

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

**DEVB(PL)116**

Question Serial No.

0161

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 (latest position)
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	( )
• \$6,240 - \$6,500	( )
• below \$6,240	( )
Length of service of NCSC staff	
• More than 15 years	( )
• 10 – 15 years	( )
• 5 – 10 years	( )
• 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	( )
Number of NCSC staff applying for paternity leave	( )
Number of NCSC staff granted with paternity leave	( )

*Figures in ( ) denote percentage changes compared with the same period in 2011-12*

Asked by: Hon. WONG Kwok-hing

Reply:

Information on the employment of full-time non-civil service contract (NCSC) staff is provided below.

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

<b>Job Nature</b>	2012-13 (as at 31.12.2012) <b>Number of NCSC Staff</b>
Professional	84 (+83%)
Technical & inspectorate	189 (-16%)
General administration	171 (-5%)
<b>Total:</b>	444 (-1%)

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

2012-13 (as at 31.12.2012)
\$69.162 million (+5%)

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

<b>Monthly Salary</b>	<b>2012-13 (as at 31.12.2012) Number of NCSC Staff</b>
\$30,001 or above	88 (+80%)
\$16,001 to \$30,000	129 (+29%)
\$8,001 to \$16,000	227 (-24%)
\$6,501 to \$8,000	0 (0%)
\$6,240 to \$6,500	0 (0%)
below \$6,240	0 (0%)

<b>Length of Service</b>	<b>2012-13 (as at 31.12.2012) Number of NCSC Staff</b>
More than 15 years	0 (%)
10 - 15 years	37 (-14%)
5 - 10 years	98 (-14%)
3 - 5 years	41 (-58%)
1 - 3 years	106 (+86%)
Less than 1 year	162 (+18%)
<b>Total:</b>	444 (-1%)

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

2012-13 (as at 31.12.2012)
77 (+35%)

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

2012-13 (as at 31.12.2012)
59 (-57%)

\* Four recruitment exercises were involved. These recruitment exercises were commenced in 2010-11 and offers of appointment were made in 2010-11, 2011-12 and 2012-13. There was no new recruitment exercise conducted in 2012-13. NCSC staff who successfully joined the civil service were recruited through an open, fair and competitive process.

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

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

2012-13 (as at 31.12.2012)
27% (-10%)

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

2012-13 (as at 31.12.2012)
13% (-7%)

**(h) Number of NCSC staff with paid or unpaid meal break**

<b>Meal Break</b>	2012-13 (as at 31.12.2012) <b>Number of NCSC Staff</b>
Paid meal break <sup>#</sup>	444 (-1%)
Unpaid meal break	0 (0%)
<b>Total:</b>	444 (-1%)

# NCSC staff are normally required to work for 44 hours per week, including a meal break of one hour per day.

(i) **Number of NCSC staff working 5 or 6 days per week**

<b>Working Days</b>	<b>2012-13 (as at 31.12.2012) Number of NCSC Staff</b>
Working 5 days per week	444 (-1%)
Working 6 days per week	0 (0%)
<b>Total:</b>	444 (-1%)

(j) **Application for paternity leave by NCSC staff<sup>##</sup>**

<b>Applications</b>	<b>2012-13 (as at 31.12.2012)</b>
No. of applications received	6
No. of applications granted	6

**##** As paternity leave is provided to eligible male government employees, including civil servants and NCSC staff with effect from 1 April 2012, we are unable to provide figures for 2011-12 and thus no percentage change can be shown.

*Figures in ( ) denote percentage changes compared with the same period in 2011-12*

Name in block letters: AU Choi-kai  
Post Title: Director of Buildings  
Date: 2.4.2013