

CONTROLLING OFFICER'S REPLY

(Question Serial No. 4116)

Head: (95) Leisure and Cultural Services Department

Subhead (No. & title): (000) Operational Expenses

Programme: (-) Not Specified

Controlling Officer: Director of Leisure and Cultural Services (Ms Michelle LI)

Director of Bureau: Secretary for Home Affairs

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 contract for 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 <ul style="list-style-type: none"> • \$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 <ul style="list-style-type: none"> • 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. 97)

Reply:

The requested information relating to the outsourced service contracts of the Leisure and Cultural Services Department (LCSD) is set out below:

| | 2015-16 (the latest position) |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| Number of outsourced service contracts | 150 (-14.8%) |
| Total payments to outsourced service providers – (Note 1) | \$1,262 (-6.1%) million |
| Duration of service contract for each outsourced service provider – (Note 2) | 2 to 3 years |
| Number of outsourced workers engaged through outsourced service providers – (Note 3) | 10 692 (-4.9%) |
| Details of the positions held by outsourced workers (e.g. customer service, property management, security, cleansing and information technology) – (Note 4) | |
| • Cleansing | 6 074 (-5.4%) |
| • Security | 3 040 (-4.0%) |
| • Horticultural Maintenance | 1 053 (-4.0%) |
| • Venue Management | 525 (-5.7%) |
| Monthly salary range of outsourced workers – | |
| • \$30,001 or above | 0 (-) |
| • \$16,001 to \$30,000 | 0 (-) |
| • \$8,001 to \$16,000 | 10 692 (Note 5) |
| • \$6,501 to \$8,000 | 0 (-) |

| | 2015-16 (the latest position) |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| <ul style="list-style-type: none"> • \$6,240 to \$6,500 • under \$6,240 | 0 (-) 0 (-) |
| Length of service of outsourced workers <ul style="list-style-type: none"> • over 15 years • 10 to 15 years • 5 to 10 years • 3 to 5 years • 1 to 3 years • under 1 year | Not available (Note 6) |
| Percentage of outsourced workers against the total number of staff in the Department – (Notes 3 & 7) | 116% (+2%) |
| Percentage of payments to outsourced service providers against the total staff costs of the Department | 39% (-5%) |
| Number of workers who received severance payment/long service payment/contract gratuity | Not available (Note 6) |
| Amount of severance payment/long service payment/contract gratuity paid | Not available (Note 6) |
| 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 | Not available (Note 6) |
| Amount of severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF | Not available (Note 6) |
| Number of workers with paid meal break Number of workers without paid meal break | Not available (Note 6) |
| Number of workers working 5 days per week Number of workers working 6 days per week | Not available (Note 6) |

() Change in percentage as compared with 2014-15

Notes

- (1) The expenditure is related to the major outsourced service contracts of cleansing, security, horticultural maintenance and venue management.
- (2) The duration of the contracts is normally 2 to 3 years depending on operational needs.
- (3) The number of workers includes both full-time and part-time workers provided by the major outsourced service contractors.
- (4) The number of workers employed by different service contractors will vary from year to year depending on the number of contracts they have in hand and their internal recruitment policy, e.g. on the employment of more or less part-time workers.
- (5) The Statutory Minimum Wage was revised to \$32.5/hr on 1 May 2015 (i.e. \$8,060 based on a 31-day month inclusive of rest days and 8 working hours per day). The monthly wages of the workers therefore all fall in the range of \$8,001 to \$16,000.

- (6) Since the LCSD is not the employer of the outsourced workers, the Department does not have the information requested.
- (7) The total number of staff in the Department covers both civil servants and non-civil service contract staff employed.

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