

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

**DEVB(W)210**

Question Serial No.

5362

Head: 42 Electrical and Mechanical  
Services Department

Subhead (No. & title): 000 Operational  
Expenses

Programme:

Controlling Officer: Director of Electrical and Mechanical Services

Director of Bureau: Secretary for Development

Question:

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

	2012-13 (the latest position)
Number of contracts with employment agencies	( )
Contract sum paid to each employment agency	( )
Total amount of commission paid to each employment agency	( )
Duration of service for 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 the total staff costs in the department	( )
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 2011-12*

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)**

2012-13 (as at 30.9.12)
1 (-50%)

(b) **Contract sum and duration of services**

<b>Contract sum</b>	2012-13 (as at 30.9.12)
	<b>Number of contracts</b>
Less than \$0.5 million	1 (-50%)
\$0.5 million to \$1 million	0 (-)
Over \$1 million	0 (-)
<b>Total:</b>	<b>1 (-50%)</b>

<b>Duration of services</b>	2012-13 (as at 30.9.12)
	<b>Number of contracts</b>
6 months or less	0 (-100%)
Over 6 months to 1 year	0 (-)
Over 1 year to 2 years	1 (-)
Over 2 years	0 (-)
<b>Total:</b>	<b>1 (-50%)</b>

(c) **Commission paid to EAs**

In procuring employment agency service, government departments are required to comply with the relevant Stores and Procurement Regulations, Financial Circulars and guidelines issued by the Civil Service Bureau. These regulations and guidelines do not require the departments to specify the amount or the rate of commission payable to EAs. As such, we do not have information on the commission paid to EAs.

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

	2012-13 (as at 30.9.12)
<b>Number of workers</b>	5 (-28.6%)

	2012-13 (as at 30.9.12)
<b>Job category of workers<sup>(Note)</sup></b>	<b>Number of workers</b>
Backend office support	5 (-28.6%)
Technical services	0 (-100%)
<b>Total:</b>	<b>5 (-28.6%)</b>

Note : Agency workers are generally referred to as temporary staff and are not assigned any post titles. However, we have provided information on the workers by two broad job categories, viz backend office support and technical services.

**(e) 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 30.9.2012, the department engaged one contract and the minimum monthly wages specified in the contract was \$8,031.

**(f) 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.

**(g) Percentage of workers against the total staff in the Department**

2012-13 (as at 30.9.12)
1.26%

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

