

Bills Committee on Rail Merger Bill
Follow-up to meeting on 28 October 2006

- (a) **The Staff Consultative Council of MTRCL and the two consultative committees of KCRC to respectively provide a chart to show how the councillors and the members of the two consultative committees were elected.**

MTRCL

The Staff Consultative Committee (SCC) of MTRCL was set up more than 25 years ago. It represents nearly 6,000 non-managerial staff of MTRCL. SCC is a corporation-wide consultative body which discusses all matters with common concern of the management and staff. The SCC comprises 16 Councillors and 16 Deputy Councillors.

All SCC Councillors and Deputy Councillors are directly elected by the staff representatives of their respective Joint Consultative Committees (JCC) (see Annex 1), who in turn are directly elected by staff members of the respective constituency, both based on “one man, one vote” principle. The JCCs which are departmental / sectional bodies for discussing issues related to the departments or sections concerned, such as work efficiency, safety and health, etc. At present, the JCCs have over 460 staff representatives in total. The term of office of each SCC Councillor/Deputy Councillor and JCC staff representative is 2 years.

KCRC

Its about 6,000-strong staff are represented by the 18 Non-Management Staff Consultative Committees (NMSCCs) or the Management Staff Consultative Committee (MSCC) as appropriate, with the latter for management grade staff of Grade 7 or above including General Managers. The NMSCCs are set up based on the functions and work locations of staff as well as the proportion of the number of staff and they serve as a channel of communication between the management and staff. In addition, a Divisional Consultative Committee (DCC) comprising at least one delegate from each of the 13 NMSCCs within the Transport Division was set up in 2005 to enhance work efficiency and staff communications within the Division. Hence, there are altogether a total of 20 Consultative Committees

(CCs) in KCRC (a list of the CCs is at Annex 2).

Members of the 18 NMSCCs and the MSCCs are directly elected by staff members of that particular function based on “one man, one vote” principle.

- (b) KCRC to explore the feasibility of allowing trade unions representatives to disseminate information to their union members via the internal e-mail system.**

KCRC advised that the Corporation has a policy that the Corporation’s email system should be for business use only. Since the email system of the Corporation has encountered several major technical breakdowns before and the normal business of the Corporation has been affected when the system traffic was too high, the current arrangement of KCRC is to allow all staff members of the Corporation including the representatives of its staff unions to send outgoing emails to 50 recipients at any one time to ensure smooth operation of the Corporation’s computer system.

The Corporation clarified that the above practice is in no way intended to restrict communication between the staff unions and its members. Actually, the Corporation has set up a “Staff Unions” corner on its intranet to facilitate the communication of staff unions with its members.

After the Bills Committee meeting on 28 October 2006, the Corporation met with the representatives of the KCR Operating Staff Association (KCR OSA), who have raised the above issue, on a number of occasions in November and December 2006 and explained to them the rationale behind the above-mentioned policy and arrangement. The representatives of the KCR OSA understood the Corporation’s current arrangements.

- (c) MTRCL and KCRC to give their assurances regarding the selection of staff to fill posts in the post-merger corporation (MergeCo) in more specific terms and in writing.**

MTRCL and KCRC advised that in general, only non-frontline staff would need to be selected and also only when there are overlapping of the relevant

non-frontline positions. Redeployment arrangement would then be made for the affected staff as far as possible. The principles, systems and procedures for staff arrangement are being formulated jointly by the two corporations. The two corporations would, throughout the merger integration process, continue to maintain regular communications with their SCCs/CCs, staff unions and the Coalition of Five Unions. Staff would be consulted on merger-related matters affecting them before any final decisions are made by the corporations. The two corporations reiterated that they are committed to looking after the interest of all their staff. In fact, the two corporations have very good track records in keeping their staff even in difficult times.

MTRCL - Election of SCC Councillors and Deputy Councillors

JCCs	No. of Elected SCC Councillors	No. of Elected SCC Deputy Councillors
Operations Department JCCs	7	7
O Operations Maintenance and Support JCCs	5	5
Headquarters Staff JCCs	2	2
Depots Staff JCC	1	1
Property Management Staff JCC	1	1
<i>Total</i>	<i>16</i>	<i>16</i>

List of Consultative Committees (CCs) in KCRC

Non-Management Staff Consultative Committees (NMSCCs)

Corporate & Other Divisions

1. Finance
2. Property
3. Human Resource
4. Company Secretariat & Legal / Corporate Affairs
5. Capital Projects

Transport Division

6. East Rail Operations Department - Station Operations
7. East Rail Operations Department - Train Crew
8. East Rail Operations Department - Headquarters Support
9. West Rail Operations Department - Station Operations & Customer Services
10. West Rail Operations Department - Bus Traffic
11. West Rail Operations Department - WR Traffic
12. West Rail Operations Department - LR Traffic
13. Intercity & Freight Department - Freight Services
14. Intercity & Freight Department - Intercity Passenger Services & Mainland Services
15. Infrastructure & Buildings - Infrastructure
16. Infrastructure & Buildings - Buildings & ARC
17. Rolling Stock
18. Performance & Efficiency / Safety & Quality / Marketing

Divisional Consultative Committee (DCC) – Transport Division

19. Divisional Consultative Committee

Management Staff Consultative Committee (MSCC)

20. Management Staff Consultative Committee