

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

<b>THB(T)068</b>
------------------

Head: 60 - Highways DepartmentSubhead 000 Operational  
(No. & title): Expenses

Question Serial No.

2381
------

Programme: -Controlling Officer: Director of HighwaysDirector of Bureau: Secretary for Transport and HousingQuestion:

- a. Please provide the following information on the employment of non-civil service contract (NCSC) staff to provide services:

	2010-11	2009-10	2008-09	2007-08
Number of NCSC staff	( )	( )	( )	( )
Total expenditure on salaries of NCSC staff	( )	( )	( )	( )
Number of NCSC staff appointed as civil servants				
Number of NCSC staff who had chances for appointment as civil servants on permanent terms through open recruitment but failed to do so	( )	( )	( )	( )
Percentage of NCSC staff in the total number of staff in the department (%)	( )	( )	( )	( )

*Figures in ( ) denote year-on-year changes*

- b. Please provide a breakdown on the number of NCSC staff by length of employment for each year from 2007-08 to 2010-11 in the following table:

Length of employment	Number of staff in 2010-11	Number of staff in 2009-10	Number of staff in 2008-09	Number of staff in 2007-08
6 months to 1 year	( )	( )	( )	( )
1 to 3 years	( )	( )	( )	( )
3 to 5 years	( )	( )	( )	( )
5 to 10 years	( )	( )	( )	( )
10 to 15 years	( )	( )	( )	( )

*Figures in ( ) denote year-on-year changes*

- c. In the coming three years (i.e. from 2010-11 to 2012-13), how many NCSC staff will be able to convert to civil servants on permanent terms?

Asked by: Hon. WONG Kwok-hing

Reply:

(a)	2010-11 <sup>(Note 1)</sup>	2009-10 <sup>(Note 2)</sup>	2008-09 <sup>(Note 3)</sup>	2007-08 <sup>(Note 3)</sup>
Number of NCSC staff	-	62 (-19.5%)	77 (-45.4%)	141
Total expenditure on salaries for NCSC staff (\$ million)	-	25.7 (-38.1%)	41.5 (-33.5%)	62.4
Number of NCSC staff appointed as civil servants <sup>(Note 4)</sup>	-	23 (-54%)	50 (-20.6%)	63
Number of NCSC staff who had chances for appointment as civil servants on permanent terms through open recruitment but failed to do so <sup>(Note 5)</sup>	-	21 (-12.5%)	24 (+20.0%)	20
Percentage of NCSC staff in the total number of staff in the department (%)	-	3.0 (-21.1%)	3.8 (-46.5%)	7.1

*Figures in ( ) denote year-on-year changes*

(b)	Number of Staff			
	2010-11 <sup>(Note 1)</sup>	2009-10 <sup>(Note 2)</sup>	2008-09 <sup>(Note 3)</sup>	2007-08 <sup>(Note 3)</sup>
Length of employment				
6 months to 1 year	-	33 (+83.3%)	18 (-25.0%)	24
1 to 3 years	-	5 (-37.5%)	8 (-76.0%)	34
3 to 5 years	-	5 (-50.0%)	10 (-44.0%)	18
5 to 10 years	-	17 (-58.5%)	41 (-36.9%)	65
10 to 15 years	-	2 (Not applicable)	0	0

*Figures in ( ) denote year-on-year changes*

Notes for (a) & (b) -

(1) Figures are not available as the number of NCSC staff varies from time to time in the light of changing service needs and operational requirements.

(2) Position as at 28.2.2010.

(3) Position as at end March of the financial year concerned.

(4) It refers to those NCSC staff of the department who were subsequently selected through open recruitment and appointed to civil servant posts of the comparable rank within the department.

(5) It refers to those NCSC staff of the department who were subsequently not selected through open recruitment for appointment to civil servant posts of the comparable rank within department.

(c) Serving NCSC staff, like all other candidates, may apply for civil service posts in response to recruitment advertisements. Qualified candidates will be selected on basis of merits. We are therefore unable to estimate the number of NCSC staff who will be able to be appointed as civil servants on permanent terms in the coming three years, i.e. from 2010-11 to 2012-13.

Signature \_\_\_\_\_

Name in block letters WAI CHI SING

Post Title Director of Highways

Date 18.3.2010