

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

THB(T)059

Head: 60 - Highways Department Subhead (No. & title): 000 Operational Expenses

Question Serial No.

2991

Programme:

Controlling Officer: Director of Highways

Director of Bureau: Secretary for Transport and Housing

Question:

On engaging agency workers, please provide the following information:

| | 2011-12 | 2010-11 | 2009-10 | 2008-09 |
|--|---------|---------|---------|---------|
| Number of contracts of engaging employment agencies | () | () | () | () |
| Contract sum paid to each employment agency | () | () | () | () |
| Total amount of commission paid to each employment agency | () | () | () | () |
| Length of contract 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 monthly salary below \$5,824 | () | () | () | () |
| • number of workers with monthly salary between \$5,824 and \$6,500 | () | () | () | () |
| Length of service of agency workers | | | | |
| • 5 years or longer | () | () | () | () |
| • 3 - 5 years | () | () | () | () |
| • 1 - 3 years | () | () | () | () |
| • less than 1 year | () | () | () | () |
| Percentage of agency workers among the total number of staff in the department | () | () | () | () |
| Percentage of amount paid to employment agencies among the total departmental staff cost | () | () | () | () |
| Number of workers with remunerated meal break | () | () | () | () |
| Number of workers without remunerated meal break | () | () | () | () |
| Number of workers on five-day week | () | () | () | () |
| Number of workers on six-day week | () | () | () | () |

() denotes percentage of increase or decrease per year

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Asked by: Hon. WONG Kwok-hing

Reply:

The information on engagement of agency workers for 2008-09, 2009-10 and 2010-11 is provided below. As the need to engage agency workers varies from time to time in the light of changing service needs and operational requirements, we are not able to provide a projection for 2011-12 –

| | Type of Contract (Note 1) | 2010-11 (as at 31.12.2010) | 2009-10 (as at 31.3.2010) | 2008-09 (as at 31.3.2009) (Note 2) |
|--|-------------------------------------|---|---|---|
| Number of contracts of engaging employment agencies | Non-T contract | 1 (-50%) (Note 3) | 2 (+100%) | 1 (N/A) |
| | T-contract | 7 (+40%) | 5 (0%) | 5 (0%) |
| Contract sum paid to each employment agency (\$million) | Non-T contract | 0.08(0%) | 0.08 (-60%) to 0.2 (0%) | 0.2 (N/A) |
| | T-contract | 0.61 (+336%) to 1.64 (+10%) | 0.14 (-87%) to 1.49 (+17%) | 1.09 (+3%) to 1.27 (+7%) |
| Total amount of commission paid to each employment agency | Non-T contract | (Note 4) | | |
| | T-contract | | | |
| Length of contract for each employment agency (months) | Non-T contract | 24 | 24 | 24 |
| | T-contract | 12 | 5 to 12 | 12 |
| Number of agency workers | Non-T contract | 1 (-67%) | 3 (+50%) | 2 (N/A) |
| | T-contract | 7 (+40%) | 5 (0%) | 5 (0%) |
| Details of the positions held by agency workers | Non-T contract | General Office Attendant | Logistic Assistants and General Office Attendant | Logistic Assistants |
| | T-contract | Information technology support and system development | Information technology support and system development | Information technology support and system development |
| Monthly salary range of agency workers | Non-T contract | | | |
| <ul style="list-style-type: none"> • \$30,001 or above • \$16,001 - \$30,000 • \$8,001 - \$16,000 • \$6,501 - \$8,000 • \$5,001 - \$6,500 • \$5,000 or below | | 1 (-67%) | 3 (+50%) | 2 (N/A) |

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| | Type of Contract (Note 1) | 2010-11 (as at 31.12.2010) | 2009-10 (as at 31.3.2010) | 2008-09 (as at 31.3.2009) (Note 2) |
|---|-------------------------------------|--------------------------------------|-------------------------------------|---|
| <ul style="list-style-type: none"> number of workers with monthly salary below \$5,824 number of workers with monthly salary between \$5,824 and \$6,500 | | 1 (0%) 0 (-100%) | 1 (N/A) 2 (0%) | 0 (N/A) 2 (N/A) |
| Monthly salary range of agency workers <ul style="list-style-type: none"> \$30,001 or above \$16,001 - \$30,000 \$8,001 - \$16,000 \$6,501 - \$8,000 \$5,001 - \$6,500 \$5,000 or below | T-contract | 7 (+40%) | 5 (0%) | 5 (0%) |
| <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 5 years or longer 3 - 5 years 1 - 3 years less than 1 year | Non-T contract | 1 (-67%) | 3 (+50%) | 2 (N/A) |
| Length of service of agency workers <ul style="list-style-type: none"> 5 years or longer 3 - 5 years 1 - 3 years less than 1 year | T-contract | 7 (+40%) | 5 (0%) | 5 (0%) |
| Percentage of agency workers among the total number of staff in the department | Non-T contract | 0.05% (-0.09 percentage point) | 0.14% (+0.05 percentage point) | 0.09% (N/A) |
| | T-contract | 0.34% (+0.10 percentage point) | 0.24% (-0.01 percentage point) | 0.25%(0.01%) |
| Percentage of amount paid to employment agencies among the total departmental staff cost | Non-T contract | (Note 5) | | |
| | T-contract | | | |

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| | Type of Contract (Note 1) | 2010-11 (as at 31.12.2010) | 2009-10 (as at 31.3.2010) | 2008-09 (as at 31.3.2009) (Note 2) |
|---|-------------------------------------|--------------------------------------|-------------------------------------|---|
| Number of workers with remunerated meal break Number of workers without remunerated meal break | Non-T contract | (Note 6) | | |
| | T-contract | | | |
| Number of workers on five-day week | Non-T contract | 1 (-67%) | 3 (+50%) | 2 (N/A) |
| | T-contract | 7 (+40%) | 5 (0%) | 5 (0%) |
| Number of workers on six-day week | Non-T contract | 0 | 0 | 0 |
| | T-contract | 0 | 0 | 0 |

() denotes percentage of increase or decrease per year

Note 1 : Non T-contracts are contracts signed by the department concerned with the agencies direct. T-contracts refer to term contracts centrally administered by the Office of the Government Chief Information Officer.

Note 2 : No percentage of increase or decrease can be provided for non T-contract because no agency workers were engaged in 2007-2008.

Note 3 : This contract is drawn up before April 2010 and therefore is not subject to the requirements of Civil Service Bureau's guideline on the use of agency workers.

Note 4 : The offer of an agency is a lump sum which may cover various costs. We do not have information on the rate of commission covered by these costs.

Note 5: The amount paid to an agency is for the procurement of their service for looking for a suitable person to work in the department, and it is not an expenditure simply paid for staff. Thus we are not able to work out a percentage against the total departmental staff cost.

Note 6 : Whether an agency worker would be paid during meal break is a term of employment between the agency worker and his / her agency. As the Department is only the party who procures services from an agency but not involved in working out the detailed terms of employment, we have no information in this regard.

Signature _____

Name in block letters _____ **K K LAU** _____

Post Title _____ **Director of Highways** _____

Date _____ **18.3.2011** _____