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### Replies to supplementary questions raised by Finance Committee Members in examining the Estimates of Expenditure 2017-18

Director of Bureau : Secretary for the Civil Service

Session No. : 4

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**CONTROLLING OFFICER'S REPLY**

**S-CSB01**

**(Question Serial No. S0016)**

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 (Thomas Chow)

Director of Bureau: Secretary for the Civil Service

Question:

How many retiring officers in each of the past 3 years were deprived of the chance to receive commendation/award despite their eligibility for any of the award schemes because of an acute shortfall in quota?

Asked by: Hon KWOK Wai-keung (Member Question No. S0016)

Reply:

The number of awards for the Long and Meritorious Service Travel Award Scheme each year is determined based on a quota ratio. All local non-directorate officers with a continuous service of 20 years or more, and who have a track record of consistently very good performance and have not received any Government travel award before, are eligible for consideration for the grant of an award. Since 2014-15, the quota ratio has been improved from one award for every 30 officers meeting the service requirement (1:30) to 1:27.

Bureaux/departments will appoint selection committees to decide on the officers to be granted the award, having regard to factors such as length of service and performance. We have not collected statistics on the eligible officers not being granted the award prior to retirement.

- End -

**CONTROLLING OFFICER'S REPLY**

**S-CSB02**

**(Question Serial No. SV010)**

Head: (143) Government Secretariat: Civil Service Bureau

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

Programme: (-) Not Specified

Controlling Officer: Permanent Secretary for the Civil Service (Thomas Chow)

Director of Bureau: Secretary for the Civil Service

Question:

Please provide a consolidated reply as to the comparison of remuneration packages between outsourced service staff and civil servants in various government departments.

(Raised at 9:54 am on 3 April 2017)

Asked by: Hon WU Chi-wai (Member Question No.)

Reply:

Outsourcing is one of the ways adopted by government departments to deliver public services. Individual departments will have regard to their operational needs when deciding whether services should be outsourced. According to the Survey on Government Outsourcing last conducted by the Efficiency Unit in 2012 (available at <http://www.eu.gov.hk/en/our-work/management-consultancy/doc/survey2012.pdf>), the top ten government departments adopting outsourcing of services were the Architectural Services Department, Civil Engineering and Development Department, Drainage Services Department, Environmental Protection Department, Electrical and Mechanical Services Department, Food and Environmental Hygiene Department, Highways Department, Housing Department, Leisure and Cultural Services Department and Water Supplies Department (with their total annualised expenditure on outsourced service contracts constituting 87% of the total of the Government). No study or comparison between the remuneration packages of their outsourced service staff and those of civil servants had been made by the aforesaid departments.

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