

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

Follow-up to the Third Meeting on 5 June 2008

At the meeting on 5 June 2008, the Subcommittee requested the Administration to provide information on factors that might warrant exceptional consideration for a Category A Model Scale 1 (MOD 1) common grade staff to revert to his original bureau/department (B/D) following an inter-departmental posting arranged through the central clearing house mechanism.

2. The clearing house mechanism under the Civil Service Bureau will be responsible for centrally co-ordinating the inter-departmental posting arrangement as and when the need arises. The clearing house will adopt a balanced and pragmatic approach in arranging inter-departmental posting, which will only take place when there is a mis-match between MOD 1 common grade posts and staff. Category A MOD 1 common grade staff posted from one B/D to another under the central clearing house mechanism will not normally be allowed to revert to the original B/D following the inter-departmental posting. If there is a case which warrants exceptional consideration, it will be dealt with on its own merits. By way of example, some factors (not exhaustive) that might be taken into special consideration include -

- (a) the management is satisfied that the staff concerned has already tried his best in taking on new duties in the receiving B/D but remains unable to effectively and fully discharge the duties required of his post, despite the provision of appropriate training over a period of time; or
- (b) the management is satisfied that there are genuine difficulties beyond the control of the staff concerned (e.g. medical conditions) which have adversely affected his ability to effectively and fully discharge the duties required of his new post.

3. It is the responsibility of B/Ds to look after the interest and well being of staff under their management. The receiving B/Ds concerned will make every effort to address job-related difficulties or adaptation problems encountered by Category A MOD 1 common grade staff on inter-departmental posting, e.g. through staff counselling, customized training as appropriate. Arranging a staff to revert to his original B/D may not be the only or the best solution.