

CONTROLLING OFFICER'S REPLY

DEVB(PL)334

(Question Serial No. 4115)

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:

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

	2015-16 (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	()

	2015-16 (the latest position)
Number of NCSC staff with severance payment/long service payment/contract gratuity offset by the accrued benefits attributable to employer's contributions to MPF	()
Amount of severance payment/long service payment/contract gratuity offset by the accrued benefits attributable to employer's contributions to MPF	()
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 2014-15

Asked by: Hon WONG Kwok-hing (Member Question No. 96)

Reply:

Information on the employment of non-civil service contract (NCSC) staff, based on the figures as at 31 December 2015, is set out below:

(a) Number and job nature of NCSC staff

Job nature	2015-16 (as at 31 December 2015)
	Number of NCSC staff
Professional	70 (-2.8%)
Technical and inspectorate	54 (-19.4%)
General administration and support	67 (-13%)
Total:	191 (-11.6%)

Figures in () denote percentage changes as compared with the same reference date in 2014-15.

(b) Total expenditure on salaries for NCSC staff

	2015-16 (as at 31 December 2015)
Total expenditure on salaries for NCSC staff	\$50.6 million (-14.1%)

Figure in () denotes percentage changes as compared with the same reference date in 2014-15.

(c) Salaries and length of service of NCSC staff

Monthly salary	2015-16 (as at 31 December 2015)
	Number of NCSC staff
\$30,001 or above	62 (-12.7%)
\$16,001 to \$30,000	105 (-8.7%)
\$8,001 to \$16,000	24 (-20%)
\$6,501 to \$8,000	0 (0%)
\$6,240 to \$6,500	0 (0%)
Below \$6,240	0 (0%)
Total:	191 (-11.6%)

Figures in () denote percentage changes as compared with the same reference date in 2014-15.

Length of service	2015-16 (as at 31 December 2015)
	Number of NCSC staff
More than 15 years	0 (0%)
10 years to less than 15 years	0 (0%)
5 years to less than 10 years	5 (-16.7%)
3 years to less than 5 years	31 (-16.2%)
1 year to less than 3 years	91 (+11%)
Less than 1 year	64 (-29.7%)
Total:	191 (-11.6%)

Figures in () denote percentage changes as compared with the same reference date in 2014-15.

(d) Number of NCSC staff who had applied and were appointed as civil servants

	2015-16 (as at 31 December 2015)
Number of NCSC staff* appointed as civil servants	46 (+53.3%)

Figure in () denotes percentage changes as compared with the same reference date in 2014-15.

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

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

	2015-16 (as at 31 December 2015)
Percentage of NCSC staff against the total staff	4% (-20%)

Figure in () denotes percentage changes as compared with the same reference date in 2014-15.

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

	2015-16 (as at 31 December 2015)
Percentage of staff costs for NCSC staff against the total staff costs	3.6% (-21.7%)

Figure in () denotes percentage changes as compared with the same reference date in 2014-15.

(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

	2015-16 (as at 31 December 2015)
The amount of end-of-contract gratuities paid to NCSC staff after deduction of Government's contribution to Mandatory Provident Fund (MPF) Scheme	\$3.8 million (-2.6%)
The number of NCSC staff involved	106 (-21.5%)
The amount of end-of-contract gratuities offset by Government's contribution to MPF scheme	\$1.5 million (0%)
The number of NCSC staff involved	106 (-21.5%)

Figures in () denote percentage changes as compared with the same reference date in 2014-15.

There was no expenditure on SPs and LSPs in 2015-16.

(h) Paid meal break for NCSC staff

Meal break	2015-16 (as at 31 December 2015)
	Number of NCSC staff
Paid meal break	189 (-11.7%)
Unpaid meal break	2 (0%)
Total:	191 (-11.6%)

Figures in () denote percentage changes as compared with the same reference date in 2014-15.

(i) Working days of NCSC staff

Working days	2015-16 (as at 31 December 2015)
	Number of NCSC staff
5 working days per week	191 (-11.6%)
6 working days per week	0 (0%)
Total:	191 (-11.6%)

Figures in () denote percentage changes as compared with the same reference date in 2014-15.

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