

CONTROLLING OFFICER'S REPLY**FHB(FE)449****(Question Serial No. 4956)**Head: (49) Food and Environmental Hygiene DepartmentSubhead (No. & title): (001) SalariesProgramme:
(1) Food Safety and Public Health
(2) Environmental Hygiene and Related Services
(3) Market Management and Hawker ControlControlling Officer: Director of Food and Environmental Hygiene (Miss Vivian LAU)Director of Bureau: Secretary for Food and HealthQuestion:

Regarding the conditions of employment of cleansing workers engaged by the Food and Environmental Hygiene Department (the Department), please provide:

- (1) (i) the number of cleansing workers employed by the Department on civil service terms; (ii) the number of the Department's outsourced cleansing workers, and (iii) the total number of cleansing workers of the Department in the (a) 2014-15 financial year, (b) 2015-16 financial year, (c) 2016-17 financial year, (d) 2017-18 financial year and (e) 2018-19 financial year in tabular form;

	(i) Number of civil servants	(ii) Number of outsourced workers	(iii) Total
(a) 2014-15 financial year			
(b) 2015-16 financial year			
(c) 2016-17 financial year			
(d) 2017-18 financial year			
(e) 2018-19 financial year			

- (2) (i) the lowest, (ii) the lower quartile, (iii) the median, (iv) the average, (v) the upper quartile and (vi) the highest wage rates of cleansing workers employed by the Department on civil service terms in the (a) 2014-15 financial year, (b) 2015-16 financial year, (c) 2016-17 financial year, (d) 2017-18 financial year and (e) 2018-19 financial year in tabular form;

	(i) Lowest wage rate	(ii) Lower quartile wage rate	(iii) Median wage rate	(iv) Average wage rate	(v) Upper quartile wage rate	(vi) Highest wage rate
(a) 2014-15 financial year						
(b) 2015-16 financial year						
(c) 2016-17 financial year						
(d) 2017-18 financial year						
(e) 2018-19 financial year						

- (3) (i) the lowest, (ii) the lower quartile, (iii) the median, (iv) the average, (v) the upper quartile and (vi) the highest wage rates of the Department's outsourced cleansing workers in the (a) 2014-15 financial year, (b) 2015-16 financial year, (c) 2016-17 financial year, (d) 2017-18 financial year and (e) 2018-19 financial year in tabular form;

	(i) Lowest wage rate	(ii) Lower quartile wage rate	(iii) Median wage rate	(iv) Average wage rate	(v) Upper quartile wage rate	(vi) Highest wage rate
(a) 2014-15 financial year						
(b) 2015-16 financial year						
(c) 2016-17 financial year						

(d) 2017-18 financial year						
(e) 2018-19 financial year						

- (4) (i) the minimum number, (ii) the median number, (iii) the average number and (iv) the highest number of days of annual leave that the cleansing workers employed by the Department on civil service terms are entitled to in the (a) 2014-15 financial year, (b) 2015-16 financial year, (c) 2016-17 financial year, (d) 2017-18 financial year and (e) 2018-19 financial year in tabular form;

	(i) Minimum number of days	(ii) Median number of days	(iii) Average number of days	(iv) Highest number of days
(a) 2014-15 financial year				
(b) 2015-16 financial year				
(c) 2016-17 financial year				
(d) 2017-18 financial year				
(e) 2018-19 financial year				

- (5) (i) the minimum number, (ii) the median number, (iii) the average number and (iv) the highest number of days of annual leave that the Department's outsourced cleansing workers are entitled to in the (a) 2014-15 financial year, (b) 2015-16 financial year, (c) 2016-17 financial year, (d) 2017-18 financial year and (e) 2018-19 financial year in tabular form;

	(i) Minimum number of days	(ii) Median number of days	(iii) Average number of days	(iv) Highest number of days
(a) 2014-15 financial year				
(b) 2015-16 financial year				
(c) 2016-17 financial year				
(d) 2017-18 financial year				
(e) 2018-19 financial year				

- (6) (i) the minimum number, (ii) the median number, (iii) the average number and (iv) the highest number of days of sick leave that the cleansing workers employed by the Department on civil service terms are entitled to in the (a) 2014-15 financial year, (b) 2015-16 financial year, (c) 2016-17 financial year, (d) 2017-18 financial year and (e) 2018-19 financial year in tabular form;

	(i) Minimum number of days	(ii) Median number of days	(iii) Average number of days	(iv) Highest number of days
(a) 2014-15 financial year				
(b) 2015-16 financial year				
(c) 2016-17 financial year				
(d) 2017-18 financial year				
(e) 2018-19 financial year				

- (7) (i) the minimum number, (ii) the median number, (iii) the average number and (iv) the highest number of days of sick leave that the Department's outsourced cleansing workers are entitled to in the (a) 2014-15 financial year, (b) 2015-16 financial year, (c) 2016-17 financial year, (d) 2017-18 financial year and (e) 2018-19 financial year in tabular form; and

	(i) Minimum number of days	(ii) Median number of days	(iii) Average number of days	(iv) Highest number of days
(a) 2014-15 financial year				
(b) 2015-16 financial year				
(c) 2016-17 financial year				
(d) 2017-18 financial year				
(e) 2018-19 financial year				

- (8) the measures to be taken by the Department in the 2019-20 financial year to improve the situation of the outsourced cleansing workers, given that their conditions of employment and their work environment have all along been less favourable than those of the cleansing workers employed by the Department on civil service terms.

Asked by: Hon YEUNG Alvin (LegCo internal reference no.: 129)

Reply:

The information sought is provided as follows -

- (1) Number of cleansing workers of the Food and Environmental Hygiene Department (the Department).

	(i) Number of civil servants	(ii) Number of outsourced workers	(iii) Total
2014-15	2 033	8 652	10 685
2015-16	2 099	8 875	10 974
2016-17	2 000	8 828	10 828
2017-18	2 060	9 488	11 548
2018-19 (as at 31.12.2018)	2 009	9 834	11 843

- (2) Monthly wages of cleansing workers employed by the Department.

	Lowest wage rate	Highest wage rate
2014-15	\$11,055	\$14,395
2015-16	\$11,570	\$15,065
2016-17	\$12,115	\$15,775
2017-18	\$12,475	\$16,240
2018-19 (as at 31.12.2018)	\$13,040	\$16,975

Further information on wage rate is not available.

- (3) The committed monthly wages of the Department's outsourced cleansing workers.

	Lowest monthly wage	Median monthly wage	Average monthly wage	Highest monthly wage
Cleansing workmen				
2014-15	\$7,440	\$7,600	\$7,666	\$9,500
2015-16	\$8,060	\$8,184	\$8,172	\$9,500
2016-17	\$8,060	\$8,308	\$8,312	\$10,350
2017-18	\$8,556	\$8,804	\$8,815	\$15,200
2018-19	\$8,556	\$8,928	\$9,089	\$15,200
Toilet attendants				
2014-15	\$8,370	\$8,510	\$8,615	\$9,207
2015-16	\$9,068	\$9,207	\$9,209	\$9,486

2016-17	\$9,068	\$9,347	\$9,313	\$9,626
2017-18	\$9,626	\$9,905	\$9,902	\$10,323
2018-19	\$9,626	\$10,044	\$10,129	\$11,439

Further information is not available.

(4) and (7)

Cleansing workers employed by the Department are eligible for annual leave of 14 days or 22 days, and sick leave of a certain number of days, depending on his length of service. Officers with less than 4 years of service, for instance, may be granted sick leave of up to 91 days on full pay and 91 days on half pay. The other information sought is not available.

(8) Following announcement in the Chief Executive's Policy Address, 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.

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