

**CONTROLLING OFFICER'S REPLY**

<b>DEVB(PL)273</b>
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**(Question Serial No. 3399)**

Head: (82) Buildings Department

Subhead (No. & title): (000) Operational Expenses

Programme: (1) Buildings and Building works

Controlling Officer: Director of Buildings (HUI Siu-wai)

Director of Bureau: Secretary for Development

Question:

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

	2014-15 (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 2013-14

Asked by: Hon WONG Kwok-hing (Member Question No. 44)

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**

	2014-15 (as at 31 December 2014)
Professional	43 (-46%)
Technical & inspectorate	91 (-51%)
General administration	139 (-13%)
<b>Total:</b>	<b>273 (-36%)</b>

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

2014-15 (as at 31 December 2014)
\$60.436M (-31%)

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

	2014-15 (as at 31 December 2014)
\$30,001 or above	44 (-47%)
\$16,001 to \$30,000	103 (-47%)
\$8,001 to \$16,000	126 (-16%)
\$6,501 to \$8,000	0 (0%)
\$6,240 to \$6,500	0 (0%)
below \$6,240	0 (0%)

	2014-15 (as at 31 December 2014)
More than 15 years	1 (+100%)
10 - 15 years	40 (+11%)
5 - 10 years	50 (-48%)
3 - 5 years	54 (+238%)
1 - 3 years	92 (-47%)
Less than 1 year	36 (-65%)
<b>Total:</b>	273 (-36%)

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

2014-15 (as at 31 December 2014)
101 (+166%)

Note:

- NCSC staff who successfully joined the civil service were recruited through an open, fair and competitive process.
- Four recruitment exercises had been completed by the end of December 2014. 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**

2014-15 (as at 31 December 2014)
18% (-44%)

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

2014-15 (as at 31 December 2014)
10% (-33%)

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

2014-15 (as at 31 December 2014)
281 (+38%)

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

2014-15 (as at 31 December 2014)
\$5.332M (+18%)

**(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:

2014-15 (as at 31 December 2014)
281(+38%)

**(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:

2014-15 (as at 31 December 2014)
\$2.715M (-25%)

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

	2014-15 (as at 31 December 2014)
Paid meal break <sup>#</sup>	273 (-36%)
Unpaid meal break	0 (0%)
<b>Total:</b>	273 (-36%)

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

**(1) Number of working day per week for NCSC staff**

	2014-15 (as at 31 December 2014)
Working 5 days per week	273 (-36%)
Working 6 days per week	0 (0%)
<b>Total:</b>	273 (-36%)

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