

Examination of Estimates of Expenditure 2011-12

Reply Serial No.

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

DEVB(PL)126

Question Serial No.

Head : 82 Buildings Department Subhead (No. & title) :
000 Operational Expenses

1140

Programme :

Controlling Officer : Director of Buildings

Director of Bureau : Secretary for Development

Question :

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

	2011-12	2010-11	2009-10	2008-09
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	()	()	()	()
• \$5,001 - \$6,500	()	()	()	()
• \$5,000 or below	()	()	()	()
• number of workers with salary below \$5,824	()	()	()	()
• number of workers with salary between \$5,824 and \$6,500	()	()	()	()
Length of service of agency workers				
• 5 years or above	()	()	()	()
• 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	()	()	()	()

() denotes percentage of increase or decrease per year

Asked by : Hon. WONG Kwok-hing

Reply :

The information in respect of engagement of agency workers is set out below. The information provided excludes services provided under term contracts centrally administered by the Office of the Government Chief Information Officer. We are unable to provide information for 2011-12 as the need for and the number of agency workers vary over time according to the changing service needs.

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

2010-11 (as at 30.9.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
2 (0%)	2 (0%)	2

(b) Contract sums and duration of services

Contract sum	2010-11 (as at 30.9.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
	Number of contracts		
Less than \$0.5 million	0 (0%)	0 (0%)	0
\$0.5 million to \$1 million	0 (0%)	0 (0%)	0
Over \$1 million	2 (0%)	2 (0%)	2
Total:	2 (0%)	2 (0%)	2

Duration of services	2010-11 (as at 30.9.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
	Number of contracts		
6 months or less	0 (0%)	0 (0%)	0
Over 6 months to 1 year	2 (0%)	2 (0%)	2
Over 1 year to 2 years	0 (0%)	0 (0%)	0
Over 2 years	0 (0%)	0 (0%)	0
Total:	2 (0%)	2 (0%)	2

(c) Commission paid to EAs

In procuring employment agency service, the Buildings Department complies with the relevant Stores and Procurement Regulations, Financial Circulars and guidelines issued by the Civil Service Bureau. These regulations and guidelines do not require 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 and job categories of workers

	2010-11 (as at 30.9.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
Number of workers	194 (+12.1%)	173 (+23.6%)	140

	2010-11 (as at 30.9.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
Job categories of workers ^{Note}	Number of workers		
Backend office support	194 (+12.1%)	173 (+23.6%)	140
Technical services	0 (0%)	0 (0%)	0
Total:	194 (+12.1%)	173 (+23.6%)	140

Note: Agency workers are generally referred to as temporary staff and are not assigned any specific post titles. However, we have provided information of the workers by two broad job categories.

(e) Monthly salary range of agency workers

While all our contracts are not bound by the mandatory requirements on wage rates imposed internally by the Administration for non-skilled workers, we require the EAs to state the lowest wage they will pay to their employees. Since April 2010, we have specified in the contracts that the EAs must pay their agency workers wages not less than the average monthly wage of miscellaneous non-production workers in all selected industries published in the latest Census and Statistics Department's Quarterly Report of Wage and Payroll Statistics at the time when tenders are invited for the whole duration of the concerned service contracts. For the period from April to December 2010, the minimum monthly wages specified in the contracts ranged from \$7,183 to \$7,523. Nevertheless, we do not keep information on the wage each agency worker is receiving.

(f) Length of service of agency workers

An EA may arrange any of their employees who meet the requirement of the contract to work in the Department 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

2010-11 (as at 30.9.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
13% (+2.5%)	10.5% (+2.7%)	7.8%

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

2010-11 (as at 30.9.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
1.7% (-0.3%)	2.0% (+0.6%)	1.4%

(i) Paid meal break for workers

As the agency workers are employed directly by the EAs, whether 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) Working days of workers

Working days	2010-11 (as at 30.9.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
	Number of workers		
5 working days or less per week	194 (+21.3%)	160 (+14.3%)	140
More than 5 working days per week	0 (0%)	0 (0%)	0
Total:	194 (+21.3%)	160 (+14.3%)	140

() denotes percentage of increase or decrease per year

Signature _____

Name in block letters AU Choi-kai

Post Title Director of Buildings

Date 17.3.2011