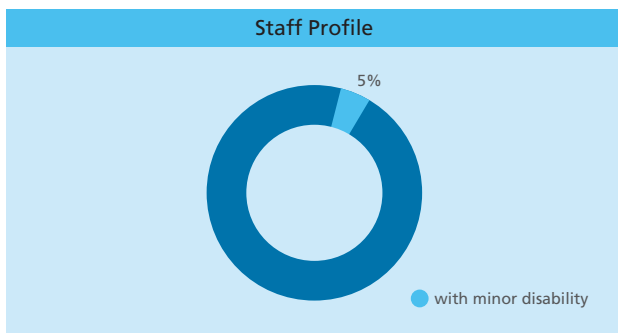


## Social Responsibilities

Our responsibility is not limited to maintaining a green and healthy environment for our client departments and the public. As a caring and responsible corporate citizen, we also have the obligation to provide a safe and healthy environment for our employees, other parties working for us, as well as those who may be affected by our work, and to comply with the relevant laws and regulations. As a government department, we operate under the HKSAR Government policy framework, especially on labour and human rights issues. Governed by the Civil Service Bureau's codes of conduct, we also provide equal employment opportunities in accordance with the law.

## Staff Employment

At the end of 2007/08, we have approximately 5,100 employees, about 71% of whom are employed on permanent terms. As a commitment to upholding the equal opportunity employment policy, we currently have 255 employees with minor disabilities, representing about 5% of our total workforce.



As for salary payment, we strictly adhere to government policies on timely payment of staff salaries and maintain payment records as required.

In 2007/08, we introduced a New Non-Civil Service Contract (NCSC) Technician Scheme to reinforce NCSC personnel's sense of belonging and provide a clearer career progression through Technician II, I and Senior Technician grades.

## Young Engineer Recognised for Outstanding Community Service

2007/08 was a remarkable year for EMSD's engineer Fanny Ting, winner of the Certificate of Merit under the "Young Engineer of the Year Award" organised by the Hong Kong Institution of Engineers. Ms. Ting was the first woman E&M Engineer to receive the award.

Ms. Ting joined EMSD as an engineering graduate in 2002 and was awarded the Best Trainee of the Year in 2004. During her service in EMSD, she participated in a number of installation projects related to public services. Ms. Ting is also active in community services and activities in the engineering field.



Award Presentation Ceremony