

CONTROLLING OFFICER'S REPLY

DEVB(PL)407

(Question Serial No. 4722)

Head: (91) Lands Department
Subhead (No. & title): (000) Operational expenses
Programme: (-) Not Specified
Controlling Officer: Director of Lands (Ms. Bernadette LINN)
Director of Bureau: Secretary for Development

Question (Member Question No. 127):

Regarding the engagement of agency workers, please provide the following information:

	2013-14 (the latest position)
Number of contracts with employment agencies	()
Contract sum paid to each employment agency	()
Duration of service of each employment agency	()
Number of agency workers	()
Details of the positions held by agency workers	
Monthly salary range of agency workers	
• \$30,001 or above	()
• \$16,001 to \$30,000	()
• \$8,001 to \$16,000	()
• \$6,501 to \$8,000	()
• \$6,240 to \$6,500	()
• under \$6,240	()
Length of service of agency workers	
• over 15 years	()
• 10 to 15 years	()
• 5 to 10 years	()
• 3 to 5 years	()
• 1 to 3 years	()
• under 1 year	()
Percentage of agency workers against the total number of staff in the Department	()
Percentage of payments to employment agencies against total staff costs of the Department	()
Number of workers who received severance payment/long service payment/contract gratuity	()
Amount of severance payment/long service payment/contract gratuity paid	()

Number of workers with severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	()
Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF	()
Number of workers with paid meal break	()
Number of workers without paid meal break	()
Number of workers working 5 days per week	()
Number of workers working 6 days per week	()

() Change in percentage as compared with 2012-13

Asked by: Hon. WONG Kwok-hing

Reply:

The information in respect of engagement of agency workers for 2013-14, excluding services provided under term contracts centrally administered by the Office of the Government Chief Information Officer, is appended below.

(a) Number of contracts with employment agencies (EAs)

As at 30 September 2013, the Lands Department (Lands D) had 13 contracts with EAs.

(b) Contract sum and duration of contracts

Contract sum	2013-14 (as at 30.9.2013)
	Number of contracts
Less than \$0.5 million	8 (-20%)
\$0.5 million to \$1 million	5 (+25%)
Over \$1 million	0 (0%)
Total:	13 (-7%)

Duration of contracts	2013-14 (as at 30.9.2013)
	Number of contracts
6 months or less	0 (0%)
Over 6 months to 1 year	13 (-7%)
Over 1 year to 2 years	0 (0%)
Over 2 years	0 (0%)
Total:	13 (-7%)

Figures in () denote percentage changes as compared with the same reference date in 2012-13

(c) Number and job categories of workers

Job categories of workers	2013-14 (as at 30.9.2013)
	Number of workers
Backend office support	15 (-29%)
Technical services	44 (-12%)
Total:	59 (-17%)

Figures in () denote percentage changes as compared with the same reference date in 2012-13

(d) Monthly salary range of agency workers

Lands D specified in these contracts that the EAs must pay their agency workers wages not lower than the average monthly wages for “General Worker for all selected industries” published by the Census and Statistics Department in the Quarterly Report of Wage and Payroll Statistics for December 2010. As at 30 September 2013, Lands D engaged 59 agency workers.

(e) Length of service of agency workers

Lands D specified in the contracts that the EAs should supply manpower as and when Lands D required it. The agency workers supplied by the EAs to Lands D were employed by the EAs. Lands D does not have information on the years of service of agency workers.

(f) Percentage of workers against the total staff in the Department

	2013-14 (as at 30.9.2013)
Percentage of workers against the total staff	1.4% (-16.5%)

Figure in () denotes percentage change as compared with the same reference date in 2012-13

(g) Percentage of expenditure for EAs against the total staff costs in the Department

	2013-14 (from 1.4.2013 to 30.9.2013)
Percentage of expenditure for EAs against the total staff costs	0.4% (+0%)

Figure in () denotes percentage change as compared with the same reference date in 2012-13

(h) Severance payments, long service payments or end-of-contract gratuities paid to agency workers

The agency workers were employed by the EAs. Lands D does not have the required information.

(i) Paid meal break for workers

The agency workers are employed by the EAs. Whether the meal break is paid or not is governed by the employment contract between the EAs and the agency workers. Lands D does not have such contractual information between the two parties.

(j) Working days of workers

Working days	2013-14 (as at 30.9.2013)
	Number of workers
5 working days per week	59 (-17%)
6 working days per week	0 (0%)
Total:	59 (-17%)

Figures in () denote percentage changes as compared with the same reference date in 2012-13