

**CONTROLLING OFFICER'S REPLY****DEVB(W)248****(Question Serial No. 4744)**

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. 149):

On engagement of “outsourced workers”, please provide the following information:

	2013-14 (the latest position)
Number of outsourced service contracts	( )
Total expenditure for outsourced service providers	( )
Duration of service for each outsourced service provider	( )
Number of workers engaged through outsourced service providers	( )
Details of the positions held by outsourced workers (e.g. customer service, property management, security, cleansing and information technology)	
Monthly salary range of outsourced 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 outsourced workers	
• 15 years or above	( )
• 10 - 15 years	( )
• 5 - 10 years	( )
• 3 - 5 years	( )
• 1 - 3 years	( )
• less than 1 year	( )
Percentage of outsourced workers against the total staff in the department	( )
Percentage of expenditure for outsourced service providers against the 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 contribution 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	( )

*Percentages in ( ) denote comparison with 2012-13*

Asked by: Hon. WONG Kwok-hing

Reply:

The Electrical and Mechanical Services Department uses outsourced services for cleansing and security. The requested information is provided below.

**(a) Number of outsourced service contracts**

2013-14 (as at 31 December 2013)
2 (0%)

**(b) Total expenditure for outsourced service providers**

2013-14 (up to 31 December 2013) (\$ million)
0.68 (+13.0%)

**(c) Duration of outsourced service contracts**

Duration of service	2013-14 (as at 31 December 2013)
	Number of contracts
6 months or less	0 (-)
Over 6 months to 1 year	0 (-)
Over 1 year to 2 years	0 (-)
Over 2 years	2 (0%)
<b>Total:</b>	2 (0%)

**(d) Number of workers engaged through outsourced service providers**

2013-14 (as at 31 December 2013)
8 (0%)

**(e) Details of outsourced workers against their work nature**

Nature of service contracts	2013-14 (as at 31 December 2013)
	Number of workers
Cleansing	4 (0%)
Security	4 (0%)
<b>Total:</b>	8 (0%)

**(f) Monthly salary range of outsourced workers**

After the implementation of the Statutory Minimum Wage (SMW) on 1 May 2011, for service contracts on security and cleansing, the contractors were required to pay workers wages not lower than the prevailing SMW.

**(g) Length of service of outsourced workers**

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

**(h) Percentage of outsourced workers against the total staff in the department**

2013-14 (as at 31 December 2013)
2.12%

**(i) Percentage of expenditure for outsourced service providers against the total staff costs in the department**

2013-14 (up to 31 December 2013)
0.36%

**(j) Severance payment / long service payment / contract gratuity paid to outsourced workers**

The department entered into contracts with the outsourced contractors for provision of services as required by the department during the contract period. The contractual relationship of the outsourced workers is with the outsourced contractors 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 contractors to their workers.

**(k) Meal break for outsourced workers**

The outsourced workers are employed by the outsourced contractors, 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.

**(l) Number of outsourced workers against working days**

Working days	2013-14 (as at 31 December 2013)	
	Number of workers	
5 working days per week	1	(0%)
6 working days per week	7	(0%)
<b>Total:</b>	8	(0%)

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