

CONTROLLING OFFICER'S REPLY

DEVB(PL)332

(Question Serial No. 4113)

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:

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

	2015-16 (the latest position)
Number of outsourced service contracts	()
Total payments to outsourced service providers	()
Duration of service of each outsourced service provider	()
Number of outsourced workers engaged through outsourced service providers	()
Details of the positions held by outsourced workers (e.g. customer service, property management, security, cleansing and information technology)	
Monthly salary range of outsourced 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 outsourced 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 outsourced workers against the total number of staff in the Department	()
Percentage of payments to outsourced service providers against the total staff costs of the Department	()

	2015-16 (the latest position)
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 2014-15

Asked by: Hon WONG Kwok-hing (Member Question No. 94)

Reply:

The Lands Department (Lands D) uses outsourced services in slope maintenance, land and property management, survey and mapping, information technology, office cleansing and support services, etc. Information regarding the engagement of outsourced workers for 2015-16 is set out below.

(a) Number of outsourced service contracts

	2015-16 (as at 31 December 2015)
Number of contracts	104 (+7.2%)

Figure in () denotes percentage change as compared with the same reference date in 2014-15.

(b) Total expenditure for outsourced service providers

	2015-16 (as at 31 December 2015)
Total expenditure	\$177 million (+31.1%)

Figure in () denotes percentage change as compared with the same reference date in 2014-15.

(c) Duration of outsourced service contracts

Duration of service	2015-16 (as at 31 December 2015)
	Number of contracts
6 months or less	7 (-30%)
Over 6 months to 1 year	18 (+5.9%)
Over 1 year to 2 years	52 (+6.1%)
Over 2 years	27 (+28.6%)
Total:	104 (+7.2%)

Figures in () denote percentage changes as compared with the same reference date in 2014-15.

(d) Number of workers engaged through outsourced service providers

	2015-16 (as at 31 December 2015)
Total number of workers	1 207 (+21.2%)

Figure in () denotes percentage change as compared with the same reference date in 2014-15.

(e) Work nature of outsourced workers

Nature of service contracts	2015-16 (as at 31 December 2015)
	Number of workers
Slope maintenance	184 (-10.2%)
Land and property management	923 (+50.3%)
Survey and mapping	21 (-77.4%)
Information technology	61 (-9%)
Office cleansing and support services	18 (+5.9%)
Total:	1 207 (+21.2%)

Figures in () denote percentage changes as compared with the same reference date in 2014-15.

(f) Salaries and length of service of outsourced workers

The outsourced service contracts did not contain information about the wages of outsourced workers except for those involving the supply of security guards and cleansing workers. For the latter two types of contracts, the contractors were required to pay their non-skilled workers at not less than the statutory minimum wage rate plus one paid rest day for every period of seven days.

Lands D does not have information on the years of service of outsourced workers who were employees of the contractors.

(g) Percentage of outsourced workers against the total staff in Lands D

	2015-16 (as at 31 December 2015)
Percentage of workers against the total staff	28.2% (+20.5%)

Figure in () denotes percentage change as compared with the same reference date in 2014-15.

(h) Percentage of expenditure for outsourced service providers against the total staff costs in Lands D

	2015-16 (as at 31 December 2015)
Percentage of expenditure against the total staff costs	12.7% (+19.8%)

Figure in () denotes percentage change as compared with the same reference date in 2014-15.

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

The outsourced workers were employed by the contractors. Lands D does not have the required information.

(j) Paid meal break for outsourced workers

The outsourced workers were employed by the contractors, and whether the meal break was paid or not was governed by the employment contracts between the contractors and outsourced workers. Lands D does not have such contractual information between the two parties.

(k) Working days of outsourced workers

Lands D does not have information on the working days of outsourced workers who were the employees of the contractors and were under the deployment of the latter.

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