

Examination of Estimates of Expenditure 2002-03
**CONTROLLING OFFICER'S REPLY TO
WRITTEN/SUPPLEMENTARY QUESTION**

Reply Serial No.

CSB009

Question Serial No.

1087

Head : 143 Government Secretariat : Subhead (No. & title) :
Civil Service Bureau

Programme : Human Resource Management

Controlling Officer : Secretary for the Civil Service

Bureau Secretary : Secretary for the Civil Service

Question :

Please provide the latest figures of non-civil service contract staff in various bureaux and departments; the percentage they account for in the total strength; and the expenditures on emoluments and allowances involved.

Asked by : Hon. SZETO Wah

Reply :

The Non-Civil Service Contract (NCSC) Scheme is a standing scheme introduced in 1999 to enable Heads of Department (HoD) to employ staff on fixed-term contracts up to three years outside the Civil Service to meet service needs which are short-term, part-time or under review.

NCSC staff are engaged on terms and purposes different from those of civil servants. The employment of NCSC staff will not displace serving civil servants. Where there is a continued need for staffing by civil servants, departments/grades may continue to recruit civil servants.

The number of NCSC staff fluctuates from time to time during a particular year. As at 31 December 2001, there were 13 750 NCSC staff (11 244 full-time and 2 506 part-time) employed in various government departments. Apart from basic salaries and contract gratuities, NCSC staff are not entitled to any of the civil service job-related allowances. The total expenditure incurred by departments for the payment of salaries and gratuities to NCSC staff in 2001 amounted to \$1,644 million. Employment statistics of NCSC staff in bureaux and departments are set out at *Annex*.

Signature _____

Name in block letters _____ Joseph W P WONG

Post Title _____ Secretary for the Civil Service

Date _____ 22 March 2002

Employment of Non-Civil Service Contract (NCSC) Staff

Bureau/Department/Office	Total No. of NCSC Staff as at 31 Dec 2001 ¹	% against total number of NCSC Staff	Expenditure on Salaries and Gratuities between Jan to Dec 2001 (\$'000)
Agriculture, Fisheries and Conservation Department	212	1.54%	15,497
Auxiliary Medical Service	1	0.01%	58
Architectural Services Department	27	0.20%	9,058
Audit Commission	6	0.04%	2,042
Buildings Department	346	2.52%	43,980
Customs and Excise Department	52	0.38%	6,165
Census and Statistics Department	203	1.48%	217,044
Chief Executive's Office	2	0.01%	329
Civil Aviation Department	20	0.15%	2,752
Civil Engineering Department	122	0.89%	15,004
Civil Service Bureau	1	0.01%	1,210
Civil Service Training and Development Institute	93	0.68%	8,764
Commerce and Industry Bureau	2	0.01%	348
Companies Registry	58	0.42%	3,799
Constitutional Affairs Bureau	2	0.01%	21
Correctional Services Department	48	0.35%	6,715
Office of the CS and FS	106	0.77%	8,995
Department of Justice	99	0.72%	17,179
Department of Health	657	4.78%	63,600
Drainage Services Department	174	1.27%	18,091
Education Department	959	6.97%	92,684
Education and Manpower Bureau	76	0.55%	16,333
Electrical and Mechanical Services Department	651	4.73%	59,000
Environmental Protection Department	163	1.19%	15,779
Economic Services Bureau	10	0.07%	1,592
Finance Bureau ²	1	0.01%	0
Food and Environmental Hygiene Department	421	3.06%	42,104
Financial Services Bureau	4	0.03%	911
Fire Services Department	77	0.56%	13,870
Government Flying Service	7	0.05%	2,176
Government Laboratory	50	0.36%	9,679
Government Land Transport Agency	6	0.04%	762
Government Property Agency	5	0.04%	812
Government Supplies Department	28	0.20%	3,072
Home Affairs Bureau	25	0.18%	3,760
Home Affairs Department	918	6.68%	34,496
Housing Bureau	2	0.01%	202
Hong Kong Observatory	14	0.10%	361
Hong Kong Police Force	257	1.87%	27,296
Health and Welfare Bureau	5	0.04%	1,775
Highways Department	147	1.07%	14,972
Immigration Department	236	1.72%	17,776
Invest Hong Kong	22	0.16%	9,780
Intellectual Property Department	42	0.31%	8,475
Inland Revenue Department	101	0.73%	8,305

Bureau/Department/Office	Total No. of NCSC Staff as at 31 Dec 2001 ¹	% against total number of NCSC Staff	Expenditure on Salaries and Gratuities between Jan to Dec 2001 (\$'000)
Information Services Department	15	0.11%	2,842
Information Technology & Broadcasting Bureau	1	0.01%	328
Innovation and Technology Commission	25	0.18%	6,648
Information Technology Services Department	60	0.44%	8,594
Judiciary	194	1.41%	17,400
Labour Department	106	0.77%	10,360
Legal Aid Department	24	0.17%	3,151
Lands Department	94	0.68%	12,188
Leisure and Cultural Services Department	2896	21.06%	369,455
Land Registry	48	0.35%	5,512
Marine Department	43	0.31%	5,258
Management Services Agency	16	0.12%	2,317
Office of The Telecommunications Authority	76	0.55%	21,963
Official Languages Agency	9	0.07%	1,572
Official Receiver's Office	35	0.25%	3,540
Planning Department	22	0.16%	4,177
Post Office	1616	11.75%	142,528
Printing Department	19	0.14%	2,287
Rating and Valuation Department	49	0.36%	7,762
Registration and Electoral Office	19	0.14%	4,890
Radio Television Hong Kong	215	1.56%	46,700
Security Bureau	26	0.19%	2,248
Student Financial Assistance Agency	158	1.15%	14,711
Social Welfare Department	945	6.87%	65,100
Transport Department	123	0.89%	6,499
Television and Entertainment Licensing Authority	35	0.25%	2,243
Territory Development Department	3	0.02%	201
Trade and Industry Department	49	0.36%	3,523
Treasury	23	0.17%	3,870
University Grants Committee Secretariat	8	0.06%	2,215
Works Bureau	6	0.04%	269
Water Supplies Department	334	2.43%	31,983
Office of The Ombudsman ³	0	0.00%	4,885
Total :	13750	100%	1,643,842

Notes :

1. Number of staff employed reflects the position as at 31 Dec 2001.
2. The NCSC staff employed by Finance Bureau reported duty in mid-Dec 2001 and no salary was paid before Dec 2001.
3. Office of The Ombudsman have been delinked from the Government since April 2001. The expenses reflect the amount incurred from Jan to Mar 2001.