

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

Head : 82 Buildings Department

Subhead (No. & title):

000 Operational expenses

Programme : Buildings and Building Works

Controlling Officer : Director of Buildings

Director of Bureau : Secretary for Development

Question :

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

	2011-12	2010-11	2009-10	2008-09
Number of NCSC staff	()	()	()	()
Details of the positions held by NCSC staff				
Total expenditure on salaries for NCSC staff	()	()	()	()
Monthly salary range of NCSC staff				
• \$30,001 or above	()	()	()	()
• \$16,001 - \$30,000	()	()	()	()
• \$8,001 - \$16,000	()	()	()	()
• \$6,501 - \$8,000	()	()	()	()
• \$5,001 - \$6,500	()	()	()	()
• \$5,000 or below	()	()	()	()
• number of staff with monthly salary below \$5,824	()	()	()	()
• number of staff with monthly salary between \$5,824 and \$6,500				
Length of service of NCSC staff				
• 5 years or above	()	()	()	()
• 3 – 5 years	()	()	()	()
• 1 – 3 years	()	()	()	()
• less than 1 year	()	()	()	()
Number of NCSC staff successfully appointed as civil servants	()	()	()	()
Number of NCSC staff failed to be appointed as civil servants	()	()	()	()
Percentage of NCSC staff against the total staff in the department	()	()	()	()
Percentage of staff costs for NCSC staff against the total staff costs in the department	()	()	()	()
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	()	()	()	()

Figures in () denote year-on-year changes

Asked by : Hon. WONG Kwok-hing

Reply :

Information on the employment of full-time non-civil service contract (NCSC) staff is provided below. As the need for and number of NCSC staff fluctuate with changing service needs of the Buildings Department (BD), we are unable to provide information for 2011-12.

(a) Number and job nature of NCSC staff

	2010-11 (as at 31.12.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
Job nature	Number of NCSC staff		
Professional	94 (-20%)	118 (-8%)	128
Technical & inspectorate	315 (-32%)	464 (-10%)	516
General administration	71 (-18%)	87 (-9%)	96
Total:	480 (-28%)	669 (-10%)	740

(b) Total expenditure on salary for NCSC staff

2010-11 (as at 31.12.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
\$103.892M (-42%)	\$180.611M (-1%)	\$181.802M

(c) Salaries and length of service of NCSC staff

	2010-11 (as at 31.12.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
Monthly salary	Number of NCSC staff		
\$30,001 or above	97 (-20%)	121 (-8%)	131
\$16,001 to \$30,000	121 (-26%)	163 (-15%)	191
\$8,001 to \$16,000	248 (-30%)	356 (-3%)	368
\$6,501 to \$8,000	6 (-68%)	19 (-53%)	40

	2010-11 (as at 31.12.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
Monthly salary	Number of NCSC staff		
\$5,001 to \$6,500	8 (-20%)	10 (0%)	10
\$5,000 or less	0 (0%)	0 (0%)	0
Less than \$5,824	0 (0%)	0 (0%)	0
\$5,824 to \$6,500	8 (-20%)	10 (0%)	10

	2010-11 (as at 31.12.2010)	2009-10 (as at 31.12.2009)	2008-09 (as at 31.12.2008)
Length of services	Number of NCSC staff		
5 years or above	152 (-5%)	160 (+15%)	139
3 years to less than 5 years	156 (0%)	156 (+39%)	112
1 year to less than 3 years	162 (-36%)	252 (-20%)	316
Less than 1 year	10 (-93%)	138 (-21%)	174
Total:	480 (-32%)	706 (-5%)	741

(d) Number of NCSC staff appointed as civil servant

2010-11* (as at 31.12.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
3 (-95%)	59 (-29%)	83

(e) Number of NCSC staff failed to be appointed as civil servant**

2010-11* (as at 31.12.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
0 (-100%)	##295 (+1 241%)	#22

* As at mid-March 2011, three recruitment exercises are still in progress.

** Although the applications for civil service post were not successful, the NCSC staff concerned could continue to work in their NCSC posts in the BD.

One recruitment exercise was involved.

Three recruitment exercises were involved

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

2010-11 (as at 31.12.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
33% (-8%)	41% (-4%)	45%

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

2010-11 (as at 31.12.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
22% (-4%)	26% (-2%)	28%

(h) Paid meal break for NCSC staff

	2010-11 (as at 31.12.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
Meal break	Number of NCSC staff		
Paid meal break	480 (-28%)	669 (-10%)	740
Unpaid meal break	0 (0%)	0 (0%)	0
Total:	480 (-28%)	669 (-10%)	740

(i) Working days of NCSC staff

	2010-11 (as at 31.12.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
Working days	Number of NCSC staff		
5 working days or less per week	480 (-28%)	669 (-10%)	740
More than 5 working days per week	0 (0%)	0 (0%)	0
Total:	480 (-28%)	669 (-10%)	740

Figures in () denote year-on-year changes

Signature _____

Name in block letters AU Choi-kai

Post Title Director of Buildings

Date 17.3.2011