

CONTROLLING OFFICER'S REPLY

FHB(FE)383

(Question Serial No. 3597)

Head: (49) Food and Environmental Hygiene Department
Subhead (No. & title): (000) Operational expenses
Programme: (1) Food Safety and Public Health
(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:

- (a) Does the estimated expenditure for improving municipal facilities cover the enhancement of the labour benefits of cleansing workers? If yes, please provide the details; if no, please give the reason(s).
- (b) Apart from strengthening hardware support for public toilets, are there any plans to improve the resting facilities of cleansing workers?
- (c) Given that the cleansing workers are employed by management service contractors on inadequate employment terms and conditions, will the Government take any improvement measures? If yes, please provide the details; if no, please give the reason(s).

Asked by: Hon HO Chun-yin, Steven (LegCo internal reference no.: 93)

Reply:

(a) & (c) Following announcement in the Chief Executive's 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 (including toilet attendants) employed by its service contractors -

- (i) the weighting of technical assessment of the marking scheme will increase from the current 30% to 50%;
- (ii) the weighting of wage level will increase to 25 points out of 100 points (25%) in the technical assessment;

- (iii) 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);
- (iv) 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
- (v) 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 has negotiated 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.

(b) Generally speaking, toilet attendant services are provided in public toilets with high utilisation rates or located at tourist spots. At present, 264 public toilets managed by the Department are provided with toilet attendants, of which 231 of them are provided with attendant rooms. If circumstances permit, the Department will make available attendant rooms when the toilets are refurbished.

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