## Examination of Estimates of Expenditure 2012-13

## CONTROLLING OFFICER'S REPLY TO INITIAL WRITTEN QUESTION

Reply Serial No.

SB162

Question Serial No.

0511

<u>Head</u>: 30 Correctional Services Department <u>Subhead</u> (No. & title): 000 Operational Expenses

Programme:

**Controlling Officer:** Commissioner of Correctional Services

<u>Director of Bureau</u>: Secretary for Security

**Question**:

Please provide the following information on the employment of staff of outsourced service:

	2012-13	2011-12	2010-11
Number of outsourced service contracts	( )	( )	( )
Total fees paid to outsourced service contractors	( )	( )	( )
Length of each outsourced service contract	( )	( )	( )
Number of employees employed through outsourced service	( )	( )	( )
contractors			
Distribution of posts taken up by employees of outsourced			
service (e.g. customer services, property management, security,			
cleansing and information technology etc.)			
Distribution of monthly salary levels of staff of outsourced			
service			
• \$30,001 or above	( )	( )	( )
• \$16,001 to \$30,000	( )	( )	( )
• \$8,001 to \$16,000	( )	( )	( )
• \$6,501 to \$8,000	( )	( )	( )
• \$5,001 to \$6,500	( )	( )	( )
• \$5,000 or below	( )	( )	( )
• Number of employees with monthly salary below \$5,824	( )	( )	( )
• Number of employees with monthly salary between \$5,824	( )	( )	( )
and \$6,500			
Length of employment of employees of outsourced service			
• 5 years or above	( )	( )	( )
• 3 to 5 years	( )	( )	( )
• 1 to 3 years	( )	( )	( )
• Less than 1 year	( )	( )	( )
Employees of outsourced service as a percentage of the total	( )	( )	( )
number of staff in the department			
Fees paid to outsourced service contractors as a percentage of the	( )	( )	( )
total expenditure on all staff of the department			
Number of employees remunerated for meal break	( )	( )	( )
Number of employees not remunerated for meal break	( )	( )	( )
Number of employees working 5 days a week	( )	( )	( )
Number of employees working 6 days a week	( )	( )	( )

Figures in ( ) denote year-on-year changes

Asked by: Hon. WONG Kwok-hing

## Reply:

Information on the employment of staff of outsourced services is set out below:

Number of outsourced service contracts   (as at 31.01.2012)   (as at 31.02.2010)   (as at 31.2012)   (as at 31.02.2010)   (as at 31.02.2010)   (as at 31.0		2012 12	2011 12	2010 11	
Number of outsourced service contracts Total fees paid to outsourced service contractors  Length of each outsourced service contract  Number of employees employed through outsourced service contractors  Number of employees employed through outsourced service contractors  Distribution of posts taken up by employees of outsourced service (e.g. customer services, property management, security, cleansing and information technology etc.)  Distribution of monthly salary levels of staff of outsourced service  \$30,001 or above  \$16,001 to \$30,000  \$88,091 to \$16,000  \$98,091 to \$16,000  \$99,091 to \$16,000  \$99,001 to \$16,000		2012-131	2011-12	2010-11	
Total fees paid to outsourced service contractors  Length of each outsourced service contract  Length of each outsourced service contract  Number of employees employed through outsourced service contractors  Distribution of posts taken up by employees of outsourced service (e.g. customer services, property management, security, cleansing and information technology etc.)  Distribution of monthly salary levels of staff of outsourced service  \$30,001 or above \$\$30,001 or \$30,000 \$\$5,001 to \$30,000 \$\$5,001 to \$30,000 \$\$5,001 to \$6,500 \$\$5,000 to \$6,500 \$\$16,001 to \$50,000 \$\$\$100 to \$50,000 \$\$16,000 \$\$16,000 \$\$16,000 \$\$16,000 \$\$16,000 \$\$16,000 \$\$16,000 \$\$16,000 \$\$15,000 or below \$\$16,001 to \$6,500 \$\$10,000 to \$10,000	N. 1. C				
Length of each outsourced service contract    Contract		=		16	
Number of employees employed through outsourced service contractors  Distribution of posts taken up by employees of outsourced service (e.g. customer services, property management, security, cleansing and information technology etc.)  Distribution of monthly salary levels of staff of outsourced service  \$ 330,001 or above  \$ \$30,001 or above  \$ \$8,001 to \$16,000  \$ \$8,001 to \$16,000  \$ \$5,001 to \$6,500  \$ \$5,001 to \$6,500  \$ \$5,000 or below  \$ Number of employees with monthly salary below \$5,824  \$ Number of employees with monthly salary between \$5,824 and \$6,500  Length of employment of employees of outsourced service  \$ 5 years or above  \$ 1 to 3 years  \$ Less than 1 year  Employees of outsourced service as a percentage of the total number of staff in the department  Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department  Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department  Number of employees remunerated for meal break  Number of employees not remunerated for meal  Not available  (Note 2)	-		1 \$8 080 264		
service contractors  Distribution of posts taken up by employees of outsourced service (e.g. customer services, property management, security, cleansing and information technology etc.)  Distribution of monthly salary levels of staff of outsourced service  \$ 30,001 or above  \$ \$16,001 to \$30,000  \$ \$8,001 to \$16,000  \$ \$8,001 to \$8,000  \$ \$5,000 to \$6,500  \$ \$5,000 or below  Number of employees with monthly salary below \$5,824  Number of employees with monthly salary between \$5,824 and \$6,500  Length of employment of employees of outsourced service  \$ 5 years or above  \$ 1 to 3 years  \$ Less than 1 year  Employees of outsourced service as a percentage of the total number of staff in the department  Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department  Number of employees remunerated for meal  Not available	Length of each outsourced service contract		12-24 months	_	
outsourced service (e.g. customer services, property management, security, cleansing and information technology etc.)  Distribution of monthly salary levels of staff of outsourced service  \$ \$30,001 or above \$ \$16,001 to \$30,000 \$ \$8,001 to \$16,000 \$ \$\$5,001 to \$6,501 to \$8,000 \$ \$\$5,001 or below  • Number of employees with monthly salary between \$5,824 and \$6,500  Length of employment of employees of outsourced service  • 5 years or above • 1 to 3 years • Less than 1 year  Employees of outsourced service as a percentage of the total number of staff in the department  Number of employees remunerated for meal break Number of employees not remunerated for meal  Not available  (Note 2)					
outsourced service  \$ \$30,001 or above  \$ \$16,001 to \$30,000  \$ \$8,001 to \$16,000  \$ \$5,001 to \$8,000  \$ \$5,001 to \$6,500  \$ \$5,000 or below  \$ Number of employees with monthly salary below \$5,824  \$ Number of employees with monthly salary between \$5,824 and \$6,500  Length of employment of employees of outsourced service  \$ 5 years or above  \$ 1 to 3 years  \$ Less than 1 year  Employees of outsourced service as a percentage of the total number of staff in the department  Fees paid to outsourced service contractors as a percentage of the total number of employees remunerated for meal break  Number of employees not remunerated for meal  Not available  Not available  \$ 0.44% (+18.9%)  Not available  Not available  Not available  Not available  Not available	outsourced service (e.g. customer services, property management, security, cleansing and information				
<ul> <li>\$16,001 to \$30,000</li> <li>\$8,001 to \$16,000</li> <li>\$6,501 to \$8,000</li> <li>\$5,001 to \$6,500</li> <li>\$5,000 or below</li> <li>Number of employees with monthly salary below \$5,824</li> <li>Number of employees with monthly salary between \$5,824 and \$6,500</li> <li>Length of employment of employees of outsourced service</li> <li>5 years or above</li> <li>1 to 3 years</li> <li>Less than 1 year</li> <li>Employees of outsourced service as a percentage of the total number of staff in the department</li> <li>Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department</li> <li>Number of employees remunerated for meal</li> <li>Not available</li> <li>Not available</li> <li>Not available</li> <li>Not available</li> <li>Not available</li> </ul>	Distribution of monthly salary levels of staff of outsourced service				
<ul> <li>\$8,001 to \$16,000</li> <li>\$6,501 to \$8,000</li> <li>\$5,001 to \$6,500</li> <li>\$5,000 or below</li> <li>Number of employees with monthly salary below \$5,824</li> <li>Number of employees with monthly salary between \$5,824 and \$6,500</li> <li>Length of employment of employees of outsourced service</li> <li>5 years or above</li> <li>1 to 3 years</li> <li>Less than 1 year</li> <li>Employees of outsourced service as a percentage of the total number of staff in the department</li> <li>Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department</li> <li>Number of employees remunerated for meal break</li> <li>Number of employees not remunerated for meal</li> <li>Not available (Note 2)</li> </ul>			-	-	
<ul> <li>\$6,501 to \$8,000</li> <li>\$5,001 to \$6,500</li> <li>\$5,000 or below</li> <li>Number of employees with monthly salary below \$5,824</li> <li>Number of employees with monthly salary between \$5,824 and \$6,500</li> <li>Length of employment of employees of outsourced service</li> <li>5 years or above</li> <li>1 to 3 years</li> <li>Less than 1 year</li> <li>Employees of outsourced service as a percentage of the total number of staff in the department</li> <li>Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department</li> <li>Number of employees remunerated for meal break</li> <li>Number of employees not remunerated for meal</li> <li>Not available</li> <li>0.37%</li> <li>Not available</li> <li>(Note 2)</li> </ul>			-	-	
<ul> <li>\$5,001 to \$6,500</li> <li>\$5,000 or below</li> <li>Number of employees with monthly salary below \$5,824</li> <li>Number of employees with monthly salary between \$5,824 and \$6,500</li> <li>Length of employment of employees of outsourced service</li> <li>5 years or above</li> <li>1 to 3 years</li> <li>Less than 1 year</li> <li>Employees of outsourced service as a percentage of the total number of staff in the department</li> <li>Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department</li> <li>Number of employees remunerated for meal break</li> <li>Number of employees not remunerated for meal</li> <li>Not available (Note 2)</li> </ul>			-	-	
<ul> <li>\$5,000 or below</li> <li>Number of employees with monthly salary below \$5,824</li> <li>Number of employees with monthly salary between \$5,824 and \$6,500</li> <li>Length of employment of employees of outsourced service</li> <li>5 years or above</li> <li>1 to 3 years</li> <li>Less than 1 year</li> <li>Employees of outsourced service as a percentage of the total number of staff in the department</li> <li>Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department</li> <li>Number of employees remunerated for meal break</li> <li>Number of employees not remunerated for meal</li> </ul>			78(+420%)		
<ul> <li>Number of employees with monthly salary below \$5,824</li> <li>Number of employees with monthly salary between \$5,824 and \$6,500</li> <li>Length of employment of employees of outsourced service</li> <li>5 years or above</li> <li>1 to 3 years</li> <li>Less than 1 year</li> <li>Employees of outsourced service as a percentage of the total number of staff in the department</li> <li>Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department</li> <li>Number of employees remunerated for meal break Number of employees not remunerated for meal</li> <li>Not available (Note 2)</li> </ul>			-	60	
below \$5,824  Number of employees with monthly salary between \$5,824 and \$6,500  Length of employment of employees of outsourced service  5 years or above 1 to 3 years Less than 1 year  Employees of outsourced service as a percentage of the total number of staff in the department  Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department  Number of employees remunerated for meal break Number of employees not remunerated for meal  Not available		_	-	-	
<ul> <li>Number of employees with monthly salary between \$5,824 and \$6,500</li> <li>Length of employment of employees of outsourced service</li> <li>5 years or above</li> <li>1 to 3 years</li> <li>Less than 1 year</li> <li>Employees of outsourced service as a percentage of the total number of staff in the department</li> <li>Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department</li> <li>Number of employees remunerated for meal break</li> <li>Number of employees not remunerated for meal</li> <li>Not available</li> <li>Not available</li> <li>(Note 2)</li> </ul>			-	60	
Length of employment of employees of outsourced service  • 5 years or above • 3 to 5 years • 1 to 3 years • Less than 1 year  Employees of outsourced service as a percentage of the total number of staff in the department  Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department  Number of employees remunerated for meal break Number of employees not remunerated for meal  Not available  Not available  (Note 2)	Number of employees with monthly salary		-	-	
<ul> <li>5 years or above</li> <li>3 to 5 years</li> <li>1 to 3 years</li> <li>Less than 1 year</li> <li>Employees of outsourced service as a percentage of the total number of staff in the department</li> <li>Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department</li> <li>Number of employees remunerated for meal break</li> <li>Number of employees not remunerated for meal</li> </ul> <ul> <li>Not available</li> <li>(Note 2)</li> </ul> <ul> <li>Not available</li> <li>(Note 2)</li> </ul>	Length of employment of employees of outsourced	-		1	
Employees of outsourced service as a percentage of the total number of staff in the department  Fees paid to outsourced service contractors as a percentage of the total expenditure on all staff of the department  Number of employees remunerated for meal break Number of employees not remunerated for meal  1.14% (+1.8%)  0.44% (+18.9%)  Not available (Note 2)	<ul><li>5 years or above</li><li>3 to 5 years</li><li>1 to 3 years</li></ul>				
percentage of the total expenditure on all staff of the department  Number of employees remunerated for meal break  Number of employees not remunerated for meal  Not available  (Note 2)	Employees of outsourced service as a percentage of			1.12%	
Number of employees remunerated for meal break Number of employees not remunerated for meal  Not available (Note 2)	percentage of the total expenditure on all staff of the			0.37%	
$\mathbf{I}$	Number of employees remunerated for meal break Number of employees not remunerated for meal				
Number of employees working 5 days a week 3 (±0%) 3		1	3 (±0%)	3	
Number of employees working 6 days a week 75 (+4.2%)					

Figures in ( ) denote year-on-year changes

Note 1 Employees of outsourced services are provided by outsourced service contractors according to service contracts. They do not have an employer-employee relationship with the department. As such, we do not have information on the length of employment of employees with outsourced service contractors.

Figures are not available as the requirements for employing staff by outsourced services vary from time to time in the light of changing service and operational requirements.

Note 2	Whether there is remuneration for meal break for employees of outsourced service contractor an arrangement agreed between the outsourced service contractors and their employees vigning the contracts. We do not have information on whether those employees are remuneration.				
	for meal break.	We do not have information	in on whether those employees are remainerated		
		Signature:			
		Name in block letters:	SIN YAT KIN		
		Post Title:	Commissioner of Correctional Services		
		Date:	28 February 2012		