

CONTROLLING OFFICER'S REPLY

DEVB(PL)272

(Question Serial No. 3398)

Head: (82) Buildings Department

Subhead (No. & title): (000) Operational expenses

Programme: (1) Buildings and Building Works

Controlling Officer: Director of Buildings (HUI Siu-wai)

Director of Bureau: Secretary for Development

Question:

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

	2014-15 (latest position)
Number of contracts with employment agencies	()
Contract sum paid to each employment agency	()
Duration of service of 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 to \$30,000	()
• \$8,001 to \$16,000	()
• \$6,501 to \$8,000	()
• \$6,240 to \$6,500	()
• under \$6,240	()
Length of service of agency workers	
• over 15 years	()
• 10 to 15 years	()
• 5 to 10 years	()
• 3 to 5 years	()
• 1 to 3 years	()
• under 1 year	()
Percentage of agency workers against the total number of staff in the Department	()
Percentage of expenditure for employment agencies against the total staff costs of the Department	()
Number of staff who received severance payment/long service payment/contract gratuity	()

Amount of severance payment/long service payment/contract gratuity paid	()
Number of staff with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to the Mandatory Provident Fund (MPF)	()
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	()
Number of staff with paid meal break	()
Number of staff without paid meal break	()
Number of staff working 5 days per week	()
Number of staff working 6 days per week	()

Figures in () denote percentage changes compared with the same period in 2013-14

Asked by: Hon WONG Kwok-hing (Member Question No. 43)

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

2014-15 (as at 28.2.2015)
7 (+600%)

(b) Contract sum and duration of services

Contract sum	2014-15 (as at 28.2.2015) Number of contracts
Less than \$0.5 million	0 (0%)
\$0.5 million to \$1 million	0 (0%)
Over \$1 million	7 (+600%)
Total:	7 (+600%)

Duration of services	2014-15 (as at 28.2.2015) Number of contracts
6 months or less	0 (0%)
Over 6 months to 1 year	7 (+600%)
Over 1 year to 2 years	0 (0%)
Over 2 years	0 (0%)
Total:	7 (+600%)

(c) Number and job categories of workers

	2014-15 (as at 28.2.2015)
Number of workers	105 (+600%)

Job categories of workers*	2014-15 (as at 28.2.2015) Number of workers
Backend office support	105 (+600%)
Total:	105 (+600%)

Note:

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

(d) Monthly salary range of agency workers

We require the employment agencies to state the lowest wage they will pay to their employees. Since May 2011, 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 wages for “General Workers (all selected industries)” as published in the December 2010 edition of Census and Statistics Department’s Quarterly Report of Wage and Payroll Statistics at the time when tenders are invited. For the period from April 2014 to February 2015, the minimum monthly wages specified in the contract is \$8,352. 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.

(e) 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.

(f) Percentage of agency workers against the total number of staff in the Department

2014-15 (as at 28.2.2015)
5.5% (+4.7%)

(g) Percentage of expenditure to employment agencies against the total staff costs of the Department

2014-15 (as at 28.2.2015)
0.4% (0%)

(h) Details of severance payment/long service payment/contract gratuity of agency workers

The agency workers are employed by the employment agencies. The number of agency workers who received the severance payment/long service payment/contract gratuity and who received severance payment/long service payment/contract gratuity offset against the employer's contributions under the Mandatory Provident Fund and the amount and details of the payment are arranged by the employers of the agency workers and are governed by the employment contract between the two parties. We do not have the relevant information.

(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 the relevant information.

(j) Number of working days per week for workers

	2014-15 (as at 28.2.2015)
Number of workers working 5 days or less per week	105 (+600%)
Number of workers working 6 days per week	0 (0%)
Total:	105 (+600%)

Figures in () denote percentage changes compared with the same period in 2013-14

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