

Legislative Council Panel on Public Service

Supplementary Information – Employment of Non-Civil Service Contract Staff

PURPOSE

Further to the issue of LC Paper No. CB(1)1505/03-04(04), the Hon. LEE Cheuk-yan requested the Administration on 15 April 2004 to provide further information on the job classification of full-time Non-Civil Service Contract (NCSC) staff employed by 26 departments as well as the length of service of full-time NCSC staff. This paper provides the additional information requested.

DETAILS

Job classification

2. Information on the job classification of NCSC staff as at 31 December 2003 in 26 departments are listed at **Annex**. However, we do not have similar information for the position on 31 December 2002.

Length of service

3. Breakdown of the length of continuous service of full-time NCSC staff in government departments as at 31 December 2003 is as follows –

<i>Length of continuous service in departments</i>	<i>No. of full-time staff</i>
Less than 1 year	6 003
1 year to less than 2 years	3 276
2 years to less than 3 years	3 684
3 years to less than 4 years	1 825
4 years to less than 5 years	835
5 years or above*	524
Total :	16 147

* The number includes those who were previously employed as Temporary Staff (e.g. sorters in Post Office) before the introduction of NCSC staff scheme in January 1999.

Civil Service Bureau
April 2004

Annex

**Job classification of full-time NCSC staff in 26 departments
as at 31 December 2003**

Departments	No. of full-time NCSC staff by category				
	General Support Staff	Administrative and other Supporting Staff	Skilled and Professional Staff	Non- skilled Staff	Total
	<i>(Note 1)</i>	<i>(Note 2)</i>	<i>(Note 3)</i>	<i>(Note 4)</i>	
Agriculture, Fisheries and Conservation Department	12	6	224	1170	1 412
Buildings Department	77	6	468	0	551
Census and Statistics Department	46	0	34	5	85
Chief Secretary and Financial Secretary Office	9	12	36	145	202
Civil Engineering Department	17	6	141	0	164
Department of Health	244	69	289	411	1 013
Drainage Services Department	5	8	182	19	214
Education and Manpower Bureau	337	196	376	226	1 135
Electrical and Mechanical Services Department	89	7	601	178	875
Environmental Protection Department	107	6	46	3	162
Food and Environmental Hygiene Department	111	203	260	178	752
Highways Department	18	1	153	0	172
Home Affairs Department	89	76	78	164	407
Hong Kong Police Force	50	30	115	14	209
Immigration Department	270	16	1	3	290
Inland Revenue Department	82	0	59	5	146
Judiciary	49	0	28	18	95
Labour Department	108	13	119	0	240
Lands Department	55	12	67	0	134
Leisure and Cultural Services Department	666	54	930	942	2 592
Post Office	0	0	332	1 292	1 624
Radio Television Hong Kong	4	6	186	9	205
Social Welfare Department	137	4	583	356	1 080
Student Financial Assistance Agency	276	22	0	1	299
Transport Department	93	10	45	12	160
Water Supplies Department	58	108	134	85	385
Total :	3 009	871	5 487	5 236	14 603

- Note 1 : Examples of General Support Staff – Clerks, Office Assistants, etc
- Note 2 : Examples of Administrative and Other Supporting Staff – Administrative Assistants, Customer Services Officers, Public Relations Officers, etc
- Note 3 : Examples of Skilled and Professional Staff – Research Officers, IT Officers, etc
- Note 4 : Examples of Non-skilled Staff – Casual workers, Trainees employed under job creation initiatives, etc