

CONTROLLING OFFICER'S REPLY

FHB(FE)118

(Question Serial No. 2134)

Head: (49) Food and Environmental Hygiene Department

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

Programme: (2) Environmental Hygiene and Related Services

Controlling Officer: Director of Food and Environmental Hygiene (Miss Vivian LAU)

Director of Bureau: Secretary for Food and Health

Question:

With regard to the establishment of staff engaged in the public service of environmental hygiene, please advise on the (i) median salary, (ii) highest salary, (iii) lowest salary, (iv) benefits package, (v) retirement protection, and (vi) total establishment expenditure in respect of (a) politically-appointed officers, (b) civil servants (all types), (c) civil servants serving on agreement terms, (d) non-civil service contract staff, and (e) outsourced workers over the past 5 years.

Asked by: Hon CHU Hoi-dick (Member Question No. 4)

Reply:

In the past 5 years, there was no politically appointed official and civil servant on agreement terms in the Food and Environmental Hygiene Department (the Department). Civil servants (of all types) are remunerated according to the Model Scale 1 Pay Scale, Master Pay Scale and Directorate Pay Scale. As regards non-civil service contract (NCSC) staff, their employment package is no less favourable than the provisions of the Employment Ordinance and no more favourable than those applicable to civil servants in comparable ranks. The information sought is provided as follows –

(a) Monthly salaries^{Note}

	2012-13 \$ (as at 31.3.2013)	2013-14 \$ (as at 31.3.2014)	2014-15 \$ (as at 31.3.2015)	2015-16 \$ (as at 31.3.2016)	2016-17 \$ (as at 31.12.2016)
Civil Servant					
Model Scale 1 Pay Scale	10,155 - 13,225	10,555 - 13,745	11,055 - 14,395	11,570 - 15,065	12,115 - 15,775

Master Pay Scale	10,160 - 100,625	10,560 - 103,190	11,060 - 109,340	11,575 - 117,080	12,120 - 121,985
Directorate Pay Scale	133,150 - 169,050	136,550 - 173,350	144,700 - 183,700	154,950 - 196,700	161,450 - 204,950
NCSC staff	9,435 - 20,780	9,815 - 21,615	10,280 - 22,635	10,755 - 43,105	11,260 - 45,120

Note: The information on median salaries is not available.

(b) Total expenditure

	2012-13 \$'million	2013-14 \$'million	2014-15 \$'million	2015-16 \$'million	2016-17 \$'million (Revised Estimate)
Civil Servant	892.3	938.5	989.9	1,040.4	1,112.4
NCSC staff	31.2	30.6	32.3	27	25.9

Civil servants enjoy a range of fringe benefits, including medical and dental benefits, education allowances, housing benefits, leave and passage etc. depending on their rank, length of service, terms of appointment and other rules. On retirement, civil servants are eligible for retirement benefits as provided in the pensions legislation or specified in their terms of appointment.

As regards NCSC staff, their terms and conditions of service should be no more favourable than civil servants in comparable civil service ranks or responsibilities, where they exist, and no less favourable than those prescribed under the Employment Ordinance and the Minimum Wage Ordinance and must fully meet the provisions of other employment legislation which binds the Government, including the Employees' Compensation Ordinance. NCSC staff are provided with benefits under the Mandatory Provident Fund Schemes Ordinance.

Information on the monthly salaries of workers hired by outsourced service contractors and the Department's expenditure on environmental hygiene and related services contracts in the past 5 years is set out below –

	2012-13	2013-14	2014-15	2015-16	2016-17 (Revised Estimate)
Monthly salaries of workers hired by outsourced service contractors (\$)	6,944 - 9,100	7,440 - 12,400	7,440 - 12,400	8,060 - 12,800	8,060 - 12,800
Annual expenditure on environmental hygiene and related services contracts (\$'million)	906.3	1,028.9	1,090.4	1,163.8	1,223.7

As regards fringe benefits and retirement benefits of workers hired by outsourced service contractors, the Department has included in the terms and conditions of outsourced service contracts the requirement that contractors have to comply with under various employment-related ordinances including the Employment Ordinance, the Minimum Wage Ordinance, the Employees' Compensation Ordinance and the Mandatory Provident Fund Schemes Ordinance.

- End -