## Examination of Estimates of Expenditure 2011-12

Reply Serial No.

## CONTROLLING OFFICER'S REPLY TO INITIAL WRITTEN QUESTION

**FHB(FE)102** 

Question Serial No.

2507

49 Food and Environmental Head:

Hygiene Department

Programme:

**Controlling Officer**: Director of Food and Environmental Hygiene

**Director of Bureau**: Secretary for Food and Health

## Question:

Regarding the employment of non-civil service contract (NCSC) staff, please provide the following information:

Subhead (No. & title): 000 Operational

expenses

Number of NCSC staff		2011-12	2010-11	2009-10	2008-09
Expenditure on salaries for NCSC staff  Monthly salary range of NCSC staff  \$30,001 or above \$16,001 - \$30,000 \$\$16,001 - \$16,000 \$\$6,501 - \$16,000 \$\$5,001 - \$6,500 \$\$5,001 - \$6,500 \$\$16,001 - \$6,500 \$\$16,001 - \$16,000 \$\$16,000 - \$16,000 \$\$16,000 - \$16,000 \$\$16,001 - \$16,000 \$\$16,000 - \$16,000 \$\$1	Number of NCSC staff	( )	( )	( )	( )
Monthly salary range of NCSC staff	Details of the positions held by NCSC staff				
<ul> <li>\$30,001 or above</li> <li>\$16,001 - \$30,000</li> <li>\$8,001 - \$16,000</li> <li>\$6,501 - \$8,000</li> <li>\$5,001 - \$6,500</li> <li>\$5,000 or below</li> <li>\$16,000</li> <li>\$5,000 or below</li> <li>\$16,000</li> <li>\$16,000</li> <li>\$16,000</li> <li>\$16,000</li> <li>\$16,000</li> <li>\$16,000</li> <li>\$16,000</li> <li>\$10</li> <li>\$10</li></ul>	Expenditure on salaries for NCSC staff	( )	( )	( )	( )
<ul> <li>\$16,001 - \$30,000</li> <li>\$8,001 - \$16,000</li> <li>\$6,501 - \$8,000</li> <li>\$5,001 - \$6,500</li> <li>\$5,001 - \$6,500</li> <li>\$5,000 or below</li> <li>number of staff with monthly salary below \$5,824</li> <li>number of staff with monthly salary between \$5,824 and \$6,500</li> <li>number of staff with monthly salary between \$5,824 and \$6,500</li> <li>\$5 years or longer</li> <li>1 - 3 years</li> <li>1 - 3 years&lt;</li></ul>	Monthly salary range of NCSC staff				
<ul> <li>\$8,001 - \$16,000</li> <li>\$6,501 - \$8,000</li> <li>\$5,001 - \$6,500</li> <li>\$5,000 or below</li> <li>number of staff with monthly salary below \$5,824</li> <li>number of staff with monthly salary between \$5,824 and \$6,500</li> <li>\$6,500</li> <li>number of staff with monthly salary between \$5,824 and \$6,500</li> <li>\$6,500</li> <li>C)</li> <li></li></ul>	• \$30,001 or above	( )	( )	( )	( )
<ul> <li>\$6,501 - \$8,000</li> <li>\$5,001 - \$6,500</li> <li>\$5,000 or below</li> <li>number of staff with monthly salary below \$5,824</li> <li>number of staff with monthly salary between \$5,824 and \$6,500</li> <li>tength of service of NCSC staff</li> <li>5 years or longer</li> <li>1 - 3 years</li> <li>less than 1 year</li> <li>Number of NCSC staff who failed to convert to civil servants</li> <li>Percentage of NCSC staff in the total number of staff in the Department</li> <li>Percentage of NCSC staff with paid meal break</li> <li>Number of NCSC staff with paid meal break</li> <li>Number of NCSC staff working 5 days a week</li> <li>()</li> </ul>	• \$16,001 - \$30,000	( )	( )	( )	( )
<ul> <li>\$5,001 - \$6,500</li> <li>\$5,000 or below</li> <li>number of staff with monthly salary below \$5,824</li> <li>number of staff with monthly salary between \$5,824 and \$6,500</li> <li>Length of service of NCSC staff</li> <li>5 years or longer</li> <li>1 - 3 years</li> <li>1 - 3 years&lt;</li></ul>	• \$8,001 - \$16,000	( )	( )	( )	( )
<ul> <li>\$5,000 or below</li> <li>number of staff with monthly salary below \$5,824</li> <li>number of staff with monthly salary between \$5,824 and \$6,500</li> <li>Length of service of NCSC staff</li> <li>5 years or longer</li> <li>3 - 5 years</li> <li>1 - 3 years</li></ul>	• \$6,501 - \$8,000	( )	( )	( )	( )
<ul> <li>number of staff with monthly salary below \$5,824</li> <li>number of staff with monthly salary between \$5,824 and \$6,500</li> <li>Length of service of NCSC staff</li> <li>5 years or longer</li> <li>1 - 3 years</li> <li>2 - 1 - 3 years</li> <li>3 - 5 years</li> <li>4 - 3 years</li> <li>5 - 4 years</li> <li>7 - 7 years</li> <li>8 - 7 years</li> <li>9 - 9 years</li> <li>1 - 3 years</li> <li>2 - 9 years</li> <li>3 - 5 years</li> <li>3 - 5 years</li> <li>4 - 3 years</li> <li>5 - 9 years</li> <li>7 - 9 years</li> <li>9 - 9 years</li> <li>9 - 9 years</li> <li>1 - 3 years</li> <li>2 - 9 years</li> <li>3 - 5 years</li> <li>3 - 9 years</li> <li>4 - 3 years</li> <li>5 - 9 years</li> <li>6 - 9 years</li> <li>7 - 9 years</li> <li>9 years</li> <li>1 - 3 years</li></ul>	• \$5,001 - \$6,500	( )	( )	( )	( )
<ul> <li>number of staff with monthly salary between \$5,824 and \$\$\$ ( ) ( ) ( ) ( ) ( ) \$\$\$ ( ) \$\$ ( ) \$\$ ( ) \$\$</li> <li>Length of service of NCSC staff</li> <li>5 years or longer</li> <li>1 - 3 years</li> <li>1 - 3 years<td>• \$5,000 or below</td><td>( )</td><td>( )</td><td>( )</td><td>( )</td></li></ul>	• \$5,000 or below	( )	( )	( )	( )
\$6,500	• number of staff with monthly salary below \$5,824	( )	( )	( )	( )
Length of service of NCSC staff  • 5 years or longer  • 1 - 3 years  • 1 - 3 years  • less than 1 year  Number of NCSC staff converted to civil servants  Number of NCSC staff who failed to convert to civil servants  Percentage of NCSC staff in the total number of staff in the Department  Percentage of NCSC staff costs in the total departmental staff costs  Number of NCSC staff with paid meal break  Number of NCSC staff without paid meal break  Number of NCSC staff working 5 days a week  () () () () ()  () () () ()		( )	( )	( )	( )
<ul> <li>5 years or longer</li> <li>3 - 5 years</li> <li>1 - 3 years</li> <li>2 - 3 years</li> <li>3 - 4 years</li> <li>4 - 5 years</li> <li>5 - 6 years</li> <li>6 - 7 years</li> <li>7 - 7 years</li> <li>8 - 7 years</li> <li>9 - 9 years</li> <li>1 - 9 years</li> <li>1 - 9 years</li> <li>2 - 9 years</li> <li>3 - 9 years</li> <li>4 - 9 years</li> <li>5 - 9 years</li> <li>6 - 9 years</li> <li>7 years</li> <li>8 - 9 years</li> <li>9 years</li> <li>9 years</li> <li>1 - 9 years</li> <li>2 years</li> <li>3 years</li> <li>4 years</li> <li>5 years</li> <li>6 years</li> <li>7 years</li> <li>8 years</li> <li>9 years</li> <li>1 years</li> <li>2 years</li> <li>3 years</li> <li>4 years</li> <li>1 years</li> <li>1 years</li> <l< td=""><td>\$6,500</td><td>( )</td><td>( )</td><td>( )</td><td>( )</td></l<></ul>	\$6,500	( )	( )	( )	( )
<ul> <li>3 - 5 years</li> <li>1 - 3 years</li> <li>less than 1 year</li> <li>() () ()</li> <li>() ()</li> <li>()</li> <li>() ()</li> <li>()</li> <li>() ()</li> <li>()</li> <l< td=""><td>Length of service of NCSC staff</td><td></td><td></td><td></td><td></td></l<></ul>	Length of service of NCSC staff				
<ul> <li>1 - 3 years</li> <li>less than 1 year</li> <li>Number of NCSC staff converted to civil servants</li> <li>Number of NCSC staff who failed to convert to civil servants</li> <li>Percentage of NCSC staff in the total number of staff in the Department</li> <li>Percentage of NCSC staff costs in the total departmental staff costs</li> <li>Number of NCSC staff with paid meal break</li> <li>Number of NCSC staff without paid meal break</li> <li>Number of NCSC staff working 5 days a week</li> <li>()</li> <l< td=""><td>• 5 years or longer</td><td>( )</td><td>( )</td><td>( )</td><td>( )</td></l<></ul>	• 5 years or longer	( )	( )	( )	( )
● less than 1 year  Number of NCSC staff converted to civil servants  Number of NCSC staff who failed to convert to civil servants  Percentage of NCSC staff in the total number of staff in the Department  Percentage of NCSC staff costs in the total departmental staff ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (	• 3 - 5 years	( )	( )	( )	( )
Number of NCSC staff converted to civil servants  Number of NCSC staff who failed to convert to civil servants  Percentage of NCSC staff in the total number of staff in the Department  Percentage of NCSC staff costs in the total departmental staff costs  Number of NCSC staff with paid meal break  Number of NCSC staff without paid meal break  Number of NCSC staff working 5 days a week  () () () ()  () ()  () ()  () ()  () ()  () ()  () ()  () ()	• 1 - 3 years	( )	( )	( )	( )
Number of NCSC staff who failed to convert to civil servants  Percentage of NCSC staff in the total number of staff in the Department  Percentage of NCSC staff costs in the total departmental staff costs  Number of NCSC staff with paid meal break  Number of NCSC staff without paid meal break  Number of NCSC staff without paid meal break  Number of NCSC staff working 5 days a week  () () () ()	• less than 1 year	( )	( )	( )	( )
Percentage of NCSC staff in the total number of staff in the Department  Percentage of NCSC staff costs in the total departmental staff costs  Number of NCSC staff with paid meal break  Number of NCSC staff without paid meal break  Number of NCSC staff without paid meal break  Number of NCSC staff working 5 days a week  () () () ()	Number of NCSC staff converted to civil servants	( )	( )	( )	( )
Department  Percentage of NCSC staff costs in the total departmental staff costs  Number of NCSC staff with paid meal break  Number of NCSC staff without paid meal break  Number of NCSC staff without paid meal break  Number of NCSC staff working 5 days a week  () () () ()	Number of NCSC staff who failed to convert to civil servants	( )	( )	( )	( )
Percentage of NCSC staff costs in the total departmental staff costs  Number of NCSC staff with paid meal break ( ) ( ) ( ) ( ) ( ) ( ) Number of NCSC staff without paid meal break ( ) ( ) ( ) ( ) ( ) ( ) Number of NCSC staff working 5 days a week ( ) ( ) ( ) ( ) ( )	Percentage of NCSC staff in the total number of staff in the	( )	( )	( )	( )
Costs()()()Number of NCSC staff with paid meal break()()()()Number of NCSC staff without paid meal break()()()()Number of NCSC staff working 5 days a week()()()()	Department				
Number of NCSC staff with paid meal break( )( )( )Number of NCSC staff without paid meal break( )( )( )Number of NCSC staff working 5 days a week( )( )( )	Percentage of NCSC staff costs in the total departmental staff	( )	( )	( )	( )
Number of NCSC staff without paid meal break( )( )( )Number of NCSC staff working 5 days a week( )( )( )	costs				
Number of NCSC staff working 5 days a week ( ) ( ) ( )	Number of NCSC staff with paid meal break	( )	( )	( )	( )
	Number of NCSC staff without paid meal break	( )	( )	( )	( )
Number of NCSC staff working 6 days a week	Number of NCSC staff working 5 days a week	( )	( )	( )	( )
	Number of NCSC staff working 6 days a week	( )	( )	( )	( )

Figures in ( ) denote year-on-year changes

## Asked by: Hon. WONG Kwok-hing

Reply:

The information sought is provided as follows-

	2011-12	2010-11	2009-10	2008-09
		(as at 31.12.2010)	(as at 31.3.2010)	(as at 31.3.2009)
Number of NCSC staff		388 (-24%)	512 (-19%)	634
Details of the positions held by NCSC staff		NCSC staff mainly undertake cleansing and market management duties, handle water seepage complaints and provide support services in cemeteries and offices.		
Expenditure on salaries for NCSC staff		\$69.9 million (-27%)	\$96 million (-18%)	\$117.4 million
Monthly salary range of NCSC staff				
• \$30,001 or above	Note 1	5 (+25%)	4 (+33%)	3
• \$16,001 - \$30,000		59 (-16%)	70 (+4%)	67
• \$8,001 - \$16,000		319 (-27%)	436 (-22%)	562
• \$6,501 - \$8,000		5 (+150%)	2 (±0%)	2
• \$5,001 - \$6,500		0	0	0
• \$5,000 or below		0	0	0
• number of staff with monthly salary below \$5,824		0	0	0
• number of staff with monthly salary between \$5,824 and \$6,500		0	0	0
Length of service of NCSC staff				
• 5 years or longer		93 (-53%)	197 (-9%)	216
• 3 – 5 years	Note 1	51 (-7%)	55 (-57%)	129
• 1 – 3 years		144 (+8%)	133 (-28%)	184
• less than 1 year		100 (-21%)	127 (+21%)	105
Number of NCSC staff converted to civil servants			Note 2	

	2011-12	2010-11	2009-10	2008-09
		(as at 31.12.2010)	(as at 31.3.2010)	(as at 31.3.2009)
Number of NCSC staff who failed to convert to civil servants			Note 2	
Percentage of NCSC staff in the total number of staff in the Department		3% (-1%)	4% (-2%)	6%
Percentage of NCSC staff costs in the total departmental staff costs		4% (±0%)	4% (-1%)	5%
Number of NCSC staff with paid meal break Number of NCSC staff without paid meal break (Note 3)		388	<b>)</b> 512	634
Number of NCSC staff working 5 days a week		229	NI.	4- 4
Number of NCSC staff working 6 days a week		159	Note 4	

Figures in ( ) denotes year-on-year changes

Note 1: Figures for 2011-12 are not available as the number of NCSC staff varies over time in light of the changing service and operational needs.

Note 2: Relevant information is not available.

Note 3: NCSC staff are mostly monthly paid. For 2008-09 (as at 31.3.2009), 2009-10 (as at 31.3.2010) and 2010-11 (as at 31.12.2010), there were 149, 65 and 49 NCSC staff whose hours of work, as specified in the offer letters, include meal break. The corresponding figures whereby meal breaks are excluded are 485, 447 and 339 respectively.

Note 4: FEHD does not keep detailed records of such information.

Signature	
Name in block letters	CLEMENT LEUNG
	Director of
Post Title	Food and Environmental Hygiene
Date	18 3 2011