the Leisure and Cultural Services Department

40. Members followed up with the Administration in August 2021 the manpower situation of the lifeguards of the Leisure and Cultural Services Department ("LCSD"). Relevant staff unions/associations were invited to give views on the issue.

41. Members were dissatisfied that the shortage problem of LCSD's lifeguards had remained unresolved for many years and subsequently led to suspension of services of some public swimming pools, gazetted beaches and water sports centres (hereinafter referred to as "the aquatic venues"). They cautioned that upon the opening of Water World Ocean Park and more private swimming pools, the competition for seasonal lifeguards would be keener and the problem would be aggravated. The Administration advised that as at 1 August 2021, LCSD employed a total of 1 764 lifeguards, while 1 467 of them were on long-term employment. Although there were no proven and persistent recruitment difficulties for civil service lifeguards, challenge was faced by LCSD in the recruitment of seasonal lifeguards in 2021. Due to the COVID-19 pandemic, selection interviews and trade tests for seasonal lifeguards in 2021 were delayed and had gravely affected the progress of the recruitment exercises.

42. Members suggested that the Administration should employ more civil service lifeguards to address the shortage problem of LCSD's lifeguards. They also urged the Administration to consider introducing a separate grade for civil service lifeguards to recognize the professional nature of their work. Some members called on the Administration to review and improve the structure, composition, remuneration packages and career prospects of LCSD's lifeguards.

43. The Administration advised that GSRs would only be considered for individual non-directorate civilian civil service grades when: (a) the grades had proven and persistent recruitment and retention difficulties which could not be resolved through the regular pay surveys under the Improved Civil Service Pay Adjustment Mechanism; or (b) there were fundamental changes to the job nature, job complexity and level of responsibilities of the grades. Civil service lifeguards did not meet either of the above criterion. That said, LCSD had been increasing the number of civil service lifeguards. LCSD would also introduce measures to attract more qualified persons to apply for the post of seasonal lifeguards. In the long run, LCSD would examine in a holistic approach the utilization and service demand of its aquatic venues. The functions, roles and work patterns of staff (including lifeguards) at aquatic venues would need to be reviewed, enhanced and augmented.

Efforts in attracting young people to join the Government

44. Members noted that the Administration implemented a series of initiatives, including a number of internship schemes, to promote job opportunities for the youth and attract young people to join the Government. At the Panel meeting in February 2021, members expressed support for the Administration to make more efforts in attracting young people to join the Government. They considered that such efforts could help mitigate the current unemployment situation of the youth, and that tapping the pool of young talents could bring vitality and creativity to the civil service.

Fight against the Coronavirus Disease 2019 pandemic

Participation of civil servants in the fight against the pandemic

45. The COVID-19 pandemic has brought unprecedented impacts both locally and internationally. At the Panel meeting in March 2021, the Administration briefed members on the participation and concerted effort of civil servants in the fight against the pandemic. Members thanked the civil servants and medical staff who had participated in the anti-epidemic

work. They were of the view that the Administration should give these civil servants commendation to recognize their contributions.

46. Members were concerned as to whether any manpower deployment mechanism was in place to facilitate the implementation of anti-epidemic measures. The Administration advised that as extensive manpower was required for introducing various anti-epidemic measures, B/Ds had, apart from implementing measures under their respective purview, mobilized their staff to support the anti-epidemic work during different stages of the epidemic. While some government staff had taken part in anti-epidemic operations on a voluntary basis, other government staff who were required to work beyond their conditioned hours would be compensated by time-off in lieu or overtime allowance where appropriate. The Administration would, depending on the development of the epidemic situation and actual needs, continue to flexibly deploy manpower to support the anti-epidemic efforts.

Protection of government employees under the epidemic

47. Members noted that the Government implemented targeted measures for protecting the health and safety of government employees under the epidemic, such as the provision and enhancement of protective gears and adjustments to mode of operation and service to minimize contact among employees and flow of people in government offices.

48. Noting that there were a total of 200 confirmed cases involving government employees, members were concerned as to whether government employees were equipped with sufficient personal protective gears. They also expressed concern as to whether the Administration had provided extra support to the outsourced services contractors to ensure that their frontline staff were equipped with the necessary personal protective gears.

49. The Administration assured members that necessary personal protective gears had been provided to healthcare workers and frontline staff even when the market was in short supply at the beginning of the outbreak of the epidemic. The majority of the confirmed cases involving government employees were infected in the community. Relevant B/Ds had taken necessary infection control measures to prevent an outbreak of COVID-19 in the government buildings or offices. The Administration had provided extra support to the contractors in the provision of personal protective gears to their frontline staff.

Vaccination

50. The Administration briefed members on the vaccination of government and key public service sector employees at the Panel meeting in September 2021. Members were advised that as at early September 2021, the first dose take-up rate among the entire civil service had exceeded 90%. With effect from 2 August 2021, all government employees had been subjected to vaccination in lieu of regular testing arrangement.⁵ Starting from 1 September 2021, save for those who were unfit to receive the COVID-19 vaccination because of medical conditions supported by a medical certificate, all government employees who had not received their first dose of the COVID-19 vaccine should take the regular polymerase chain reaction-based nucleic acid tests for COVID-19 at Community Testing Centres outside working hours and pay for these tests at their own expense.

51. Members urged the Administration to introduce more measures to encourage and motivate all government employees to get vaccinated as early as possible, and extend the vaccination in lieu of regular testing arrangement to all employees of government-funded bodies.

Job Creation Scheme

52. To relieve the worsening unemployment situation due to the epidemic and the anti-epidemic measures, the Administration had earmarked \$6.6 billion under the Anti-epidemic Fund in 2020 to implement the Job Creation Scheme to create around 30 000 time-limited jobs in the public and private sectors within two years for people of various skill sets and academic qualifications. In view of the persistently high unemployment rate, the Administration announced in the 2021-2022 Budget to further earmark \$6.6 billion to create an additional 30 000 time-limited jobs. The Administration updated Panel members on the implementation progress of the Scheme in July 2021.

53. Members requested the Administration to expedite the recruitment process, so that all the jobs created under the Job Creation Schemes could be filled in a timely manner. The Administration advised that it targeted to create 31 000 time-limited jobs within two years under the

⁵ The vaccination in lieu of regular testing arrangement has been implemented for frontline government employees since 31 May 2021. The first phase covered frontline government employees who are regularly involved in enforcement, inspection and investigation duties and have frequent and close contact with members of the public, or are involved in high risk duties. This arrangement has been expanded to cover all government employees since 2 August 2021.

Job Creation Scheme 1.0. Since the recruitment exercises were conducted by individual organizations according to their actual circumstances, some of the organizations might need more time to conduct the exercises. The Administration had been working closely with them to expedite the recruitment process, and aimed to fill all the jobs created under the Job Creation Scheme 1.0 by 2021.

54. Members also urged the Administration to consider putting forward more job creation proposals for practitioners in the tourism industry. The Administration advised that it was open to any feasible proposals for creating time-limited jobs put forth by industries hit hard by the epidemic.

Other issues

55. During the current legislative session, the Panel also received briefings from the Administration on the policy initiatives of the Civil Service Bureau featured in the Chief Executive's 2020 Policy Address and civil service-related matters featured in the 2021-2022 Budget.

Panel meetings held

56. During the period between October 2020 and September 2021, the Panel held a total of 13 meetings including an informal meeting for policy briefing by videoconferencing. A meeting has been scheduled for October 2021 to receive a briefing from the Administration on the policy initiatives of the Civil Service Bureau featured in the Chief Executive's 2021 Policy Address.

Council Business Division 4
Legislative Council Secretariat
30 September 2021

Legislative Council

Panel on Public Service

Terms of Reference

1. To monitor and examine Government policies and issues of public concern relating to the civil service and Government-funded public bodies, and other public service organizations.
2. To provide a forum for the exchange and dissemination of views on the above policy matters.
3. To receive briefings and to formulate views on any major legislative or financial proposals in respect of the above policy areas prior to their formal introduction to the Council or Finance Committee.
4. To monitor and examine, to the extent it considers necessary, the above policy matters referred to it by a member of the Panel or by the House Committee.
5. To make reports to the Council or to the House Committee as required by the Rules of Procedure.

**Legislative Council
Panel on Public Service**

Membership list for 2020-2021 session*

Chairman	Hon KWOK Wai-keung, JP
Deputy Chairman	Hon POON Siu-ping, BBS, MH
Members	Hon Jeffrey LAM Kin-fung, GBS, JP Hon Mrs Regina IP LAU Suk-ye, GBM, GBS, JP Hon Steven HO Chun-yin, BBS, JP Hon LEUNG Che-cheung, SBS, MH, JP Hon Elizabeth QUAT, BBS, JP Hon Martin LIAO Cheung-kong, GBS, JP Dr Hon CHIANG Lai-wan, SBS, JP Hon SHIU Ka-fai, JP Dr Hon Pierre CHAN Hon CHAN Chun-ying, JP Hon LUK Chung-hung, JP Hon Tony TSE Wai-chuen, BBS, JP (Total : 14 members)
Clerk	Mr Colin CHUI (up to 17 January 2021) Ms Wendy JAN (since 18 January 2021)
Legal Adviser	Miss Joyce CHAN

* Changes in membership are shown in Annex.

Annex to Appendix II

Legislative Council Panel on Public Service

Changes in membership

Member	Relevant date
Hon James TO Kun-sun	Up to 19 October 2020
Hon HUI Chi-fung	Up to 19 October 2020
Hon Tommy CHEUNG Yu-yan, GBS, JP	Up to 20 October 2020
Hon SHIU Ka-chun	Up to 21 October 2020
Prof Hon Joseph LEE Kok-long, SBS, JP	Up to 26 October 2020
Hon Claudia MO	Up to 1 November 2020
Hon Charles Peter MOK, JP	Up to 10 November 2020
Hon IP Kin-yuen	Up to 10 November 2020
Hon Jeremy TAM Man-ho	Up to 11 November 2020
Dr Hon Helena WONG Pik-wan	Up to 12 November 2020
Hon WU Chi-wai, MH	Up to 12 November 2020
Hon LAM Cheuk-ting	Up to 12 November 2020
Hon Andrew WAN Siu-kin	Up to 12 November 2020
Hon KWONG Chun-yu	Up to 12 November 2020
Dr Hon Fernando CHEUNG Chiu-hung	Up to 18 November 2020
Hon Jimmy NG Wing-ka, BBS, JP	Up to 2 December 2020
Hon MA Fung-kwok, GBS, JP	Up to 3 December 2020
Hon LAU Kwok-fan, MH, JP	Up to 3 December 2020
Hon Holden CHOW Ho-ding	Up to 3 December 2020
Hon CHEUNG Kwok-kwan, JP	Up to 3 December 2020
Hon CHAN Han-pan, BBS, JP	Up to 6 December 2020
Hon Christopher CHEUNG Wah-fung, SBS, JP	Up to 6 December 2020
Hon WONG Ting-kwong, GBS, JP	Up to 8 December 2020
Hon Starry LEE Wai-king, SBS, JP	Up to 23 December 2020
Hon Vincent CHENG Wing-shun, MH, JP	Up to 11 January 2021
Hon CHAN Hak-kan, BBS, JP	Up to 14 January 2021

For **changes in the Legislative Council Membership**, please refer to the link below:
(<https://www.legco.gov.hk/general/english/members/yr16-20/notes.htm>)