

**CONTROLLING OFFICER'S REPLY****HAB192****(Question Serial No. 2143)**Head: (95) Leisure and Cultural Services DepartmentSubhead (No. & title): (-) Not SpecifiedProgramme: (-) Not SpecifiedControlling Officer: Director of Leisure and Cultural Services (Ms Michelle LI)Director of Bureau: Secretary for Home AffairsQuestion:

Regarding the staff establishment of facilities managed by the Leisure and Cultural Services Department, please provide information of the past 5 years of (i) the median salaries, (ii) the highest salaries, (iii) the lowest salaries, (iv) the fringe benefits, (v) the retirement benefits and (vi) the total expenditure on staff establishment in connection with (a) politically appointed official, (b) civil servants (of all types), (c) civil servants on agreement terms, (d) non-civil service contract staff and (e) outsourced workers.

Asked by: Hon CHU Hoi-dick (Member Question No. 6)Reply:

In the past 5 years, there was no politically appointed official and civil servant on agreement terms in the Leisure and Cultural Services Department (LCSD). Civil servants (of all types) are remunerated according to the Model Scale 1 Pay Scale, Master Pay Scale and Directorate Pay Scale. As regards non-civil service contract (NCSC) staff, their employment package is no less favourable than the provisions of the Employment Ordinance and no more favourable than those applicable to civil servants in comparable ranks. Details on the monthly salaries and total expenditure in the past 5 years are set out below –

(a) Monthly salaries <sup>Note 1</sup>

	2012-13 \$	2013-14 \$	2014-15 \$	2015-16 \$	2016-17 \$
<b>Civil Servant</b>					
Model Scale 1 Pay Scale	10,155 - 13,225	10,555 - 13,745	11,055 - 14,395	11,570 - 15,065	12,115 - 15,775
Master Pay Scale	10,160 - 100,625	10,560 - 103,190	11,060 - 109,340	11,575 - 117,080	12,120 - 121,985
Directorate Pay	112,200 -	115,050 -	121,900 -	130,500 -	135,950 -

	2012-13 \$	2013-14 \$	2014-15 \$	2015-16 \$	2016-17 \$
Scale	202,800	207,950	220,350	235,950	245,850
LCSD's NCSC Staff	8,695 - 93,760	9,045 - 96,150	9,450 - 100,475	10,225 - 104,895	10,655 - 109,300

Note 1: The information on median salaries is not available.

(b) Total expenditure

	2012-13 \$ million	2013-14 \$ million	2014-15 \$ million	2015-16 \$ million	2016-17 \$ million (Estimate)
Civil Servant	2,244	2,393	2,537	2,690	2,895
NCSC Staff	302	306	305	306	283

Civil servants enjoy a range of fringe benefits including medical and dental benefits, education allowances, housing benefits, leave and passages etc. depending on their rank, length of service, terms of appointment and other rules. On retirement, civil servants are eligible for retirement benefits as provided in the pensions legislation or specified in their terms of appointment. As regards NCSC staff, their employment package is no less favourable than the provisions of the Employment Ordinance and no more favourable than those applicable to civil servants in comparable ranks. NCSC staff are provided with benefits under the Mandatory Provident Fund Schemes Ordinance.

LCSD's major outsourcing service contracts cover four areas namely, cleansing, security, horticultural maintenance and venue management services. Information on the monthly wages of front-line non-skilled workers as provided by the service contractors and the expenditure involved in these major contracts in the past 5 years are set out below –

	2012-13	2013-14	2014-15	2015-16	2016-17
Monthly wages of front-line non-skilled workers in service contracts <sup>Note 2</sup> (\$)	6,944 - 9,100	7,440 - 9,100	7,440 - 9,920	8,060 - 9,920	8,060 - 9,920
Annual expenditure on the major service contracts (\$ million)	932	1,010	1,172	1,311	1,333 (Estimate)

Note 2: The information on fringe benefits and retirement benefits for outsourced workers is not available as these workers are not employees of LCSD.

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