

**CONTROLLING OFFICER'S REPLY**

**THB(T)264**

**(Question Serial No. 4756)**

Head: (60) Highways Department

Subhead (No. & title): (-) Not Specified

Programme: (-) Not Specified

Controlling Officer: Director of Highways (Jimmy P M CHAN)

Director of Bureau: Secretary for Transport and Housing

Question:

Regarding the outsourcing of services in the Highways Department (HyD), please provide the following information:

	<b>2018-19</b>	<b>Increase over last year</b>
Number of outsourced service contracts		
Number of outsourced service staff employed by outsourced service providers		
Types of outsourced services (including but not limited to engineering and construction, property and facility management, plant and equipment maintenance, information management and information system, environmental hygiene, security, etc.)		
Average monthly salary of outsourced staff \$30,001 or above \$15,001 to \$30,000 \$10,001 to \$15,000 \$8,001 to \$10,000 \$6,760 to \$8,000 under \$6,760		
Average length of service of outsourced staff		
Percentage of outsourced staff against total number of staff in the department		
Number of outsourced staff working – 5 days per week 6 days per week		

	<b>2018-19</b>	<b>Increase over last year</b>
Weekly working hours for outsourced staff – longest working hours per week average working hours per week		
Number of staff with severance payment, long service payment offset by and contract gratuity calculated from the accrued benefits attributable to employer's contributions to Mandatory Provident Fund / the amount involved		

Asked by: Hon KWOK Ka-ki (LegCo internal reference no.: 351)

Reply:

The information on the employment of outsourced staff in 2018-19 is as follows:

	<b>2018-19</b>	<b>Increase over last year</b>
Number of outsourced service contracts (note 1)	136 [works-related: 101; non-works related: 35]	+3 [works-related: +10; non-works related: -7]
Number of outsourced service staff employed by outsourced service providers (note 2)	426	+263
Types of outsourced services (including but not limited to engineering and construction, property and facility management, plant and equipment maintenance, information management and information system, environmental hygiene, security, etc.) (note 1)	engineering and construction, cleansing, security, information technology support and horticultural services	
Average monthly salary of outsourced staff (note 2)		
\$30,001 or above	96	+23
\$15,001 to \$30,000	307	+245
\$10,001 to \$15,000	2	+2
\$8,001 to \$10,000	6	-7
\$6,760 to \$8,000	2	0
under \$6,760	13	0
Average length of service of outsourced staff (note 2)	3 to 84 months	roughly the same

	<b>2018-19</b>	<b>Increase over last year</b>
Percentage of outsourced staff against total number of staff in the department (note 2)	18.0%	+10.7%
Number of outsourced staff working – (note 2)		
1 day per week	3	+2
2 days per week	2	-5
5 days per week	42	-2
6 days per week	379	+268
Weekly working hours for outsourced staff – (note 2)		
longest working hours per week	54	0
average working hours per week	51.5	+5.0
Number of staff with severance payment, long service payment offset by and contract gratuity calculated from the accrued benefits attributable to employer's contributions to Mandatory Provident Fund / the amount involved	information not available	information not available

Notes:

(1) Works-related and non-works related outsourced service contracts are included.

(2) Only information on non-works related outsourced service contracts is included. For works-related outsourced service contracts, the number of staff engaged by those contractors and consultants under their respective contracts and consultancies varied from time to time depending on the actual volume of works and services delivered at a particular time. Thus the HyD is unable to provide information on the number of staff employed by them, the average monthly salary, average length of service, proportion to the total number of staff in the department, weekly working days, weekly working hours, etc. in the year.

- End -