



Labour Department (Headquarters)

勞工處 (總處)

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15 June 2004

Clerk to the Panel on Manpower
Legislative Council
3/F, Citibank Tower
Central
Hong Kong
(Attn : Mrs Sharon Tong)

Dear Mrs Tong,

**Government's response to the Hon Leung Fu-wah's motion
dated 22 April 2004 on the salary level of non-skilled workers employed
under projects or services contracted out by the Government**

To ensure that the wages offered to non-skilled workers by government contractors of service contracts that rely heavily on the deployment of non-skilled workers are not lower than the average wage level of the relevant industry/occupation, the Financial Services and the Treasury Bureau has on 6 May 2004 promulgated a mandatory requirement concerning the evaluation of tenders. Under this requirement, a tender offer for the procurement of government services that rely heavily on the deployment of non-skilled workers shall not be considered if the monthly wage rates offered by the tenderers to their non-skilled workers are less than the average monthly wages for the relevant industry/occupation as published in the Census and Statistics Department's Quarterly Report of Wage and Payroll Statistics at the time when the tenders are invited.

Controlling Officers are required to specify in the tender documents this new mandatory requirement as well as the relevant wage rates. Tenderers have to offer in their tender a salary for their non-skilled workers not lower than this wage rate, and such an offer is binding on the tenderer. Furthermore, Controlling Officers shall specify in the tender documents that the successful contractor is required to sign written employment contract with its employees (except temporary leave reliefs), specifying the terms of employment, inclusive of wages. Controlling Officers are also required to ensure that the average wage rates offered by the sub-contractors to the non-skilled workers employed by them are not less than those rates committed by the successful contractor. The above requirement concerning wages is applicable to contracts procured under direct purchase authority.

The new mandatory requirement has fully met the request set out in the Hon Leung Fu-wah's motion.

Yours sincerely,



(Miss Carrie Chang)

for Permanent Secretary for
Economic Development and Labour (Labour)

c.c.

Secretary for Financial Services and the Treasury (Attn : Mr Mark Siu)