

CONTROLLING OFFICER'S REPLY**DEVB(W)249****(Question Serial No. 4745)**Head: (42) Electrical and Mechanical Services DepartmentSubhead (No. & title): (000) Operational ExpensesProgramme: (-) Not SpecifiedControlling Officer: Director of Electrical and Mechanical Services (CHAN Fan)Director of Bureau: Secretary for DevelopmentQuestion (Member Question No. 150):

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

	2013-14 (the latest position)
Number of NCSC staff	()
Details 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	()
• less than \$6,240	()
Length of service of NCSC staff	
• 15 years or above	()
• 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	()
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 who received severance payment/ long service payment/ contract gratuity	()
Amount of severance payment/ long service payment/ contract gratuity paid	()
Number of NCSC staff with severance payment/ long service payment/ contract gratuity offset by the accrued benefits attributable to employer's contributions to MPF	()

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

Percentages in () denote comparison with 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 of NCSC staff against their job nature

Job nature	2013-14 (as at 31 December 2013)
	Number of NCSC staff
Professional	6 (-25.0%)
Technical and inspectorate	2 (-60.0%)
General administration	9 (+12.5%)
Total:	17 (-19.0%)

(b) Total expenditure on salaries for NCSC staff

2013-14 (up to 31 December 2013) (\$ million)
5.977 (+12.3%)

(c) Number of NCSC staff against their salaries and length of service

Monthly salary	2013-14 (as at 31 December 2013)
	Number of NCSC staff
\$30,001 or above	9 (+12.5%)
\$16,001 to \$30,000	5 (-37.5%)
\$8,001 to \$16,000	3 (-40.0%)
\$6,501 to \$8,000	0 (-)
\$6,240 to \$6,500	0 (-)
Less than \$6,240	0 (-)
Total:	17 (-19.0%)

Length of service	2013-14 (as at 31 December 2013)
	Number of NCSC staff
15 years or above	0 (-)
10 years to less than 15 years	4 (0%)
5 years to less than 10 years	6 (+20.0%)
3 years to less than 5 years	1 (-66.7%)
1 year to less than 3 years	5 (-16.7%)
Less than 1 year	1 (-66.7%)
Total:	17 (-19.0%)

(d) Number of NCSC staff appointed as civil servants^(Note 1)

2013-14 (up to 31 December 2013)
5 (+150.0%)

Note 1: Including information on NCSC staff appointed as civil servant within the Electrical and Mechanical Services Department (EMSD) only. The said NCSC staff have joined the civil service through an open, fair and competitive process.

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

2013-14 (as at 31 December 2013)
4.3%

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

2013-14 (as at 31 December 2013)
3.23%

(g) Number of NCSC staff who received severance payment / long service payment / contract gratuity

2013-14 (up to 31 December 2013)
13 (+8.3%)

(h) Amount of severance payment / long service payment / contract gratuity paid

2013-14 (up to 31 December 2013) (\$ million)
0.935 (+375%)

(i) Number of NCSC staff with severance payment / long service payment / contract gratuity offset by the accrued benefits attributable to employer's contributions to MPF^(Note 2)

2013-14 (up to 31 December 2013)
0

(j) Amount of severance payment / long service payment / contract gratuity offset by the accrued benefits attributable to employer's contributions to MPF^(Note 2)

2013-14 (up to 31 December 2013) (\$ million)
0

Note 2: According to the Civil Service Bureau's guidelines on employment of NCSC staff, the contract gratuity for NCSC staff, plus the government's MPF contributions in respect of the NCSC staff, should not be more than 10% (for non-skilled jobs) or 15% (for skilled jobs) of the total basic salary drawn during the contract period. The government will not make reference to accrued benefit in calculating contract gratuity for NCSC staff.

(k) Number of NCSC staff against meal break

Meal Break	2013-14 (as at 31 December 2013)
	Number of NCSC staff
Paid meal break	15(-21.1%)
Unpaid meal break	2 (0%)
Total:	17 (-19.0%)

(I) Number of NCSC staff against working days

Working days	2013-14 (as at 31 December 2013)
	Number of NCSC staff
5 working days per week	17 (-19.0%)
6 working days per week	0 (-)
Total:	17 (-19.0%)

Percentages in () denote comparison with 2012-13 except where the relevant figure in 2012-13 is zero.