

香港特別行政區政府

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The Government of the Hong Kong Special Administrative Region

政府總部
環境運輸及工務局
香港花園道美利大廈



Environment, Transport
and Works Bureau
Government Secretariat
Murray Building, Garden Road,
Hong Kong

本局檔號 Our Ref. ETWB(IR) 310/9/03(04) Pt.3

來函檔號 Your Ref.

5 January 2005

Ir Edgar Kwan
Chairman
Construction Industry Training Authority
No. 95, Yue Kwong Road
Aberdeen
Hong Kong

By Fax : 2372 9202

Dear Edgar,

**Petition to the Legislative Council
from the Construction Industry Training Authority Staff Association**

I have been asked by the Bills Committee set up to study the Construction Industry Council (No.2) Bill to draw your attention to the petition at Annex from the Construction Industry Training Authority Staff Association.


At its meeting held on 4 January 2004, the Bills Committee discussed at length an announcement made by the Construction Industry Training Authority (CITA) on a number of revised employment terms for its staff. In particular, Members noted with grave concern that these changes were seemingly implemented without proper prior consultation, and that individuals were compelled to indicate their agreement or otherwise within an unreasonable time.

Furthermore, the Bills Committee commented that this unilateral approach was in total contradiction with our declared policy intention of achieving a seamless transition to the Construction Industry Council, and that it was not conducive to the smooth functioning of CITA. I would therefore request your urgent consideration on the following –

- (a) to postpone the deadline of 7 January 2004 for individual staff to indicate his/her agreement on the revised employment terms by a period of, say, one month;

- (b) to conduct extensive briefing and consultation sessions during this extended period with a view to enhancing staff understanding and gauging staff sentiment; and
- (c) to seek advice from the CITA board on the way forward in light of the feedback so gathered, taking into account the forecast rundown of financial reserves due to reduced levy income.

Since the Bills Committee is expecting a prompt and positive response from CITA, I should be grateful if your reply could reach me not later than 10 a.m. on 7 January 2005.

Yours sincerely,


(Clement Cheung)

Deputy Secretary for the Environment,
Transport and Works (Works) 1

c.c. Chairman, Bills Committee on
Construction Industry Council (No.2) Bill 28 696792
Secretary for Education and Manpower (Attn: Miss Vicky Cheung)



建造業訓練局員工協會
Construction Industry Training Authority Staff Association
九龍油麻地上海街583號華興商業中心2字樓
2/F., Wah King Comm. Ctr. 383 Shanghai St., Yau Ma Tei, Kln
Tel: 3388 6867 Fax: 2385 5002

Annex

致

《建造業議會(第2號)條例草案》委員會
主席及各位委員

反對建訓局單方面更改僱傭合約

主席先生、各位委員：

建訓局員工近日接獲建訓局於2004年12月29日發出《建訓局僱員薪酬調整及部份聘用條件修訂》之信件及《建訓局2004年第19號通告》，本會支持員工薪酬繼續按033方案與政府公務員薪酬掛鈎，其他修改的聘用條件在未有與員工溝通及取得共識，建訓局就單方面更改僱傭合約如下：

1. 工作時數由每週39小時至48小時按職級類別修訂為44小時至48小時；
2. 有薪年假由每年12天至27天按職級類別及年資修訂為12天至21天；
3. 超時工作津貼一律修訂為1倍；
4. 取消每次30元之外勤午膳津貼；
5. 高級職員津貼由基本月薪之1/3修訂為基本月薪之25%。

本會認為建訓局此舉是有違《建造業議會(第2號)條例草案》第82條所述〈僱用的延續〉之條文原意。

本會現懇請主席和各位委員跟進處理，以保障建訓局員工應有的權益及能順利過渡到建造業議會。

專函奉達，盼覆。



(吳國群)

建造業訓練局員工協會理事長

2005年1月4日