

**CONTROLLING OFFICER'S REPLY**

**(Question Serial No. 4078)**

Head: (30) Correctional Services Department

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

Programme: Not Specified

Controlling Officer: Commissioner of Correctional Services (YAU Chi-chiu)

Director of Bureau: Secretary for Security

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 of 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 total payroll expenditure 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 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. 56)

Reply:

The use of services of employment agencies by the Correctional Services Department (CSD) varies from time to time in the light of the changing service and operational needs. Information on the use of services of employment agencies by CSD in 2015-16 is as follows:

	2015-16 (as at 31.01.2016)
Number of contracts with employment agencies	10 (-)
Contract sum paid to each employment agency	\$3,928,000 (Note 1) (+109%)
Duration of service of each employment agency	9 to 18 months
Number of agency workers	51 (+31%)
Details of the positions held by agency workers	Temporary Clerks:13 Temporary Workmen:38
Monthly salary range of agency workers	
• \$30,001 or above	-
• \$16,001to \$30,000	-
• \$8,001 to \$16,000	51 (+31%)
• \$6,501 to \$8,000	-
• \$6,240 to \$6,500	-
• under \$6,240	-
Length of service of agency workers	
• over 15 years	
• 10 to 15years	
• 5 to 10 years	
• 3 to 5 years	
• 1 to 3 years	
• under 1 year	Not available (Note 2)

Percentage of agency workers against the total number of staff in the Department	0.74% (+32% )
Percentage of payments to employment agencies against total payroll expenditure of the Department	0.17% (+98% )
Number of workers who received severance payment/long service payment/contract gratuity	Not available (Note 3)
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	Not available (Note 4)
Number of workers working 5 days per week	47 (+24%)
Number of workers working 6 days per week	4 (+300%)

( ) Change in percentage as compared with 2014-15

Note 1 The figure is the aggregate of all contracts.

Note 2 Agency workers are provided by employment agencies according to service contracts. They do not have an employment relationship with the Department. As such, we do not have information on the length of employment of agency workers.

Note 3 Agency workers are provided by employment agencies according to service contracts. They do not have an employment relationship with the Department. As such, we do not have information on the severance payment/long service payment/contract gratuity paid and the severance payment/long service payment offset by or contract gratuity calculated from the accrued benefits attributable to employer's contributions to MPF.

Note 4 Whether there is paid meal break for agency workers is an arrangement agreed between employment agencies and their workers when signing the contracts. We do not have information on whether they are paid for meal break.

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