

**CONTROLLING OFFICER'S REPLY**

**FHB(FE)228**

**(Question Serial No. 1939)**

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:

It is stated in Programme (2) that the protection of non-skilled workers employed by services contractors will be enhanced. Please provide the specific details.

Asked by: Hon WONG Pik-wan, Helena (LegCo internal reference no.: 20)

Reply:

Following announcement in the Chief Executive's 2018 Policy Address, the Food and Environmental Hygiene Department (the Department) will adopt the following new enhancement measures for service tenders to be issued on or after 1 April 2019 to protect outsourced non-skilled workers employed by its service contractors -

- (a) the weighting of technical assessment of the marking scheme will increase from the current 30% to 50%;
- (b) the weighting of wage level for non-skilled workers will increase to 25 points out of 100 points (25%) in the technical assessment;
- (c) a contractual gratuity being 6% of the total wages earned by a non-skilled worker will be provided for the worker with no less than one year's service of a continuous contract upon completion of an employment contract or termination of employment (save for summary dismissal as a serious disciplinary action);
- (d) statutory holiday pay will be provided for a non-skilled worker having been employed under a continuous contract for not less than a month; and
- (e) if a non-skilled worker is required to work when typhoon signal no. 8 or above is hoisted, the amount of wages for that day/shift's work should be at least 150% of the wages that the worker is originally entitled to.

To benefit non-skilled workers engaged in the service contracts awarded during the transitional period between the announcement of the new policy in October 2018 and the effective date of 1 April 2019, the Department will negotiate with the service contractors concerned to incorporate relevant new enhancement measures into the service contracts by making top-up payments on a reimbursement basis for the additional costs incurred.

- End -