

## **Legislative Council Panel on Transport MTR staff salary and benefits matters after the Merger**

The Legislative Council Panel on Transport will discuss matters relating to staff salary and benefits of the MTR Corporation Limited (MTRCL) after the merger at the meeting of 27 November 2009. In addition to our responses to the concerns of staff unions, this paper sets out again information relevant to staff salary and benefits under the merger framework.

### **Merger commitment**

2. The Corporation announced the Salary Protection Principles in December 2006 committing that the basic salary and any grading-related benefits (for example, retirement benefits, medical benefits, free MTR travel and monthly housing allowance) enjoyed by all staff before the merger would not be reduced. The Corporation has provided job security to the over 8,000 frontline staff and salary protection for all staff as committed in the context of the merger. Non-managerial staff also enjoyed additional protection on salary scale.

3. During the merger process, MTRCL has honoured its commitment to provide the greatest protection for staff. In addition to job security enjoyed by frontline staff, no non-frontline general staff have lost jobs as a result of the merger.

### **Work-related arrangements and allowances after merger**

4. With regard to work-related arrangements such as roster, rest time, rest days and work-related allowances, the post-merger corporation has to align the different work systems based on operational needs to ensure consistency in the work system. The comparison of the arrangements before and after the merger has been set out in the annex to the paper from MTRCL for discussion at the meeting on 26 June 2009.

### **Communication with staff**

5. The Corporation has established communication channels with staff. As regards the merger commitments and the work-related arrangements after the merger, a large number of briefings have been held for discussion with staff and decisions were made having regard to their

views. With regard to the alignment of roster arrangements after the merger, the Corporation held over 140 briefings and meetings for staff and staff unions. As for work-related allowances, the Corporation held over 300 briefings and meetings with staff and staff unions, and have revised the arrangements by taking into account staff views. During the meetings, both the Corporation and staff expressed views on matters of concern.

6. The Corporation has always maintained good communication with staff, including communication with staff-elected representatives in the consultative councils. In addition, the Corporation maintains regular communication with staff unions. The Corporation is committed to looking after the interests of staff. On matters that are of staff concern, the Corporation will maintain close liaison and communication with staff.

7. The Corporation commissioned an independent consultant to conduct a corporate-wide staff attitude survey through anonymous returns in November 2008. The survey achieved a high participation rate of 96%. Results of the survey show that the total favourable score rated by staff on “salary, benefits and non-monetary recognition” was 66%, which is 20% higher than that of employees in general in Hong Kong.

MTR Corporation  
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