

CONTROLLING OFFICER'S REPLY**DEVB(PL)278****(Question Serial No. 4073)**

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:

	2015-16 (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 2014-15

Asked by: Hon WONG Kwok-hing (Member Question No. 50)

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

	2015-16 (as at 31 December 2015)
Professional	41 (-5%)
Technical & inspectorate	98 (+8%)
General administration	100 (-28%)
Total:	239 (-12%)

(b) Total expenditure on salary for NCSC staff

2015-16 (as at 31 December 2015)
\$40.879M (-32%)

(c) Salaries and length of service of NCSC staff

	2015-16 (as at 31 December 2015)
\$30,001 or above	42 (-5%)
\$16,001 to \$30,000	108 (+5%)
\$8,001 to \$16,000	89 (-29%)
\$6,501 to \$8,000	0
\$6,240 to \$6,500	0
below \$6,240	0

	2015-16 (as at 31 December 2015)
More than 15 years	1 (0%)
10 - 15 years	28 (-30%)
5 - 10 years	33 (-34%)
3 - 5 years	73 (+35%)
1 - 3 years	56 (-39%)
Less than 1 year	48 (+33%)
Total:	239 (-12%)

(d) Number of NCSC staff appointed as civil servant^{Note}

2015-16 (as at 31 December 2015)
21 (-79%)

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 2015. The appointment exercises for other grades of civil servants are still in progress.

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

2015-16 (as at 31 December 2015)
15% (-3%)

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

2015-16 (as at 31 December 2015)
5.5% (-4.5%)

(g) Number of staff who received contract gratuity

2015-16 (as at 31 December 2015)
151 (-46%)

(h) Amount of contract gratuity paid

2015-16 (as at 31 December 2015)
\$2.582M (-52%)

(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 accrued benefits derived from the employer's contributions under the MPF Scheme is as follows:

2015-16 (as at 31 December 2015)
3 (zero for 2014-15)

Since both end-of-contract gratuity and government's contributions to MPF schemes are funded by the government, there is no question of reducing the payable end-of-contract gratuity by the contributions to MPF schemes or offsetting contract gratuity by employer's contributions.

(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 as follows:

2015-16 (as at 31 December 2015)
\$0.31M (\$0 for 2014-15)

Since both end-of-contract gratuity and government's contributions to MPF schemes are funded by the government, there is no question of reducing the payable end-of-contract gratuity by the contributions to MPF schemes or offsetting contract gratuity by employer's contributions.

(k) Paid meal break for NCSC staff

	2015-16 (as at 31 December 2015)
Paid meal break [#]	239 (-12%)
Unpaid meal break	0 (0%)
Total:	239 (-12%)

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

(I) Number of working day per week for NCSC staff

	2015-16 (as at 31 December 2015)
Working 5 days per week	239 (-12%)
Working 6 days per week	0 (0%)
Total:	239 (-12%)

Figures in () denote percentage changes compared with the same period in 2014-15

- End -