

**Subcommittee on Pension Benefits Ordinance
(Established Offices) (Amendment) (No. 2) Order 2008**

Follow-up to the First Meeting on 15 May 2008

At the meeting on 15 May 2008, the Subcommittee requested the Administration to provide information on the following -

- (i) the arrangements for effecting inter-departmental posting in the event of staff/post mis-match;
- (ii) the manpower situation of Model Scale 1 (MOD 1) grades including anticipated staff surplus situation in bureaux and departments (B/Ds); and
- (iii) the deployment of existing MOD 1 staff by work streams.

(i) Inter-departmental Posting Arrangements

2. To enhance staff deployment flexibility within the civil service and optimize utilization of MOD 1 staffing resources, MOD 1 common grades staff (i.e. Car Park Attendant II, Ganger, Property Attendant, Ward Attendant, Workman I and Workman II) who opt for and are converted to Category A status will be subject to inter-departmental posting at the discretion of the Administration to fill posts in the same grades^{Note}. Inter-departmental posting will be arranged only when there is a mis-match between MOD 1 common grade posts and staff (i.e. vacant MOD 1 common grade posts in a B/D and surplus Category A MOD 1 common grade staff of the same grade in another B/D).

3. To deal with such mis-match, the Civil Service Bureau (CSB) will operate a clearing house mechanism and centrally co-ordinate the inter-departmental posting as and when the need arises. CSB will adopt a balanced and pragmatic approach and follow the guiding principles set out below for effecting inter-departmental posting of Category A MOD 1 common grade staff -

- (a) Staff who have tendered a notice of retirement/resignation or have less than five years' remaining service prior to their normal retirement age will not be considered for inter-departmental posting.
- (b) Serving staff appointed to designated work streams will only be considered for inter-departmental posting to the same work stream and not other work streams.

^{Note} MOD 1 departmental grades (i.e. Explosives Depot Attendant, Gardener, Workshop Attendant and Barber) will not be subject to inter-departmental posting. The Supplies Attendant grade, which is a general grade, is all along subject to inter-departmental posting as arranged by the Government Logistics Department.

- (c) Due regard will be given, as far as possible, to the location of the new workplace, the requirements of the job, and the work experience, skills and qualifications of the pool of staff available for inter-departmental posting.
- (d) Subject to (a) and (c) above, reference will be made to the “last in, first out” principle in arranging the release of staff when a mis-match situation arises.

4. Staff posted from one B/D to another under the central clearing house mechanism will not normally be allowed to revert to the original department following the inter-departmental posting as a matter of principle. If there is a case which warrants exceptional consideration, it will be dealt with on its own merits.

5. The inter-departmental posting arrangement including the guiding principles as set out in paragraph 3 will be promulgated in a CSB circular.

(ii) Manpower Situation of MOD 1 Grades

6. According to B/Ds’ latest manpower plan covering 2008-09 and 2009-10, there is no staff mis-match situation in any of the six MOD 1 common grades. There are also no firm outsourcing plans at this point in time which would lead to a surplus staff situation.

(iii) Deployment of Existing MOD 1 Staff by Work Streams

7. Among the six common grades, only certain Gangers and Workmen I are deployed by work streams. For the Ganger grade, there are six Gangers in the Government Logistics Department who are deployed by work streams. For the Workman I grade, there are about 1 900 Workmen I who are deployed by work streams in six departments, viz. the Electrical and Mechanical Services Department, the Food and Environmental Hygiene Department, the Government Logistics Department, the Hong Kong Police Force, the Leisure and Cultural Services Department and the Water Supplies Department. A breakdown of the number of serving Gangers and Workmen I deployed by work streams in various departments is at the Annex.

**Breakdown of Serving Gangers and Workmen I Deployed by Work Streams
(as at 31 March 2008)**

MOD 1 Common Grade	Department	Work Stream	No. of Serving Staff
Ganger	Government Logistics Department	1. Stores	5
		2. Printing	1
<i>Sub-total</i>			6
Workman I	Electrical and Mechanical Services Department	1. Electrical	27
		2. Mechanical	35
		3. Air-conditioning	6
	Food and Environmental Hygiene Department <small>Note</small>	1. Agricultural and Fisheries	16
		2. Abattoir	3
		3. Concrete/Masonry	1
		4. Carpenter	2
		5. Coffin, Burial and Exhumation	15
		6. Conservancy	2
		7. Depot	7
		8. Electro-Hydraulic Refuse Compaction Trailer	21
		9. Hawker Control Team	378
		10. Mechanical Gully Cleansing	23
11. Metal Worker	2		
12. Plumber	1		
13. Recreation and Amenities	2		

MOD 1 Common Grade	Department	Work Stream	No. of Serving Staff	
Workman I (Continued)	Government Logistics Department	1. Printing	48	
		2. Land Transport	2	
	Hong Kong Police Force	1. Dressing Room Attendant	7	
		2. Printing	3	
		3. Gardening	2	
		4. Petrol Pump Attendant	2	
		5. Plumber	1	
		6. Ranges	1	
		7. Police Stores	1	
	Leisure and Cultural Services Department	1. Recreation and Amenities	1 102	
		2. Carpenter	1	
		3. Entertainment	4	
		4. Concrete/Masonry	1	
	Water Supplies Department	1. Civil	116	
		2. Electrical	11	
		3. Mechanical	60	
		4. Instrumentation	6	
	<i>Sub-Total</i>			<i>1 909</i>
	Total			1 915

Note

In Food and Environmental Hygiene Department, there are 12 Workmen I from four work streams who have been internally redeployed to work in other streams.