

**CONTROLLING OFFICER'S REPLY**

<b>DEVB(PL)409</b>
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**(Question Serial No. 4724)**

Head: (91) Lands Department

Subhead (No. & title): (000) Operational expenses

Programme: (-) Not Specified

Controlling Officer: Director of Lands (Ms. Bernadette LINN)

Director of Bureau: Secretary for Development

Question (Member Question No. 129):

Regarding the employment of non-civil service contract (NCSC) staff, please provide the following information:

	2013-14 (the latest position)
Number of NCSC staff	()
Details of the positions held by NCSC staff	
Payroll costs of NCSC staff	()
Monthly salary range of NCSC staff	
• \$30,001 or above	()
• \$16,001 to \$30,000	()
• \$8,001 to \$16,000	()
• \$6,501 to \$8,000	()
• \$6,240 to \$6,500	()
• below \$6,240	()
Length of service of NCSC staff	
• over 15 years	()
• 10 to 15 years	()
• 5 to 10 years	()
• 3 to 5 years	()
• 1 to 3 years	()
• under 1 year	()
Number of NCSC staff successfully appointed as civil servants	()
Percentage of NCSC staff against the total number of staff in the Department	()
Percentage of staff costs for NCSC staff against the total staff costs of the Department	()
Number of NCSC staff who received severance payment/long service payment/contract gratuity	()
Amount of severance payment/long service payment/contract gratuity paid	()

Number of NCSC staff with severance payment/long service payment/contract gratuity offsetting by the accrued benefits attributable to employer's contributions to Mandatory Provident Fund	( )
Amount of severance payment/long service payment/contract gratuity offsetting by the accrued benefits attributable to employer's contributions to Mandatory Provident Fund	( )
Number of NCSC staff with paid meal break	( )
Number of NCSC staff without paid meal break	( )
Number of NCSC staff working 5 days per week	( )
Number of NCSC staff working 6 days per week	( )

( ) Change in percentage as compared with 2012-13

Asked by: Hon. WONG Kwok-hing

Reply:

Information on the employment of non-civil service contract (NCSC) staff as at 31 December 2013 is provided below:

**(a) Number and job nature of NCSC staff**

Job nature	2013-14 (as at 31.12.2013)
	Number of NCSC staff
Professional	70 ( +13%)
Technical and inspectorate	96 ( +8%)
General administration and support	56 ( +4%)
<b>Total:</b>	<b>222 ( +8%)</b>

Figures in ( ) denote percentage changes as compared with 2012-13

**(b) Total expenditure on salaries for NCSC staff**

	2013-14 (as at 31.12.2013)
Total expenditure on salaries for NCSC staff	\$52.4 million ( +6.7%)

Figures in ( ) denote percentage changes as compared with 2012-13

**(c) Salaries and length of service of NCSC staff**

Monthly salary	2013-14 (as at 31.12.2013)
	Number of NCSC staff
\$30,001 or above	62 ( -3%)
\$16,001 to \$30,000	54 ( +46%)
\$8,001 to \$16,000	106 ( +2%)
\$6,501 to \$8,000	0 ( 0%)
\$6,240 to \$6,500	0 ( 0%)

Below \$6,240	0 ( 0%)
<b>Total:</b>	222 ( +8%)

Figures in ( ) denote percentage changes as compared with 2012-13

<b>Length of service</b>	2013-14 (as at 31.12.2013)
	<b>Number of NCSC staff</b>
More than 15 years	0 ( 0%)
10 years to less than 15 years	0 ( 0%)
5 years to less than 10 years	2 ( -50%)
3 years to less than 5 years	37 ( -37%)
1 year to less than 3 years	76 ( -21%)
Less than 1 year	107 (+133%)
<b>Total:</b>	222 ( +8%)

Figures in ( ) denote percentage changes as compared with 2012-13

**(d) Number of NCSC staff applied and appointed as civil servants**

	2013-14 (as at 31.12.2013)
Number of NCSC staff* appointed as civil servants	19 (+171%)

Figure in ( ) denotes percentage change as compared with 2012-13

\* The NCSC staff have joined the civil service through open recruitment.

**(e) Percentage of NCSC staff against the total staff in the Department**

	2013-14 (as at 31.12.2013)
Percentage of NCSC staff against the total staff	5% ( 0%)

Figure in ( ) denotes percentage change as compared with 2012-13

**(f) Percentage of staff costs for NCSC staff against the total staff costs in the Department**

	2013-14 (as at 31.12.2013)
Percentage of staff costs for NCSC staff against the total staff costs	4.2% ( +2.4%)

Figure in ( ) denotes percentage change as compared with 2012-13

**(g) Expenditure on severance payments (SPs), long service payments (LSPs) or end-of-contract gratuities to NCSC staff and the number of NCSC staff involved**

	2013-14 (as at 31.12.2013)
The amount of end-of-contract gratuities paid to NCSC staff after deduction of the Government's contribution to Mandatory Provident Fund (MPF) Scheme	\$3.5 million ( -7.1%)
The number of NCSC staff involved	126 ( -9.4%)
The amount of end-of-contract gratuities offset by the Government's contribution to MPF scheme	\$1.3 million ( -5.4%)
The number of NCSC staff involved	126 ( -9.4%)

*Figures in ( ) denote percentage changes as compared with 2012-13*

There was no expenditure on SPs and LSPs during the period.

**(h) Paid meal break for NCSC staff**

<b>Meal break</b>	2013-14 (as at 31.12.2013)
	<b>Number of NCSC staff</b>
Paid meal break	220 ( +9%)
Unpaid meal break	2 ( -33.3%)
<b>Total:</b>	222 ( +8%)

*Figures in ( ) denote percentage changes as compared with 2012-13*

**(i) Working days of NCSC staff**

<b>Working days</b>	2013-14 (as at 31.12.2013)
	<b>Number of NCSC staff</b>
5 working days per week	222 ( +8%)
6 working days per week	0 ( 0%)
<b>Total:</b>	222 ( +8%)

*Figures in ( ) denote percentage changes as compared with 2012-13*