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**Replies to supplementary questions raised by Finance Committee Members in examining the
Estimates of Expenditure 2014-15**

Director of Bureau : Secretary for the Civil Service

Session No. : 1

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CONTROLLING OFFICER'S REPLY

S-CSB01

(Question Serial No. S0009)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)

Director of Bureau: Secretary for the Civil Service

This question originates from: Estimates on Expenditure Volume 1 Page 311

Question (Member Question No.):

The Administration does not have any statistics on individual department's working hours, overtime hours, ranks and posts of officers who had worked overtime, and whether non-civil service contract staff were required to work overtime etc. As such, will the Administration inform this Committee of the methods/criteria adopted to "continue to keep the size of the civil service establishment under control, while maintaining effectiveness and allowing a justified increase to address manpower needs including those arising from new and improved services"?

Asked by: Hon. CHAN Yuen-han

Reply:

In 2014-15, the Government will continue to keep the civil service establishment under control, while maintaining effectiveness and allowing a justified increase to address manpower needs of bureaux and departments (B/Ds) in implementing new policy initiatives and improving existing services. As a matter of policy, additional civil service posts will be created when the operational need is fully justified, when the work involved cannot be undertaken by re-deployment of existing staff, and when alternative modes of service delivery (e.g. automation, outsourcing, etc.) are considered inappropriate. Individual B/Ds are fully aware of the workload and manpower deployment of their civil servants and non-civil service contract staff. To allow flexibility in meeting their staffing needs, B/Ds may create or delete posts in existing non-directorate ranks provided that their respective establishment ceiling is not exceeded. They may also, having regard to the operational need and other considerations, decide on their own the number and grade of civil servants to be recruited. In addition, B/Ds may put forward proposal for additional manpower if considered necessary. In considering the growth of the civil service establishment, the Government will examine the proposals for additional manpower from B/Ds according to the established mechanism. We will also take into account other relevant factors, such as the overall financial situation and long-term financial commitment of the Government.

CONTROLLING OFFICER'S REPLY

S-CSB02

(Question Serial No. S0014)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)

Director of Bureau: Secretary for the Civil Service

This question originates from: Estimates on Expenditure Volume 1 Page 311

Question (Member Question No.):

Electrical and Mechanical Services Department has been employing more than 1 000 full-time non-civil service contract staff for 2 consecutive years, why?

Asked by: Hon. KWOK Wai-keung

Reply:

Among the 1 579 and 1 336 full-time^(Note) non-civil service contract (NCSC) staff employed by the Electrical and Mechanical Services Department (EMSD) as at 30 June 2012 and 30 June 2013 respectively, about 80% were employed to deliver services in the Department's trading fund arm (e.g. ad hoc or time-limited consultancy work, project management, maintenance, etc.) which fluctuated according to changes in market demand. The remaining were employed mainly as apprentices for training purpose on a time-limited basis, in collaboration with the Vocational Training Council.

Note : "Full-time" means the employment is on a "continuous contract" as defined by the Employment Ordinance, namely an employee who works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

CONTROLLING OFFICER'S REPLY

S-CSB03

(Question Serial No. S0015)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)

Director of Bureau: Secretary for the Civil Service

This question originates from: Estimates on Expenditure Volume 1 Page 311

Question (Member Question No.):

Will the Civil Service Bureau urge the Electrical and Mechanical Services Department to convert the full-time non-civil service contract staff into staff on permanent establishment?

Asked by: Hon. KWOK Wai-keung

Reply:

It is the Government's policy to select the most suitable persons to fill civil service vacancies through an open, fair and competitive process. As the circumstances and nature of the employment of non-civil service contract (NCSC) staff are different from those of civil servants and the entry requirements as well as selection process for NCSC positions may differ from those of civil service posts, it is not appropriate for the Electrical and Mechanical Services Department (EMSD) to accord priority to employing NCSC staff as civil servants. We welcome serving NCSC staff in EMSD to apply for civil service posts through open and fair recruitment process if they are interested in such posts. Since relevant working experience is one of the factors considered in the recruitment of civil servants, NCSC staff who meet the basic entry requirements of civil service ranks should generally enjoy a competitive edge over other applicants because of their work experience in the Government.

CONTROLLING OFFICER'S REPLY**S-CSB04****(Question Serial No. S0001)**

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)

Director of Bureau: Secretary for the Civil Service

This question originates from: Estimates on Expenditure Volume 1 Page 310

Question (Member Question No.):

During the past three years, i.e. 2010, 2011 and 2012, how many civil servants were on a five-day week work pattern? What percentage of the total number of civil servants do they account for?

Please also list out the number of "Model Scale (MOD) 1" staff and "disciplined services" staff in the civil service, and the percentages they account for in relation to the number of staff of the relevant department or grade.

Asked by: Hon. TANG Ka-piu

Reply:

The Civil Service Bureau conducts biennial surveys on the implementation of five-day week in bureaux/ departments. According to the results of the last two surveys, as at 31 December 2010 and 30 September 2012 respectively, the number of civil servants in general, number of staff of MOD 1 grades and number of staff of disciplined services working on a five-day week work pattern and the relevant percentages are tabulated below –

	Number of staff on five-day week (percentage in the total number of staff of the relevant grade)	
	as at 31 December 2010	as at 30 September 2012
Civil Servants in general	104 500 (70.1%)	106 800 (70.5%)
Staff of MOD 1 grades	4 400 (56.4%)	3 900 (56.5%)
Staff of disciplined services	27 300 (52.1%)	27 700 (52.3%)

The above figures exclude civil servants working in government schools, the Judiciary, the Independent Commission Against Corruption, the Hospital Authority, the Vocational Training Council and the Hong Kong Monetary Authority, etc.

CONTROLLING OFFICER'S REPLY

S-CSB05

(Question Serial No. S0002)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)

Director of Bureau: Secretary for the Civil Service

This question originates from: Estimates on Expenditure Volume 1 Page 311

Question (Member Question No.):

What is the number of non-civil service contract (NCSC) staff whose employment contracts ended in 2011, 2012 and 2013 respectively. How many of them have claimed for severance payment or long service payment? What is the amount involved? How much did the Government, as the employer, withdraw from the Mandatory Provident Fund accounts of the NCSC staff to offset the payment in the end?

Asked by: Hon. TANG Ka-piu

Reply:

Under the Non-civil Service Contract (NCSC) Staff Scheme, bureaux/departments (B/Ds) have the full authority to decide on the employment of NCSC staff and related matters, including the determination of contract duration, and termination or non-renewal of contract of serving staff having regard to their service or operational needs. Separately, B/Ds have the full discretion to determine the employment package of their NCSC staff subject to the guiding principle that the terms and conditions for the NCSC staff should be no less favourable than those provided for under the Employment Ordinance (EO) (Cap. 57). In this regard, B/Ds should follow the relevant provisions of the EO to pay for long-service payment ("LSP") and severance payment ("SP") to the NCSC staff concerned upon end of the employment relationship.

Since the B/Ds are responsible for the employment and management of NCSC staff which includes, among other things, the calculation and disbursement of LSP and SP, the Civil Service Bureau does not collect information on the number of NCSC staff whose employment relationship with respective B/D has ended, the amount of LSP and SP disbursed to NCSC staff, the number of NCSC staff claimants, nor the amount of accrued benefits derived from the Government's contributions made to Mandatory Provident Fund schemes used to offset the payable LSP and SP in the past three years.

CONTROLLING OFFICER'S REPLY

S-CSB06

(Question Serial No. S0010)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)

Director of Bureau: Secretary for the Civil Service

This question originates from: Estimates on Expenditure Volume 1 Page 311

Question (Member Question No.):

The Post Office has employed the largest number of Non-civil Service Contract Staff. Can this be attributed to its operation as a trading fund which renders the creation of new posts under permanent establishment financially unaffordable?

Asked by: Hon. TANG Ka-piu

Reply:

Hongkong Post (PO) employed 2 048 full-time^(Note) non-civil service contract (NCSC) staff as at 30 June 2013. Half of them, who carried out sorting and loading/unloading of mails, worked less than the conditioned hours required of civil servants. The remaining half were mainly engaged to undertake mail processing and despatch, enquiry and over-the-counter service, which fluctuated according to changes in market demand from time to time or the required expertise is not readily available in the Civil Service, such as staff engaged in sales, marketing and IT staff engaged for the management of specialised computer systems. Having regard to PO's operating as a trading fund, there is a practical need for PO to engage a NCSC workforce to augment the core complement of civil service staff in order to cope with seasonal, monthly and daily fluctuations in mail traffic under the prevailing volatile and price-sensitive market conditions as well as wide application of electronic mail, whereby changes in the mail volume are difficult to predict and are beyond its control.

Note : "Full-time" means the employment is on a "continuous contract" as defined by the Employment Ordinance, namely an employee who works continuously for the same employer for four weeks or more, with at least 18 hours in each week.

CONTROLLING OFFICER'S REPLY

S-CSB07

(Question Serial No. S0027)

Head: (143) Government Secretariat: Civil Service Bureau
Subhead (No. & title): (-) Not Specified
Programme: (4) Civil Service Training and Development
Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)
Director of Bureau: Secretary for the Civil Service
This question originates from: Estimates on Expenditure Volume 1 Page 313

Question (Member Question No.):

Further to reply no. CSB002:

1. In the past 2 years, staff participating in the staff exchange programmes mainly came from those departments being involved in planning development and housing. What are the reasons for such arrangements?
2. Has the Government drawn up any specific strategies on staff exchanging? If yes, what are the details? If no, what are the reasons?
3. Will the Government draw up relevant strategies for the coming 3 years? If yes, what are the details? If no, what are the reasons?

Asked by: Hon. TSE Wai-chuen, Tony

Reply:

1. In 2012 and 2013, the Civil Service Bureau (CSB) organised the staff exchange programme with Beijing, Shanghai, Hangzhou and the Guangdong Province. HKSARG departments which were interested in joining the programme put forward suggestions to CSB on their choice of cities and areas of exchange according to their work and development needs at that time. CSB then liaised with the cities concerned according to the suggested areas, and arrange relevant exchange activities for programme participants. The programme is run on the basis of voluntary participation by individual departments instead of CSB determining the participation.
2. The staff exchange programme aims to widen civil servants' exposure and vision, and foster networking and communication between both sides through sharing of experience and expertise. CSB arranges programme activities focusing on the areas of exchange suggested by participating departments. Under the programme, civil servants of one side are attached to the government departments of the other side for about four weeks. Participating Hong Kong civil servants are officers on Master Pay Scale Point 45 or above (or equivalent) while the Mainland participants are mostly at division director or deputy division director level. During the attachment, the participants will study the host organisations' work practices through attendance at briefings, participation in training, meetings, discussion forums, experience sharing sessions and site visits, etc. The participants will not take up any specific posts or duties in the host organisations.
3. In 2014 to 2016, CSB will organise the staff exchange programme with Beijing, Shanghai, Hangzhou, Chongqing and Wuhan. The objectives and arrangements of the programme are basically the same as before.

CONTROLLING OFFICER'S REPLY

S-CSB08

(Question Serial No. S0031)

Head: (143) Government Secretariat: Civil Service Bureau
Subhead (No. & title): (-) Not Specified
Programme: (2) Human Resource Management
Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)
Director of Bureau: Secretary for the Civil Service
This question originates from: Estimates on Expenditure Volume 1 Page 310

Question (Member Question No.):

Below are follow-up questions to reply no. CSB024:

1. Has an assessment been made on the number of years to be further served by non-civil service contract (NCSC) staff with 5, 7 and 10 years of continuous service? If yes, what are the details? If not, what are the reasons?
2. Will consideration be made to include in phases the posts filled by the above three categories of NCSC staff with different length of service in the permanent establishment? If yes, what are the specific plan and the implementation timetable? If not, what are the reasons?

Asked by: Hon. TSE Wai-chuen, Tony

Reply:

1. Under the Non-civil Service Contract (NCSC) Staff Scheme, Heads of Bureaux/Departments (HoDs) are given full discretion to decide on matters relating to employment of NCSC staff. These matters include contract duration and the need to renew the contract of its NCSC staff upon contract expiry having regard to their service or operational needs. In this regard, the Administration cannot project the years of service of individual NCSC staff in future.

The Civil Service Bureau will continue to remind HoDs to avoid prolonged engagement of NCSC staff as far as practicable. Also, HoDs have to ensure that the engagement of NCSC staff fits the ambit of the Scheme and review from time to time whether the service needs should better be met by other means.

2. The nature and purposes of civil service and NCSC appointments are different. Hence, in determining whether a NCSC position should be replaced by a civil service post, B/Ds have to ascertain whether the work involved is of a sufficiently permanent nature, whether it should more appropriately be handled by civil servants, and whether employing full-time civil servants on a permanent basis to undertake these duties is considered a prudent or cost-effective way in deploying public resources. CSB and B/Ds will continue to review the employment situation of NCSC staff from time to time and to examine if the NCSC positions should be replaced by civil service posts.

CONTROLLING OFFICER'S REPLY

S-CSB09

(Question Serial No. S0005)

Head: (143) Government Secretariat: Civil Service Bureau
Subhead (No. & title): (-) Not Specified
Programme: (2) Human Resource Management
Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)
Director of Bureau: Secretary for the Civil Service
This question originates from: Budget Speech Paragraph 157 Page 59

Question (Member Question No.):

Among the 2 556 additional civil service posts, some 670 posts will replace non-civil service contract positions. Please list out these 670 posts by department.

Asked by: Hon. WONG Kwok-hing

Reply:

The 2014-15 Draft Estimates of Expenditure provide for 2 556 additional civil service posts in various bureaux/departments (B/Ds). The growth in establishment includes 677 posts for replacing non-civil service contract positions the long term need for which has been established. A breakdown of these 677 posts by B/Ds is at Annex.

**A Breakdown by Bureau/Department of the
Civil Service Posts to be created for Replacing Non-Civil Service Contract Positions**

Bureau/Department	Number of Posts
Agriculture, Fisheries and Conservation Department	13
Architectural Services Department	1
Buildings Department	202
Census and Statistics Department	4
Chief Secretary and Financial Secretary's Office	1
Civil Engineering and Development Department	1
Civil Service Bureau	1
Commerce and Economic Development Bureau (Communications and Technology Branch)	3
Constitutional and Mainland Affairs Bureau	2
Customs and Excise Department	3
Department of Health	17
Drainage Services Department	4
Education Bureau	53
Electrical and Mechanical Services Department	3
Environmental Protection Department	13
Financial Services and the Treasury Bureau (The Treasury Branch)	1
Fire Services Department	20
Food and Environmental Hygiene Department	38
Government Laboratory	3
Highways Department	2
Home Affairs Department	9
Hong Kong Police Force	29
Immigration Department	15
Innovation and Technology Commission	14
Intellectual Property Department	2
Judiciary	30
Labour and Welfare Bureau	2
Labour Department	7
Lands Department	20
Leisure and Cultural Services Department	19
Office for Film, Newspaper and Article Administration	12
Office of the Communications Authority	2
Office of the Government Chief Information Officer	1
Official Receiver's Office	6
Radio Television Hong Kong	29
Rating and Valuation Department	2
Security Bureau	1
Social Welfare Department	29
Trade and Industry Department	9
Transport Department	45
Treasury	2
University Grants Committee	3
Water Supplies Department	4
TOTAL	677

CONTROLLING OFFICER'S REPLY

S-CSB10

(Question Serial No. S0006)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)

Director of Bureau: Secretary for the Civil Service

This question originates from: Estimates on Expenditure Volume 1 Page 311

Question (Member Question No.):

There are 12 900 full-time non-civil service contract (NCSC) staff and 7 067 part-time NCSC staff as at 30 June 2013. However, only 670 out of the 2 556 additional civil service posts will replace the existing NCSC positions. How does the Administration determine the criteria for such replacements?

Asked by: Hon. WONG Kwok-hing

Reply:

In determining whether a non-civil service contract (NCSC) position should be replaced by a civil service post, bureaux/departments (B/Ds) have to ascertain whether the work involved is of a sufficiently permanent nature, whether it should more appropriately be handled by civil servants, and whether employing full-time civil servants on a permanent basis to undertake these duties is considered a cost-effective way in deploying public resources. The 2014-15 Draft Estimates of Expenditure provide for 2 556 additional civil service posts in various B/Ds. The growth in establishment includes some 670 posts for replacing NCSC positions the long term need for which has been established. The Administration will continue to review the employment situation of NCSC staff from time to time and seek to replace the NCSC positions by civil service posts according to the established procedures if the work involved is of a permanent nature. The review is an ongoing process and the replacement of NCSC positions by civil service posts has been carried out progressively.

CONTROLLING OFFICER'S REPLY

S-CSB11

(Question Serial No. S0007)

Head: (143) Government Secretariat: Civil Service Bureau
Subhead (No. & title): (-) Not Specified
Programme: (2) Human Resource Management
Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)
Director of Bureau: Secretary for the Civil Service
This question originates from: Estimates on Expenditure Volume 1 Page 310

Question (Member Question No.):

In view of the overtime work conditions, what immediate policies or measures have been put in place to relieve civil servants from working overtime?

Asked by: Hon. WONG Kwok-hing

Reply:

It is the Administration's policy that overtime work may only be undertaken when it is strictly unavoidable. Heads of Departments should ensure that overtime work is kept to the absolute minimum compatible with operational requirements. Overtime work should be planned ahead as far as practicable, and at all times be strictly controlled and properly supervised.

Departments should set a ceiling for the overtime hours which a civil servant may undertake within a month. The ceiling serves as a mechanism under which overtime beyond a certain level would be duly examined by the senior management. Heads of Departments should review the overtime situation at least annually with a view to identifying any problem areas and taking rectification measures.

CONTROLLING OFFICER'S REPLY

S-CSB12

(Question Serial No. S0008)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)

Director of Bureau: Secretary for the Civil Service

This question originates from: Estimates on Expenditure Volume 1 Page 311

Question (Member Question No.):

Will the Administration undertake to create new civil service posts where necessary, without being restricted by the recommendation of the Working Group on Long-Term Fiscal Planning to strictly control expenditure?

Asked by: Hon. WONG Kwok-hing

Reply:

To address the manpower need for implementing new policy initiatives and improving existing services, adequate manpower will be provided to bureaux/departments (B/Ds) in 2014-15. As a matter of policy, additional civil service posts will be created when the operational need is fully justified, when the work involved cannot be undertaken by re-deployment of existing staff, and when alternative modes of service delivery (e.g. automation, outsourcing, etc.) are considered inappropriate. In addition, to allow flexibility in meeting their staffing needs, B/Ds may create or delete posts in existing non-directorate ranks provided that their respective establishment ceiling is not exceeded. They may also, having regard to the operational need and other considerations, decide on their own the number and grade of civil servants to be recruited.

CONTROLLING OFFICER'S REPLY

S-CSB13

(Question Serial No. S0012)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)

Director of Bureau: Secretary for the Civil Service

This question originates from: Estimates on Expenditure Volume 1 Page 311

Question (Member Question No.):

The number of non-civil service contract (NCSC) staff with 10 years or more continuous service in the Electrical and Mechanical Services Department is 271, and the number of those with 5 years up to less than 10 years continuous service is 394. How many of them will be converted to civil servants in the coming year?

Asked by: Hon. WONG Kwok-hing

Reply:

It is the Government's policy to select the most suitable persons for civil service vacancies through an open, fair and competitive process. Since there is no direct appointment of non-civil service contract (NCSC) staff to civil servant, we are not able to provide information about the number of NCSC staff to be converted to civil servants in Electrical and Mechanical Services Department in the coming year. That said, we welcome serving NCSC staff to apply for civil service posts through open and fair recruitment process if they are interested in such posts. Since relevant working experience is one of the factors considered in the recruitment of civil servants, NCSC staff who meet the basic entry requirements of civil service ranks should generally enjoy a competitive edge over other applicants because of their work experience in the Government.

CONTROLLING OFFICER'S REPLY

S-CSB14

(Question Serial No. S0013)

Head: (143) Government Secretariat: Civil Service Bureau

Subhead (No. & title): (-) Not Specified

Programme: (2) Human Resource Management

Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)

Director of Bureau: Secretary for the Civil Service

This question originates from: Estimates on Expenditure Volume 1 Page 311

Question (Member Question No.):

The number of non-civil service contract (NCSC) staff with 10 years or more continuous service in the Post Office is 602, and the number of those with 5 years up to less than 10 years continuous service is 815. How many of them will be converted to civil servants in the coming year?

Asked by: Hon. WONG Kwok-hing

Reply:

It is the Government's policy to select the most suitable persons for civil service vacancies through an open, fair and competitive process. Since there is no direct appointment of non-civil service contract (NCSC) staff to civil servant, we are not able to provide information about the number of NCSC staff to be converted to civil servants in Hongkong Post in the coming year. That said, we welcome serving NCSC staff to apply for civil service posts through open and fair recruitment process if they are interested in such posts. Since relevant working experience is one of the factors considered in the recruitment of civil servants, NCSC staff who meet the basic entry requirements of civil service ranks should generally enjoy a competitive edge over other applicants because of their work experience in the Government.

CONTROLLING OFFICER'S REPLY

S-CSB15

(Question Serial No. S0003)

Head: (174) Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service

Subhead (No. & title): (-) Not Specified

Programme: Secretariat services for the following advisory bodies: Standing Commission on Civil Service Salaries and Conditions of Service, Standing Committee on Disciplined Services Salaries and Conditions of Service, Standing Committee on Directorate Salaries and Conditions of Service, Standing Committee on Judicial Salaries and Conditions of Service, Advisory Committee on Post-service Employment of Civil Servants

Controlling Officer: Secretary General, Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service (Ms Winnie NG)

Director of Bureau: Secretary for the Civil Service

This question originates from: -

Question (Member Question No.):

A considerable amount of money involving \$1.92 million has been reserved as expenditure for the Standing Commission on Civil Service Salaries and Conditions of Service to engage consultancy. What are the Administration's criteria for selecting the consultancy firm?

Asked by: Hon. KWOK Wai-keung

Reply:

The procedure for selecting the consultant for the 2013 Pay Level Survey followed the relevant requirements of the Stores and Procurement Regulations. The major criteria for the technical assessment include whether the consultancy firm and its members have sufficient expertise and experience in the relevant human resource management field; whether the proposed service covers the required scope of work and is viable; as well as whether the allocation of resources is appropriate.

CONTROLLING OFFICER'S REPLY

S-CSB16

(Question Serial No. S0004)

Head: (174) Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service

Subhead (No. & title): (-) Not Specified

Programme: Secretariat services for the following advisory bodies: Standing Commission on Civil Service Salaries and Conditions of Service, Standing Committee on Disciplined Services Salaries and Conditions of Service, Standing Committee on Directorate Salaries and Conditions of Service, Standing Committee on Judicial Salaries and Conditions of Service, Advisory Committee on Post-service Employment of Civil Servants

Controlling Officer: Secretary General, Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service (Ms Winnie NG)

Director of Bureau: Secretary for the Civil Service

This question originates from: -

Question (Member Question No.):

The pay surveys had given rise to many controversies in the past. In this connection, has the Administration brought up any areas of special concern with the consultancy firm this year? If yes, what are the details?

Asked by: Hon. KWOK Wai-keung

Reply:

The Standing Commission on Civil Service Salaries and Conditions of Service (the Standing Commission) has commissioned a consultant to conduct the 2013 Pay Level Survey (PLS), and requested the consultant to draw up and recommend a detailed methodology for the PLS using the 2006 PLS as a reference. The Standing Commission has always attached importance to maintaining communication with staff, and has requested the consultant to take into account the views of stakeholders when making its recommendations, including representatives of the Staff Sides of the four Central Consultative Councils and the four major service-wide staff unions of the civil service, grade / departmental management, Departmental Consultative Committees and departmental staff unions / associations. The consultant is now conducting the survey in accordance with the survey methodology as endorsed by the Standing Commission.

CONTROLLING OFFICER'S REPLY

S-CSB17

(Question Serial No. SV001)

Head: (143) Government Secretariat: Civil Service Bureau
Subhead (No. & title): (-) Not Specified
Programme: (4) Civil Service Training and Development
Controlling Officer: Permanent Secretary for the Civil Service (Raymond H.C. Wong)
Director of Bureau: Secretary for the Civil Service
This question originates from: Estimates on Expenditure Volume 1 Page 291-292

Question (Member Question No.):

Pursuant to reply no. CSB006, the Administration is requested to provide information on the number of directorate officers, among the 12 700 civil servants, who participated in national studies programmes from 2011 to 2013.

Asked by: Hon. FAN Kwok-wai, Gary

Reply:

The number of directorate officers who participated in national studies programmes in 2011, 2012 and 2013 was about 600, 390 and 440 respectively.