

CONTROLLING OFFICER'S REPLY**DEVB(W)247****(Question Serial No. 4743)**

Head: (42) Electrical and Mechanical Services Department

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

Programme: (-) Not Specified

Controlling Officer: Director of Electrical and Mechanical Services (CHAN Fan)

Director of Bureau: Secretary for Development

Question (Member Question No. 148):

Regarding the engagement of agency workers, please provide the following information:

	2013-14 (the latest position)
Number of contracts with employment agencies	()
Contract sum paid to each employment agency	()
Duration of service of each employment agency	()
Number of agency workers	()
Details of the positions held by agency workers	
Monthly salary range of agency workers	
• \$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 agency workers	
• 15 years or above	()
• 10 - 15 years	()
• 5 - 10 years	()
• 3 - 5 years	()
• 1 - 3 years	()
• less than 1 year	()
Percentage of agency workers against the total staff in the department	()
Percentage of expenditure for employment agencies against total staff costs in the department	()
Number of workers who received severance payment/ long service payment/ contract gratuity	()
Amount of severance payment/ long service payment/ contract gratuity paid	()

Number of workers 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 workers with paid meal break	()
Number of workers without paid meal break	()
Number of workers working 5 days per week	()
Number of workers working 6 days per week	()

Percentage in () denote comparison with 2012-13

Asked by: Hon. WONG Kwok-hing

Reply:

The information in respect of engagement of agency workers is appended below. This information excludes services provided under term contracts centrally administered by the Office of the Government Chief Information Officer.

(a) The number of contracts with employment agencies (EAs)

2013-14 (as at 30 September 2013)
1 (0%)

(b) Contract sum and duration of services

Contract sum	2013-14 (as at 30 September 2013)
	Number of contracts
Less than \$0.5 million	1 (0%)
\$0.5 million to \$1 million	0 (-)
Over \$1 million	0 (-)
Total:	1 (0%)

Duration of services	2013-14 (as at 30 September 2013)
	Number of contracts
Six months or less	0 (-)
Over six months to one year	0 (-)
Over one year to two years	1 (0%)
Over two years	0 (-)
Total:	1 (0%)

(c) **Number of workers against their job categories**

	2013-14 (as at 30 September 2013)
Number of workers	14 (+180%)

	2013-14 (as at 30 September 2013)
Job category of workers	Number of workers
Backend office support	14 (+180%)
Technical services	0 (-100%)
Total:	14 (+180%)

(d) **Monthly salary range of agency workers**

With the implementation of the Statutory Minimum Wage (SMW) since 1 May 2011, bidders are required to pay their agency workers salaries not lower than the average monthly wages for “General Worker for all selected industries” in the Quarterly Report for December 2010, unless it is overtaken by the prevailing SMW plus one paid rest day in every period of seven days. As at 30 September 2013, the department engaged one contract and the minimum monthly wages specified in the contract was \$8,352.

(e) **Length of service of agency workers**

The mode of using agency workers is that government departments and an EA enter into a service contract under which the agency will supply manpower as and when required. As long as the requirements of the government departments (in terms of the number of agency workers and the qualifications and/or experience required from agency workers) are satisfied, the EA may arrange any of their employees to work in the departments or arrange replacement agency workers during the contract period for different reasons. Therefore, we do not have information on the years of service of agency workers who are employees of the EAs and are at the disposal of the latter.

(f) Percentage of workers against the total staff in the Department

2013-14 (as at 30 September 2013)
3.5%

(g) Percentage of expenditure for EAs against the total staff costs in the Department

2013-14 (up to 30 September 2013)
0.38%

(h) Severance payment / long service payment / contract gratuity paid to agency worker by employment agency

The department entered into contracts with the EAs for provision of services as required by the department during the contract period. The contractual relationship of the agency workers is with the EAs which have to fulfil the obligations of employers under the relevant laws including the Employment Ordinance (Cap. 57) and Mandatory Provident Fund Schemes Ordinance (Cap. 485). We do not have information on the severance payment/ long service payment/ contract gratuity paid by the EAs to their workers.

(i) Meal break for workers

The agency workers are employed by the EAs, and whether the meal break is paid or not is governed by the employment contract between the two parties. We do not have information on this matter.

(j) Number of workers against working days

Working days	2013-14 (as at 30 September 2013)
	Number of workers
5 working days per week	14 (+180%)
6 working days per week	0 (-)
Total:	14 (+180%)

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