

**立法會**  
**Legislative Council**

LC Paper No. CB(1)2470/01-02  
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**LegCo Panel on Public Service  
and LegCo Panel on Planning, Lands and Works**

**Minutes of joint meeting  
held on Friday, 22 February 2002 at 8:30 am  
in the Chamber of the Legislative Council Building**

**Members present** : Members of the LegCo Panel on Public Service

- \* Hon TAM Yiu-chung, GBS, JP (Chairman)
- Hon LI Fung-ying, JP (Deputy Chairman)
- Hon LEE Cheuk-yan
- Hon CHEUNG Man-kwong
- Hon HUI Cheung-ching, JP
- Hon Bernard CHAN
- \* Hon Albert CHAN Wai-yip
- Hon LEUNG Fu-wah, MH, JP

Members of the LegCo Panel on Planning, Lands and Works

Dr Hon TANG Siu-tong, JP (Chairman)  
Hon LAU Ping-cheung (Deputy Chairman)  
Ir Dr Hon Raymond HO Chung-tai, JP  
Hon James TO Kun-sun  
Hon WONG Sing-chi  
Hon IP Kwok-him, JP

(\*Also members of the LegCo Panel on Planning, Lands and  
Works)

**Member attending** : Hon CHAN Yuen-han, JP

**Members absent** : Members of the LegCo Panel on Public Service

Hon CHAN Kwok-keung  
Hon Andrew WONG Wang-fat, JP  
Hon Howard YOUNG, JP  
Hon Michael MAK Kwok-fung

Members of the LegCo Panel on Planning, Lands and Works

Hon WONG Yung-kan  
Hon LAU Wong-fat, GBS, JP  
Hon Timothy FOK Tsun-ting, SBS, JP  
Hon Abraham SHEK Lai-him, JP

**Public officers attending** : Agenda Item II

Works Bureau

Mr K K KWOK, JP  
Deputy Secretary (Programme and Resources)

Civil Service Bureau

Miss Angelina FUNG  
Principal Assistant Secretary (Civil Service) 2

Architectural Services Department

Mr S H PAU, JP  
Director of Architectural Services

Mr Peter YUEN  
Project Director/1

Mr K K NG  
Assistant Director/Property Services

**Attendance by Invitation** : Architectural Services Department Architects Association

Mr CHAN Wai-yan  
Chairman

**Architectural Services Department Quantity Surveyors Association**

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Mr Francis LEUNG  
Chairman

**Government Architectural Services Department Employees Association**

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Mr LIU Wing-chee  
Chairman

**Government Electrical and Mechanical Services Department Building Services Employees Union**

Mr CHENG Chi-ming  
Chairman

**Architectural Services Department Maintenance Surveyors' Association**

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Mr CHAN Ho-yin  
Chairman

**Architectural Services Department Landscape Architects Association**

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Mr YUNG Chun-wai  
Chairman

**Architectural Services Department Structural Engineers Association**

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Mr KWAN Shing-chung  
Chairman

**Architectural Services Department Building Services Engineer Grade and Electrical and Mechanical Engineer Grade**

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Mr HO Kwok-fu  
Representative

**Site Supervisory Staff (Architectural Branch) in  
Architectural Services Department**

Mr LAW Siu-kin  
Representative

**Architectural Services Department Technical Officers  
(Building Services and Electrical & Mechanical) Unit,  
Public Services Employees General Union**

Mr WONG Kong-sang  
Chairman

**Architectural Services Department Building Services  
Inspector Grade**

Mr CHAN Chi-fai  
Assistant Grade Representative

**Technical Officers Branch, Hong Kong Chinese Civil  
Servants' Association**

Mr Luk Ngai-yeung  
Secretary

**Technical Officers (Architectural) Branch, Hong Kong  
Chinese Civil Servants' Association**

Mr CHUNG Ping-wah  
Chairperson

**Architectural Services Department Technical Officer  
(Architectural) Grade, Government Technical and  
Survey Officers Association**

Mr FAN Choi-yeung  
Representative

**Architectural Services Department Technical Officer  
(Building Services) Grade, Government Technical and  
Survey Officers Association**

Mr WONG Chi-hon  
Representative

**Working Party of Technical Officer Grade (Structural Engineering Branch), Architectural Services Department**

Mr KWOK Po-tim  
Chairman

**Survey Officer (Quantity) Grade, Architectural Services Department**

Ms TO Mo-ching  
Representative

**Architectural Services Department General and Common Grades**

Mr CHAN Chi-leung  
Representative

**Architectural Services Department Model Scale I Staff**

Mr LUNG Wing-fat  
Representative

**Site Supervisory Staff (Property Services Branch) in Architectural Services Department**

Mr Kwok Wan-ling  
Representative

**Clerk in attendance :** Miss Salumi CHAN  
Chief Assistant Secretary (1)5

**Staff in attendance :** Ms Bonnie KAN  
Senior Assistant Secretary (1)9

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**I. Election of Chairman**

Mr TAM Yiu-chung was elected chairman of the joint meeting.

**II. Re-engineering of Architectural Services Department**

(LC Paper No. CB(1)909/01-02(01) — Paper provided by the Administration

LC Paper No. CB(1)1080/01-02(01) — Submission jointly provided by 20 staff associations and grades of Architectural Services Department

LC Paper No. CB(1)1080/01-02(02) — Submission provided by Government Architectural Services Department Employees Association

LC Paper No. CB(1)1080/01-02(03) — Submission provided by Government Electrical and Mechanical Services Department Building Services Employees Union)

2. The Chairman welcomed representatives of the Administration, and representatives of 20 staff associations and grades of the Architectural Services Department (ArchSD) to the meeting.

Briefing by the Administration

3. At the invitation of the Chairman, Deputy Secretary (Programme and Resources) of the Works Bureau (DS(P&R)/WB) briefed members on the paper provided by the Administration. He advised that as an on-going exercise, the Government had been exploring ways to enhance the quality of its services and efficiency in their delivery. Following a recent business review of ArchSD, the Government had decided that the Department should focus on three new strategic roles. First, ArchSD would strengthen its professional role as Government's corporate advisor on policies and technical issues related to public buildings, and as building authority for and steward of government buildings. Secondly, it would expand its role in working with the industry to improve the design and maintenance of buildings and in promoting higher standards in construction, site management and safety. Thirdly, it

would concentrate more on the project management and supervisory functions in delivering and maintaining public building projects.

4. DS(P&R)/WB further advised that in order to allow ArchSD to adopt the new strategic roles, the bulk of the building and maintenance works currently undertaken by the Department would be outsourced to the private sector. ArchSD was set to achieve two outsourcing targets: to outsource up to 90% of all new projects approved in September 2001 and onwards; and to outsource and devolve responsibility for up to 80% to 100% of a range of maintenance works upon satisfactory transitional arrangements being agreed with user departments and organizations. DS(P&R)/WB also pointed out that the re-engineering of ArchSD would bring about a number of benefits. It reaffirmed the strategic roles of the Department as the building authority for and steward of Government buildings and Government's corporate professional advisor. ArchSD could focus more on raising the professional standards and promoting best practice in the design for buildings and work towards leading the local construction industry in improving its quality and standards in construction, site management and safety. Outsourcing would also bring the benefits of enhancing the partnership between the public and the private sectors by harnessing the resources of the latter; enhancing professionalism and promoting better use of resources and expertise in both the public and private sectors; creation of more jobs in the private sector; and enhancing the productivity of ArchSD in service delivery.

5. As regards the arrangements for staff, DS(P&R)/WB advised that as a result of the expanded programme of minor works scheduled for completion in the next two years, the surplus staff arising from outsourcing in these two years would be absorbed internally. For the surplus staff arising from outsourcing beyond this time frame, the Administration would make appropriate arrangements. DS(P&R)/WB stressed that the Administration had committed that this package of re-engineering and outsourcing initiatives would not lead to any forced redundancy of staff. An inter-departmental working group had been set up to work out the detailed staffing arrangements and related matters.

6. DS(P&R)/WB said that the Director of ArchSD had already explained the details of the re-engineering exercise to the representatives of the staff associations concerned, representatives of the industry and the relevant professional bodies. The Administration noted the staff concern about the re-engineering exercise and would consult the staff on the detailed arrangements and listen to their views.

Presentation of views by relevant staff associations and grade representatives

*Common views of 20 staff associations and grades in ArchSD*

7. On behalf of 20 staff associations and grades of ArchSD, Mr CHAN Wai-yan, Chairman of the Architectural Services Department Architects Association, advised that to facilitate Members' understanding of the issue, representatives of the staff associations and grades attending this meeting would provide relevant background information on the re-engineering exercise and outsourcing plans of ArchSD. They hoped that a practicable solution in the interest of the Administration, staff side and the public could be reached. They also suggested the Administration and LegCo to formulate a set of objective and fair criteria to determine the direction and pace for reforms in various government departments.

8. Mr Francis LEUNG, Chairman of the Architectural Services Department Quantity Surveyors Association (ArchSDQSA), presented the joint submission from the 20 staff associations and grades. The gist of his presentation was as follows:

Function of ArchSD

- (a) Being one of the seven departments under the Works Bureau, ArchSD was responsible for the proper planning, design, construction and maintenance of architectural projects funded by public monies to maximize their cost-effectiveness. It also played a role in promoting and coordinating the development of local construction industry.
- (b) The expenditure on Government public works projects in the financial year of 2001-02 amounted to \$20,940 million and some 35% of these projects were undertaken by ArchSD.

Staffing position

- (c) ArchSD comprised some 1 990 staff, including professional, technical and general grades staff. About 300 of them were seconded from other departments, mostly from the Electrical and Mechanical Services Department (EMSD).

Cost-effectiveness of projects

- (d) Due to the limitation of manpower resources in ArchSD, about 30% to 40% of its works projects were outsourced each year.
- (e) The consultancy study conducted by PricewaterhouseCoopers in 2001 affirmed the cost-effectiveness of the work of ArchSD. The cost of provision of professional service by in-house

resources of ArchSD constituted 7.6% of the project cost, while the cost of outsourcing the same service constituted 7.7% of the project cost. As the cost in project coordination and managing outsourced projects constituted another 2%, the total cost in outsourcing ArchSD projects constituted 9.7% of the project cost.

- (f) ArchSD had successfully implemented a number of new operating systems, such as ISO9000 and dispute resolution system, and received numerous professional awards throughout the years.

#### Re-engineering exercise

- (g) Since April 2001, staff of ArchSD had taken the initiative to give views on the re-engineering exercise. They were assured by the Secretary for the Civil Service (SCS) on 23 July 2001 that it was not the Administration's intention to propose fundamental institutional changes for ArchSD, and that staff in ArchSD would be consulted through established mechanism before a decision was taken on the implementation of the recommendations arising from the review. They were also assured by the Chief Secretary for Administration's Office on 30 November 2001 that if the Government's recommendations had direct impact on them, the Administration would consult them before making its decision. On 22 January 2002, staff were surprised at the announcement of the re-engineering of ArchSD, involving the outsourcing of up to 90% of all new projects and up to 80% to 100% of a range of maintenance works. In view of the substantial increase in the percentage of works to be outsourced, it would have significant impact on the staff. However, there was no concrete plan on the arrangements for the surplus staff arising from the outsourcing. The setting of the outsourcing targets before staff consultation had also damaged the mutual trust between the management and staff side.
- (h) There was a need to strike a balance between using in-house resources and outsourcing in the delivery of works projects. The substantial increase in the percentage of works to be outsourced would not be beneficial to the local economy and employment market, as most contractors had sub-contracted the design and drawing process to the Mainland. Moreover, the private sector usually operated on commercial principles and focused on short-term gain. These might not be helpful to the long-term development of the construction industry. In fact, it had been

pointed out in the Report of the Construction Industry Review Committee (CIRC) in 2001 that there was a need to foster a quality culture in the industry to provide a value-for-money service to customers. The PricewaterhouseCoopers, in its report in July 2001, suggested the Administration to establish mechanisms to review and ensure the right balance between in-house and outsourced provision. It was also stated in the report that given the current limited experience it was not possible to state what percentage of ArchSD's work should eventually be outsourced, and that there was a need for a more robust testing of the market, which would provide a valid basis for determining the right level of outsourcing. Hence, it was clear that the Administration had not accepted the step-by-step approach suggested by the consultant.

9. Mr Francis LEUNG requested the Administration to defer implementation of the re-engineering of ArchSD until a consensus had been reached between the Administration and the staff side.

*Government Architectural Services Department Employees Association*

10. Mr LIU Wing-chi, Chairman of the Government Architectural Services Department Employees Association, presented their submission. He pointed out that staff were very concerned about the large-scale outsourcing of ArchSD projects and its impact on them. The Association requested the Administration to establish a comprehensive staff consultative mechanism, to discuss with the staff associations on the career prospect of staff in an impartial manner, and to respect and protect the occupational right of the staff concerned.

*Government EMSD Building Services Employees Union*

11. Mr CHENG Chi-ming, Chairman of Government EMSD Building Services Employees Union, presented their submission. The Union considered that the re-engineering of ArchSD had wide implications on the civil service and the public. It had created instability within the civil service and severely damaged the trust of staff towards the Government. It was also not in the interest of the public to outsource the great majority of work currently undertaken by ArchSD to the private sector. As a result of the outsourcing, some of the staff, though very experienced, might have to be re-deployed or re-trained, thus wasting manpower resources. In view of the Administration's assessment that the surplus staff arising from outsourcing after the initial two-year period could not be absorbed internally, Mr CHENG queried how the Administration could honour its undertaking that this package

of re-engineering and outsourcing initiatives would not lead to any forced redundancy of staff.

## Discussions

### *Justifications for outsourcing the work of ArchSD*

12. Being a member of the LegCo Select Committee on Building Problems of Public Housing Units, Miss CHAN Yuen-han pointed out that the building problems of public housing units were partly caused by the ineffective monitoring system. She queried the justifications for the Administration to outsource the great majority of work of ArchSD at a time when there was a need to foster a quality culture in the construction industry. Mr LEUNG Fu-wah also expressed his concern about the quality of the outsourced work. DS(P&R)/WB advised that it was the Government's established policy to outsource works projects. Under this policy, Government departments should optimize the private sector involvement in the service delivery to meet community needs. All along, 35% of the work of ArchSD had been outsourced, but this percentage was much lower than those of other works departments under the Works Bureau, such as 90% of the Highways Department. The targets of outsourcing up to 90% of new projects and over 80% of the maintenance works of ArchSD were set to bring them in line with the level of outsourcing in other works departments. DS(P&R)/WB assured members that there was established mechanism to ensure the quality of the outsourced work. Moreover, after implementing the outsourcing programme, ArchSD would be able to expand its role in promoting higher standards in construction, site management and safety, and concentrate more on supervisory functions.

13. Mr LEE Cheuk-yan expressed the Hong Kong Confederation of Unions' objection to the Government's policy to outsource works projects. DS(P&R)/WB advised that in view of the trend that there would be a steady increase in public works projects in the coming few years, the Administration could cope with the situation by either expanding the civil service establishment, or by harnessing the resources in the private sector for delivering public works projects. While the former option was not preferred during the present economic downturn, the latter option provided a better alternative, as it would enable the delivery of quality service by a smaller civil service and create more job opportunities in the private sector. Mr LEE disputed the Administration's claim that outsourcing would create more job opportunities in the private sector, as most of the contractors in the construction industry had outsourced their design work to the Mainland. DS(P&R)/WB believed that most of the outsourced work would be taken up by the local professionals and technical staff who had the competitive edge over their counterparts in the Mainland.

14. Mr CHEUNG Man-kwong pointed out that even if more job opportunities could be created in the private sector, it would be done at the expense of the civil service. He considered the outsourcing initiative in ArchSD a gesture of the Administration to please the private sector. DS(P&R)/WB clarified that that was not the case. He reiterated that the outsourcing initiative was considered the most effective means to deliver quality service to the public without expanding the civil service. It would also enable ArchSD to focus on new strategic roles. Mr CHEUNG did not accept that the Administration should reduce job opportunities in the civil service so as to create employment in the private sector and the Mainland. DS(P&R)/WB assured members that a step-by-step approach would be taken by the Administration to achieve the long-term target of outsourcing 90% of all new projects of ArchSD. In determining the pace of outsourcing, the Administration would take into account several factors, including the level of market acceptance and the level of adjustment made in ArchSD to adapt to the change.

15. In view of the very good performance of ArchSD throughout the years, Mr Albert CHAN queried the justifications for outsourcing 90% of its work to the private sector. Whilst recognizing the efforts and achievements made by ArchSD staff, DS(P&R)/WB pointed out the need to meet the public demand for better service. Mr LEUNG Fu-wah considered the Administration's advice self-contradictory. It seemed to imply that the performance of ArchSD was not good enough. In response, DS(P&R)/WB said that that was not the case. In view of the fact that there had been an increase in public demand for better public service, outsourcing initiative was considered the most effective means to meet the demand without expanding the civil service. Referring to the joint submission from the 20 staff associations and grades, Mr LEUNG noted that ArchSD had received a number of professional awards in recent years. He queried whether the private sector could achieve better performance than ArchSD.

16. Referring to the announcement by the Chief Executive on 20 February 2002 on the \$600 billion-programme of 1 600 projects of infrastructural development over the next 15 years, Mr Albert CHAN pointed out the need for planning and supervision work for construction projects. In his view, the proposal to outsource the work of ArchSD appeared to be a conspiracy between the Government and private sector to enable the large private corporations to be awarded the outsourced projects of ArchSD. DS(P&R)/WB stressed that there was no such conspiracy. He also pointed out that a fair and open tendering system was in place to ensure that the most suitable tenderer would be selected for the outsourced projects.

17. Mr LEUNG Fu-wah was still not convinced of the need for outsourcing ArchSD projects. He considered that the outsourcing experience in other

departments had not been favourable and had, in some cases, resulted in wastage of manpower resources. Responding to Mr LEUNG, DS(P&R)/WB advised that an internal mechanism within the Administration was in place to ensure that there would not be any wastage of manpower resources. In fact, staff of ArchSD had an important role to play after the Department had taken up more important supervisory functions in public building projects.

18. Referring to the extracts from the consultancy report quoted in paragraph 19 of the joint submission from the 20 staff associations and grades, Ir Dr Raymond HO noted that the consultant had pointed out the need for "Establishing mechanisms to review and ensure the right balance between in-house and outsourced provision. Given the current limited experience it is not possible to state now what percentage of ArchSD's work should eventually be outsourced". He queried why the Administration had not taken into account the consultant's views. Miss CHAN Yuen-han considered that the Administration had only selectively adopted some of the recommendations of the consultant. DS(P&R)/WB pointed out that the Administration had taken into account all the recommendations of the consultant before finalizing its decision. Apart from those quoted in the joint submission, the consultant had also suggested ArchSD to strengthen its strategic and professional roles. As it was not feasible for ArchSD to take up both professional monitoring role and day-to-day routine duties, the Administration considered it more appropriate for the department to specialize in its strategic and professional roles.

19. Ir Dr Raymond HO pointed out that normally, outsourcing initiative was introduced when there was a need to save cost or there was a lack of the required technical skills within the civil service. However, both reasons did not apply to the present case. DS(P&R)/WB said that apart from cost and technical skills, the Administration had also taken into account other factors before introducing the outsourcing initiative of ArchSD, such as the need to enhance the service quality and to cope with the greater number of new projects.

20. Ms LI Fung-ying noted that according to paragraph 11 of the joint submission from the 20 staff associations and grades, the consultancy study had affirmed the cost-effectiveness of the work of ArchSD. The cost of provision of professional service by in-house resources of ArchSD constituted 7.6% of the project cost, while the cost of outsourcing the same service constituted 7.7% of the project cost. As the cost in project coordination and managing outsourced projects constituted another 2%, the total cost in outsourcing ArchSD projects constituted 9.7% of the project cost. Ms LI considered the outsourcing of ArchSD projects a waste of Government resources. In response, DS(P&R)/WB pointed out that the comparison made by the consultant might not be comprehensive, as it had only covered 39 outsourced projects of ArchSD. At the request of Miss LI, DS(P&R)/WB

agreed to provide a detailed cost comparison of the delivery of ArchSD works projects by in-house resources and outsourcing.

Alternative to outsourcing

21. In view of the positive comments on the performance of ArchSD made by the consultant, Mr HUI Cheung-ching sought the staff sides' views on whether privatization of ArchSD should be pursued. Mr Francis LEUNG, Chairman of ArchSDQSA, responded that the Administration had committed to the staff of ArchSD last year that privatization or corporatization would not be pursued.

Staff consultation on the outsourcing initiative

22. Referring to the Secretary for Treasury's announcement on 21 February of a fiscal deficit of \$66 billion for 2001-02, Miss CHAN Yuen-han was of the view that the Administration had determined to save resources by cutting the size of the civil service. As the Civil Service Bureau (CSB) had previously committed that thorough staff consultation would be made before implementing any civil service reform measures, she questioned the reason for lack of staff consultation before introducing the re-engineering and outsourcing initiatives of ArchSD. DS(P&R)/WB responded that the consultant had already consulted the staff concerned and reflected their views to the Administration during the management review in 2001.

23. Mr LEE Cheuk-yan pointed out that the consultant had not consulted the staff concerned specifically on the outsourcing initiative. He queried whether the Administration would formally consult the staff concerned on this aspect. Mr Albert CHAN also expressed his dissatisfaction that the outsourcing initiative had been forced on staff without any consultation. DS(P&R)/WB reiterated that the consultant had already consulted the staff concerned.

24. Ms LI Fung-ying echoed the views of Mr LEE Cheuk-yan and Mr Albert CHAN. Referring to paragraph 9 of the paper provided by the Administration, Ms LI noted that "formal staff consultation will commence momentarily". In other words, there had not been any formal staff consultation before the Administration finalized the outsourcing proposal. In response, DS(P&R)/WB clarified that the "formal staff consultation" in paragraph 9 of the paper referred to formal staff consultation on the implementation details including retraining needs and transfer arrangements.

25. Responding to the Chairman, DS(P&R)/WB confirmed that the Administration had already set the objective and direction of the re-engineering exercise of ArchSD. The staff concerned would be consulted on the implementation details accordingly.

### Impact on staff

26. Mr CHEUNG Man-kwong considered that the initiative of outsourcing up to 90% of ArchSD's new projects was equivalent to the disbandment of the department. He was concerned that the adverse impact of this initiative on the morale of the staff concerned might result in their resignation. If that was the case, the resignation of the experienced professional staff would be a loss to the civil service. DS(P&R)/WB reiterated the need for the Administration to respond to the public demand for better service, and that an inter-departmental working group had been set up to work out the detailed arrangements for the staff concerned.

27. While the Administration had undertaken that the re-engineering and outsourcing initiatives would not lead to any forced redundancy of staff, Ms LI Fung-ying was concerned that the initiatives would indirectly induce staff to retire. She asked how the Administration would address the staff concern about job security. DS(P&R)/WB stressed that there would be some surplus staff after two years and that appropriate arrangements would be worked out to deal with the matter. Responding to Ir Dr Raymond HO, DS(P&R)/WB advised that there was no fixed number of projects to be outsourced per year and appropriate arrangements would be made to avoid forced redundancy of staff.

28. Noting that ArchSD would strengthen its monitoring function upon re-engineering, the Chairman and Ir Dr Raymond HO asked for the arrangements to prepare the staff concerned for their new roles. DS(P&R)/WB assured members that training would be provided to the staff concerned to enable them to perform their new roles effectively.

29. Mr LAU Ping-cheung urged the Administration to discuss the matter with the staff side in detail. Director of ArchSD committed that full staff consultation would be carried out on the implementation details. As the staffing requirements of the Buildings Department (BD) and ArchSD were similar and that BD was in need of more professional staff, Mr LAU suggested the Administration to explore the option of deploying ArchSD's staff to BD. DS(P&R)/WB assured members that the inter-departmental working group would exercise flexibility in staff deployment as far as possible.

### Views of CSB

30. As CSB had previously committed that all civil service reform measures would only be carried out with staff support and acceptance, Miss CHAN Yuen-han sought the views of CSB on the re-engineering and outsourcing initiatives of ArchSD. Principal Assistant Secretary (Civil

Service) (PAS(CS)) 2 advised that as far as she knew, ArchSD had taken into account the views of the staff concerned in drawing up the re-engineering and outsourcing initiatives. She added that CSB would participate in the inter-departmental working group to ensure that the initiatives would not lead to any forced redundancy of staff and to work out the detailed arrangements for staff.

Motion moved by Mr CHEUNG Man-kwong

31. In view of staff objection, Mr LEE Cheuk-yan, Mr CHEUNG Man-kwong and Mr Albert CHAN urged the Administration to defer the implementation of the re-engineering and outsourcing initiatives of ArchSD and to consult staff on the initiatives. DS(P&R)/WB responded that the Administration would consult staff on the implementation details.

32. Mr CHEUNG Man-kwong moved the following motion in Chinese:

“政府應就建築署九成工務工作外判及八成維修工程外判的計劃，正式諮詢員工。在諮詢未有結果前，應擱置計劃。”(*The Administration should formally consult staff in respect of the initiative to outsource 90% of new projects and 80% of maintenance works of the ArchSD. The initiative should be deferred before the outcome of consultation is available.*)

33. As all members present voted for the motion, the Chairman declared that the motion was carried.

(*Post-meeting note: The information provided by the Administration after the meeting was circulated to members vide LC Paper No. CB(1)1357/01-02 on 22 March 2002.*)

### **III. Any other business**

34. There being no other business, the meeting ended at 10:45 am.