



環境保護督察協會(香港公務員總工會盟會)

Environmental Protection Inspectorate Association

香港鯉魚涌海灣街1號華懋交易廣場2樓
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本會檔號: (15) in EPIA2005

2005年6月22日

致: 立法會主席 范徐麗泰議員, GBS, JP (傳真號碼: 2877 9600)
公務員事務局局長 王永平先生, GBS, JP (傳真號碼: 2868 5069)

投訴部門歧視工會 (被拒加入部門協商委員會)

本會曾於4月12日去信環境運輸及工務局常任秘書長郭家強先生, 要求加入環境保護署部門協商委員會, 以促進本會與管方的溝通。遺憾的是, 部門於5月3日回信拒絕本會的要求, 原因是現時部門協商委員會會章說明, 只提供工會席位給華員會環境保護督察分會。雖然該分會現在已被凍結, 但仍有復會的可能, 另一原因是本會的會員人數少於環保督察職系員工人數25%。

就以上處理手法, 本會認為部門有歧視及打壓本工會之嫌。可知一個現被凍結的分會, 根本不能代表環保督察職系與部門溝通。在6月8日的部門協商會議上, 部門寧願讓該分會的席位懸空, 也不願讓督察職系內唯一合法的工會成為席上代表。對被凍結了的分會如此垂青, 對合法的本工會卻大加白眼, 相對之下, 就可見部門之苦心孤詣。另外, 部門只是假設該分會將來有復會的可能, 而拒絕讓本會加入部門的協商委員會, 實在無視本會是現時唯一代表督察系的合法工會, 並有違成立部門協商委員會之目的。

本會雖成立只有短短數月, 但入會人數已不斷上升, 縱未達至有關準則, 但為了促進工會與部門之間的溝通, 管方應酌情考慮本會加入協商委員會的要求。因此, 本會希望閣下能主持公道, 使部門協商委員會得以真正地發揮其功能。



環境保護督察協會會長
蕭永基 謹啓

附件: 部門在5月3日回覆本會的信件

副本呈交: 香港公務員總工會主席張國標先生 (傳真號碼: 2524 8577)
環境運輸及工務局常任秘書長郭家強先生 J.P. (傳真號碼: 2827 8256)
勞工處職工登記局局長吳家光先生 (傳真號碼: 2541 2681/2111 9874)

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3 May 2005

Mr. YEUNG Kin-hung,
Secretary, Environmental Protection Inspectorate Association,
2/F, Chinachem Exchange Square,
1 Hoi Wan Street,
Quarry Bay,
Hong Kong.

Dear Mr. Yeung,

I refer to your letter ref (6) in EPIA 2005 dated 12 April 2005 addressed to Mr. KWOK Ka Keung, Keith, PSE/DEP.

The senior management has carefully considered the request of your association for a sit-in membership in the Departmental Consultative Committee (DCC) in accordance with the guidelines laid down in Civil Service Branch Circular No. 21/91 – Departmental Consultative Committees. You may be aware that according to the guidelines, if a staff association has either a paid-up membership of 25% or more of the particular grade of staff or a minimum of 500 members, whichever is the less, it should normally be given representation on the DCC as representing the grade concerned. This is to ensure that the DCC should be able to represent the interests of most of the staff. To avoid duplication of representation of staff through union and election, and the membership of a DCC becoming too unwieldy, the Head of Department concerned may exercise discretion to decide whether a separate seat should be created under the 25% or 500-membership criterion.

According to the information provided by you to the Secretary of the DCC on 29 April 2005, your association now has some 90 members. I am afraid that this is well below the 25% or 500-membership criterion. Any decision to deviate substantially from this guideline should be justified on grounds of the balanced interest of the staff.

The existing DCC Constitution provided a seat for the EPI Branch (EPIB) of the Hong Kong Chinese Civil Servants' Association (HKCCSA). Although the operation of the EPIB has been suspended by HKCCSA, according to the information from HKCCSA, the procedure for EPIB to resume normal operation is a joint application by 7 EPIB members for their approval, followed by a general meeting to elect its Executive Committee Members. In this circumstance, EPIB may revive and if this happens, there will be duplication of representation of staff in DCC. This is obviously undesirable.

As regards your request for permission for EPIA to conduct meetings every two months during office hours in the afternoon, I regret to inform you that this is not consistent with our current practice and the guidelines set out in CSB Circular No. 12/91 "Officers Engaged in Staff Consultative Councils and Staff Association Activities". Internal meetings of a staff association or its executive committee should normally be held outside office hours.

I wish I could be more helpful and if you and your members wish to discuss further the issues, I am willing to arrange such a meeting.

Yours sincerely,



(Benny Wong)

for Director of Environmental Protection

c.c. DCC Staff Side Chief Spokesman, Mr Alan Yim E(IP)43
DCC EPI Sit-in Representatives