

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

**DEVB(PL)118**

Question Serial No.

0163

Head: 82 Buildings Department

Subhead (No. & title): 000 Operational Expenses

Programme: Buildings and Building Works

Controlling Officer: Director of Buildings

Director of Bureau: Secretary for Development

Question:

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

	2012-13 (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	( )
Distribution 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	( )
• below \$6,240	( )
Length of service of agency workers	
• above 15 years	( )
• 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	( )

*Figures in ( ) denote percentage changes compared with the same period in 2011-12*

Asked by: Hon. WONG Kwok-hing

Reply:

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

**(a) Number of contracts with employment agencies**

2012-13 (as at 30.9.2012)
3 (+200%)

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

	2012-13 (as at 30.9.2012)
<b>Contract sum</b>	<b>Number of contracts</b>
Less than \$0.5 million	0 (0%)
\$0.5 million to \$1 million	0 (0%)
Over \$1 million	3 (+200%)
<b>Total:</b>	3 (+200%)

	2012-13 (as at 30.9.2012)
<b>Duration of services</b>	<b>Number of contracts</b>
6 months or less	0 (0%)
Over 6 months to 1 year	3 (+200%)
Over 1 year to 2 years	0 (0%)
Over 2 years	0 (0%)
<b>Total:</b>	3 (+200%)

**(c) Commission paid to employment agencies**

In procuring employment agency services, departments must 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 departments to specify the amount or the rate of commission payable to employment agencies. As such, we do not have information on the commission paid to employment agencies.

**(d) Number and job categories of workers**

	2012-13 (as at 30.9.2012)
<b>Number of workers</b>	40 (-68%)

  

<b>Job categories of workers</b> <sup>Note</sup>	2012-13 (as at 30.9.2012) <b>Number of workers</b>
Backend office support	40 (-68%)
<b>Total:</b>	40 (-68%)

Note: Agency workers are generally referred to as temporary staff and are not assigned any specific post titles.

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

We require the employment agencies to state the lowest wage they will pay to their employees. Since April 2010, we have specified in the contracts that, for the whole duration of the concerned service contracts, the employment agencies must pay their agency workers wages no 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 period from April to December 2012, the minimum monthly wages specified in the contracts is \$8,040. Furthermore, upon the implementation of the Statutory Minimum Wage with effect from 1 May 2011, employment agencies are also obliged by law to comply with other applicable requirements of the Minimum Wage Ordinance (Cap. 608). Nevertheless, we do not keep information on the wage that each agency worker is receiving.

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

An employment agency may arrange any of their employees who meet our requirements to work in the Department or arrange replacement of 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 employment agencies and are at the disposal of the latter.

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

2012-13 (as at 30.9.2012)
2.4% (-6.6%)

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

2012-13 (as at 30.9.2012)
0.5% (-2.2%)

**(i) Paid meal break for workers**

The agency workers are employed by the employment agencies, 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) Working days of workers**

<b>Working days</b>	2012-13 (as at 30.9.2012) <b>Number of workers</b>
5 working days or less per week	40 (-68%)
More than 5 working days per week	0 (0%)
<b>Total:</b>	40 (-68%)

*Figures in ( ) denote percentage changes compared with the same period in 2011-12*

Name in block letters: AU Choi-kai

Post Title: Director of Buildings

Date: 2.4.2013