

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

**DEVB(PL)136**

Question Serial No.

0471

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:

	2012-13	2011-12	2010-11
Number of NCSC staff	( )	( )	( )
Distribution 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 percentage 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 number of NCSC staff to be recruited varies with changing service needs of the Buildings Department (BD), we are unable to provide the requested information for 2012-13.

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

	2011-12 (as at 31 December 2011)	2010-11 (as at 31 March 2011)
<b>Job nature</b>	<b>Number of NCSC staff</b>	
Professional	46 (-49%)	91
Technical & inspectorate	224 (-25%)	299
General administration	179 (+159%)	69
<b>Total:</b>	449 (-2%)	459

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

2011-12 (as at 31 December 2011)	2010-11 (as at 31 March 2011)
\$65.981M (-53%)	\$140.566M

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

	2011-12 (as at 31 December 2011)	2010-11 (as at 31 March 2011)
<b>Monthly salary</b>	<b>Number of NCSC staff</b>	
\$30,001 or above	49 (-48%)	94
\$16,001 to \$30,000	100 (-13%)	115
\$8,001 to \$16,000	300 (+24%)	242
\$6,501 to \$8,000	0 (-100%)	1
\$5,001 to \$6,500	0 (-100%)	7
\$5,000 or less	0 (0%)	0
Less than \$5,824	0 (0%)	0
\$5,824 to \$6,500	0 (-100%)	7

	2011-12 (as at 31 December 2011)	2010-11 (as at 31 December 2010) <sup>1</sup>
<b>Length of services</b>	<b>Number of NCSC staff</b>	
5 years or above	157 (+3%)	152
3 years to less than 5 years	98 (-37%)	156
1 year to less than 3 years	57 (-65%)	162
Less than 1 year	137 (+1 270%)	10
<b>Total:</b>	449 (-6%)	480

(d) **Number of NCSC staff appointed as civil servant**

2011-12 ** (as at 31 December 2011)	2010-11* (as at 31 March 2011)
57 (+1 800%)	3

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

2011-12** (as at 31 December 2011)	2010-11* (as at 31 March 2011)
138	0

\* As at 31.3.2011, three recruitment exercises were still in progress.

\*\* Four recruitment exercises were involved.

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

<sup>1</sup> As BD does not have the breakdowns as at 31 March 2011, the breakdowns as at 31 December 2010 are provided.

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

2011-12 (as at 31 December 2011)	2010-11 (as at 31 March 2011)
30% (-6%)	32%

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

2011-12 (as at 31 December 2011)	2010-11 (as at 31 March 2011)
14% (-36%)	22%

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

	2011-12 (as at 31 December 2011)	2010-11 (as at 31 March 2011)
<b>Meal break</b>	<b>Number of NCSC staff</b>	
Paid meal break	449 (-2%)	459
Unpaid meal break	0 (0%)	0
<b>Total:</b>	449 (-2%)	459

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

	2011-12 (as at 31 December 2011)	2010-11 (as at 31 March 2011)
<b>Working days</b>	<b>Number of NCSC staff</b>	
5 working days or less per week	449 (-2%)	459
More than 5 working days per week	0 (0%)	0
<b>Total:</b>	449 (-2%)	459

*Figures in ( ) denote percentage changes*

Signature \_\_\_\_\_

Name in block letters \_\_\_\_\_ AU Choi-kai

Post Title \_\_\_\_\_ Director of Buildings

Date \_\_\_\_\_ 27.2.2012