

**CONTROLLING OFFICER'S REPLY**

**DEVB(PL)348**

**(Question Serial No. 4685)**

Head: (82) Buildings Department  
Subhead (No. & title): (000) Operational expenses  
Programme: (1) Buildings and Building Works  
Controlling Officer: Director of Buildings (AU Choi-kai)  
Director of Bureau: Secretary for Development

Question (Member Question No. 91):

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

	2013-14 (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 to \$30,000	( )
• \$8,001 to \$16,000	( )
• \$6,501 to \$8,000	( )
• \$6,240 to \$6,500	( )
• under \$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 staff who received severance payment/long service payment/contract gratuity	( )
Amount of severance payment/long service payment/contract gratuity paid	( )
Number of staff with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to the Mandatory Provident Fund (MPF)	( )
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	( )
Number of staff with paid meal break	( )
Number of staff without paid meal break	( )
Number of staff working 5 days per week	( )
Number of staff working 6 days per week	( )

*Figures in ( ) denote percentage changes compared with the same period in 2012-13*

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**

	2013-14 (as at 31 December 2013)
Professional	79 (-6%)
Technical & inspectorate	187 (-1%)
General administration	160 (-6%)
<b>Total:</b>	<b>426 (-4%)</b>

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

2013-14 (as at 31 December 2013)
\$88.140M (+27%)

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

	2013-14 (as at 31 December 2013)
\$30,001 or above	83 (-6%)
\$16,001 to \$30,000	193 (+50%)
\$8,001 to \$16,000	150 (-34%)
\$6,501 to \$8,000	0 (0%)
\$6,240 to \$6,500	0 (0%)
below \$6,240	0 (0%)

	2013-14 (as at 31 December 2013)
More than 15 years	0 (0%)
10 - 15 years	36 (-3%)
5 - 10 years	97 (-1%)
3 - 5 years	16 (-61%)
1 - 3 years	174 (+64%)
Less than 1 year	103 (-36%)
<b>Total:</b>	<b>426 (-4%)</b>

**(d) Number of NCSC staff appointed as civil servant<sup>Note</sup>**

2013-14 (as at 31 December 2013)
38 (-50%)

Note:

- NCSC staff who successfully joined the civil service were recruited through an open, fair and competitive process.
- Two recruitment exercises had been completed by the end of December 2013. The appointment arrangement of various grades of civil servant is still in progress.

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

2013-14 (as at 31 December 2013)
32% (-11%)

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

2013-14 (as at 31 December 2013)
15% (+15%)

**(g) Number of staff who received contract gratuity**

2013-14 (as at 31 December 2013)
204 (+15%)

**(h) Amount of contract gratuity paid**

2013-14 (as at 31 December 2013)
\$4.528M (+207%)

**(i) Number of staff with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF:**

The number of staff with severance payment/long service payment offset by the employer's contributions under the MPF Scheme is zero. The number of NCSC staff whose contract gratuity has been offset against the employer's contributions under the MPF Scheme is as follows:

2013-14 (as at 31 December 2013)
204 (+15%)

**(j) Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF**

The sum of severance payment/long service payment offset by the employer's contributions under the MPF scheme is \$0. The sum of contract gratuity offset against the employer's contributions under the MPF Scheme is as follows:

2013-14 (as at 31 December 2013)
\$3.627M (+15%)

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

	2013-14 (as at 31 December 2013)
Paid meal break <sup>#</sup>	426 (-4%)
Unpaid meal break	0 (0%)
<b>Total:</b>	<b>426 (-4%)</b>

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

**(l) Number of working days per week for NCSC staff**

	2013-14 (as at 31 December 2013)
Number of staff working 5 days per week	426 (-4%)
Number of staff working 6 days per week	0 (0%)
<b>Total:</b>	<b>426 (-4%)</b>