

CONTROLLING OFFICER'S REPLY

HAB537

(Question Serial No. 4117)

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 agency workers, please provide the following information:

	2015-16 (the latest position)
Number of contracts with employment agencies	()
Contract sum paid to each employment agency	()
Duration of service contract for 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 the 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	()

	2015-16 (the latest position)
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. 98)

Reply:

Information on the agency workers engaged by the Leisure and Cultural Services Department for 2015-16 is set out below.

(a) Number of agency workers, agency contracts, length of agency contracts and duties of agency workers

	Position as at 1 January 2016
No. of agency workers	79 (+46.3%)
No. of agency contracts	45 (+4.7%)
Length of agency contracts	6 to 9 months

() *Change in percentage as compared with 1 January 2015*

The agency workers were mainly engaged to assist in meeting urgent or unforeseen short-term service needs or unexpected surge in service demands, or service needs which entail irregular work pattern, including –

- (i) assisting in the organisation of short-term leisure and cultural programmes/projects, e.g. Chinese Opera Festival 2016;
- (ii) assisting in data collection and processing work, e.g. data verification and input; and
- (iii) filling short-term manpower gap pending the appointment of civil servants and/or non-civil service contract staff.

(b) Expenditure for engaging agency workers

	2015-16 (Estimated)
Expenditure for engaging agency workers	\$13.25 million (+10.9%)
Percentage of expenditure for engaging agency workers against total staff cost	0.4% (0%)

() *Change in percentage as compared with 2014-15*

(c) Monthly salary range of agency workers

The range of the monthly salary of the agency workers engaged by the Department as at 1 January 2016 is set out below.

Monthly salary	No. of agency workers as at 1 January 2016
\$30,001 or above	1 (+100%)
\$16,001 - \$30,000	7 (+75%)
\$8,001 - \$16,000	71 (+42%)
\$6,501 - \$8,000	0 (0%)
\$6,240 - \$6,500	0 (0%)
under \$6,240	0 (0%)
Total	79 (+46.3%)

() *Change in percentage as compared with 1 January 2015*

(d) Length of service of agency workers

The mode of using agency workers is that the Department and an employment agency enter into a service contract under which the agency will supply manpower as and when the Department requires. As long as the Department's requirements are satisfied (e.g. in terms of the number of agency workers and the qualifications and/or experience required), the employment agency may arrange any of their employees to work in the Department or arrange replacement agency workers during the contract period. The Department therefore does not keep information on the years of service of agency workers who are employees of the employment agencies.

(e) Percentage of agency workers against total number of staff

As at 1 January 2016, agency workers represented 0.8% over the total number of staff in the Department. The ratio was 0.5% as at 1 January 2015.

(f) Severance payment, long service payment and contract gratuity for agency workers

Severance payment, long service payment and contract gratuity are paid by employers in accordance with the Employment Ordinance and the employment agreement signed between the employers and their employees under mutual agreement. The Department enters into service contracts with employment agencies for the supply of manpower to meet short-term service needs. The agency workers are employees of the employment agencies. The Department does not have information on these aspects.

(g) Meal breaks for agency workers

The Department enters into service contracts with employment agencies for the supply of manpower to meet short-term service needs. The agency workers are employed by the employment agencies and the terms of employment, including paid/unpaid meal breaks, are determined under the employment agreement signed between the agencies and their employees under mutual agreement. The Department does not have information on this issue.

(h) Work pattern of agency workers

As at 1 January 2016, all of the 79 agency workers worked 5 days a week.

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