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## HONG KONG TOURISM BOARD 香港旅遊發展局

18 April 2006



Ms Maisie Cheng  
 Acting Commissioner for Tourism  
 Tourism Commission  
 Economic Development and Labour Bureau  
 The Government of the Hong Kong  
 Special Administrative Region  
 2/F East Wing, Central Government Offices  
 Lower Albert Road, Hong Kong

Dear Maisie *Maisie,*

### Senior Staff Matters of the Hong Kong Tourism Board

I refer to your letter dated 4 April 2006. I would like to respond to you in the same order as your letter.

You referred to the undated contract of the ED/HKTB which carries a clause of annual review of the monthly basic salary. If I may clarify, the contract was in fact dated 2 April 2004. The review clause was carried forward from clause 2.2 of the first contract. Since the Chairman's memo dated 4 March 2004 to the then Acting Tourism Commission which was subsequently approved by the Financial Secretary under delegated authority has not mentioned any variation to this clause, the clause was brought forward to the new contract as is.

As regards your point about the Tourism Commission not being a party to the drafting of the contract and not given sight of it in any draft form, I again refer to the note of the Chairman dated 4 March 2004 in which she said to the then Acting Tourism Commissioner that she would instruct myself to draw up the renewal contract accordingly. Since no reference was made in the Chairman's note nor in the reply from the then Acting Tourism Commissioner that the Tourism Commission needed to be a party of the contract drafting or have sight of the draft form, I was not aware of the Tourism Commission's expectation in this regard. Nonetheless, I have noted your request to have sight of draft employment contracts for the first three tiers of senior staff before signing in future. This will hopefully allay any concerns you may have on the terms of the contract being finalized before the Tourism Commission has sight of them.

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Ms Maisie Cheng

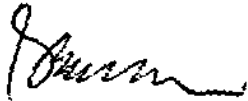
As per your request to have copy of signed contracts of the senior staff of the first three tiers, they are enclosed herewith with this letter.

As has been explained before, the delay in dealing with the ED's variable pay in 2005 was due to the extremely heavy workload and priority being given to other more pressing matters that cropped up throughout the year. Nonetheless, we recognize the shortcoming of the practice and will instigate a system to ensure timely payment in future.

With regard to the copying of the ED's contract to the copy address list, I apologise for the oversight. Since your office already has a copy of the contract, a copy will now be sent to the Permanent Secretary and Mr Stanley Ko. We will ensure copies are sent to the copy addressees in future.

Thank you for your letter and I hope I have addressed the concerns raised in your letter.

Yours sincerely



Grace Lee  
Deputy Executive Director

Enc

cc The Hon Mrs Selina Chow, GBS, OBE, JP, Chairman, HKTB (w/o Enc)  
Ms Clara Chong, Executive Director, HKTB (w/o Enc)

\* 委員會秘書附註 : (a) 最高3層的高級職員所簽訂的合約副本並無在此隨附。  
(b) 本文件只備英文本。