

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

FHB(FE)107

Head: 49 Food and Environmental
Hygiene Department

Subhead (No. & title): 000 Operational
expenses

Question Serial No.

2981

Programme:

Controlling Officer: Director of Food and Environmental Hygiene

Director of Bureau: Secretary for Food and Health

Question:

On engaging "agency workers", please provide the following information:

	2011-12	2010-11	2009-10	2008-09
Number of contracts engaging employment agencies (EAs)	()	()	()	()
Contract sum paid to each EA	()	()	()	()
Total amount of commission paid to each EA	()	()	()	()
Length of contract for each EA	()	()	()	()
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 salary below \$5,824	()	()	()	()
• number of workers with 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 in the total number of staff in the Department	()	()	()	()
Percentage of amount paid to EAs in the total departmental staff cost	()	()	()	()
Number of workers with paid meal break	()	()	()	()
Number of workers without paid meal break	()	()	()	()

	2011-12	2010-11	2009-10	2008-09
Number of workers working 5 days a week	()	()	()	()
Number of workers 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 (as at 30.9.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
Number of contracts engaging employment agencies (EAs)	Note 1	36 (-5%)	38 (+3%)	37
Contract sum paid to each EA		\$112,000 to \$2 million	\$19,000 to \$2 million	\$38,000 to \$1.5 million
Total amount of commission paid to each EA		Note 2		
Length of contract for each EA		3 to 18 months	3 to 18 months	1 to 12 months
Number of agency workers		73 (±0%)	73 (-3%)	75
Details of the positions held by agency workers		Agency workers mainly undertake general office support duties.		
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 • \$5000 or below • number of workers with salary below \$5,824 • number of workers with salary between \$5,824 - \$6,500 		Note 3		
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 		Note 4		
Percentage of agency workers in the total number of staff in the Department (Note 5)		0.6% (±0%)	0.6% (-0.1%)	0.7%

	2011-12	2010-11 (as at 30.9.2010)	2009-10 (as at 31.3.2010)	2008-09 (as at 31.3.2009)
Percentage of amount paid to EAs in the total departmental staff cost		0.4% (-0.3%)	0.7% (+0.5%)	0.2%
Number of worker with paid meal break Number of worker without paid meal break		Note 6		
Number of workers working 5 days a week Number of workers working 6 days a week		46 27	Note 7	

() denotes year-on-year change

The above excludes the procurement of services for supply of T-contract staff providing information technology service under a term contract centrally administered by the Office of the Government Chief Information Officer.

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

Note 2 : Commission is not included in the Food and Environmental Hygiene Department's (FEHD) service contracts entered into with employment agencies.

Note 3 : The contracts FEHD enters into with employment agencies specify the service fee charged by the latter in providing agency workers.

As a measure to protect non-skilled workers, the Administration promulgated a mandatory requirement on wage rates for government service contracts in May 2004. Under this requirement, service providers are required to offer monthly wages to non-skilled workers which are no less than the average monthly wages for the relevant industry/occupation as published in the latest Census and Statistics Department's Quarterly Report of Wage and Payroll Statistics at the time when tenders are invited. This requirement applies to service contracts in respect of supply of non-skilled agency workers.

For agency workers (other than non-skilled workers), since April 2010 the employment agencies must specify that their agency workers (other than non-skilled agency workers) must pay 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. Nevertheless, the wage levels were agreed upon between the agency workers (other than non-skilled workers) and their employment agencies when they enter into employment contracts; the department does not keep detailed records of the actual wage level of agency workers. Hence we are unable to provide the information requested.

Note 4 : FEHD does not keep information on the years of service of agency workers. As long as the contract requirements are complied with, the employment agencies may arrange any qualified staff to provide the services.

Note 5 : The percentage of agency workers as compared with total staff is for a specific date only and is not representative of the situation for the financial year concerned.

Note 6: FHED does not keep information on the number of agency workers with/without meal break.

Note 7: FEHD does not keep detailed records of such information.

Signature _____

Name in block letters CLEMENT LEUNG

Post Title Director of
Food and Environmental Hygiene

Date 18.3.2011