

**CONTROLLING OFFICER'S REPLY TO
INITIAL WRITTEN QUESTION**

DEVB(PL)121

Question Serial No.

Head : 82 Buildings Department Subhead (No. & title) :

2369

Programme : Buildings and Building Works

Controlling Officer : Director of Buildings

Director of Bureau : Secretary for Development

Question :

- (a) Please provide the following information on the employment of non-civil service contract (NCSC) staff to provide services:

	2010-11	2009-10	2008-09	2007-08
Number of NCSC staff	()	()	()	()
Total expenditure on employment of NCSC staff	()	()	()	()
Number of NCSC staff converted to civil servants				
Number of NCSC staff whose application for appointment as civil servants had been failed when there were opportunities for long-term appointment	()	()	()	()
Proportion of the number of NCSC staff to the total strength of the Department	()	()	()	()

Figures in () denote year-on-year changes

- (b) Please list the length of employment of NCSC staff in 2007-08 to 2010-11 in the following table:

Length of service	Number of staff in 2010-11	Number of staff in 2009-10	Number of staff in 2008-09	Number of staff in 2007-08
1/2 – 1 year	()	()	()	()
1 – 3 years	()	()	()	()
3 – 5 years	()	()	()	()
5 – 10 years	()	()	()	()
10 – 15 years	()	()	()	()

Figures in () denote year-on-year changes

- (c) For the coming three years (i.e. 2010-11 to 2012-13), how many NCSC staff may be converted to civil service posts on permanent terms?

Asked by : Hon. WONG Kwok-hing

Reply :

- (a) The required information is as follows:

	2009-10 (projection as at 31 March 2010)	2008-09 (as at 31 March 2009)	2007-08 (as at 31 March 2008)
Number of non-civil service contract (NCSC) staff	670 (-9%)	740 (-16%)	879
Total expenditure on employment of NCSC staff (million)	\$181.500 (-0.2%)	\$181.802 (-6%)	\$193.506
Number of NCSC staff appointed as civil servants in the Buildings Department (BD)	59 (-29%)	83	0
Number of NCSC staff whose application for appointment as civil servants had been failed when there were opportunities for long-term appointment	##295 (+1 241%)	#22	0
Proportion of the number of NCSC staff to the total strength of the Department	670 : 1 647 [41%] (-4%)	740 : 1 642 [45%] (-7%)	879 : 1 689 [52%]

- Note: (i) Figures in brackets denote percentage increase/decrease from the previous year.
(ii) The relevant information for 2010-11 is not yet available.
1 recruitment exercise was involved.
3 recruitment exercises were involved.

(b) The required information is as follows:

Length of service	Number of staff as at 31 December 2009	Number of staff as at 31 December 2008	Number of staff as at 31 December 2007
1/2 to less than 1 year	138 (-21%)	174 (-38%)	279
1 year to less than 3 years	252 (-20%)	316 (+2%)	310
3 years to less than 5 years	156 (+39%)	112 (+4%)	108
5 years to less than 10 years	160 (+15%)	139 (-19%)	172
10 years	2	0	0

- Note: (i) Figures in brackets denote percentage increase/decrease from the previous year.
(ii) The relevant information for 2010 is not yet available.

(c) Civil service vacancies will be filled through an open, fair and competitive recruitment process, under which qualified candidates are selected on the basis of merits. There is an established mechanism in the BD to inform serving NCSC staff of civil service openings. We are unable to estimate how many of our NCSC colleagues will successfully apply for civil service jobs.

Signature _____

Name in block letters AU Choi-kai

Post Title Director of Buildings

Date 22 March 2010