

CONTROLLING OFFICER'S REPLY

FHB(FE)236

(Question Serial No. 1542)

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:

1. Please advise on the means of appointment (including but not limited to civil servants, government contract staff, outsourced workers) of cleansing workers in public toilets under the management of the Food and Environmental Hygiene Department.
2. What are the highest, lowest and average hourly rates of cleansing workers under the above means of appointment?
3. Are there any plans to raise the cleanliness standards of public toilets by improving the treatment of cleansing workers?

Asked by: Hon YIU Si-wing (LegCo internal reference no.: 43)

Reply:

1. All cleansing workmen responsible for cleansing of public toilets under the management of the Food and Environmental Hygiene Department (the Department) are employed by its outsourced service contractors.
2. The highest, lowest and average committed hourly wages of toilet attendants made by service contractors in 2019-20 (as at 31.12.2018) are \$41.0, \$34.5 and \$36.3 respectively.
3. To improve the cleansing condition of public toilets and to relieve the workload of toilet attendants, the Department has allocated additional resources to procure the services of dedicated deep cleansing teams starting from March 2019 for public toilets with relatively high utilisation rate or located at tourist spots. The Department plans to extend such services to all public toilets upon renewal of respective street cleansing services contracts.

The Department will also adopt the following new enhancement measures for service tenders to be issued on or after 1 April 2019 to protect outsourced non-skilled workers (including toilet attendants) 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 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.

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